Executive summary

Lesotho Gender Minister Thesele Maseribane champions the post 2015 agenda.

Photo: Thandokuhle Dlamini

With the 2015 SADC Gender Protocol (SGP) deadline fast approaching the Southern Africa Gender Protocol Alliance under the coordination of Gender Links, initiated a campaign to review and strengthen the current regional gender equality framework. The review of the SGP coincides with the global review of the Millennium Development Goals (MDGs) which also expire in 2015. The campaign kicked off with the roll-out of 15 district and 13 national SADC Gender Protocol@Work summits that culminated in the May 2014 Regional Summit in Johannesburg, all under the slogan - *50/50 by 2015 and a strong post 2015 agenda*. Through these consultations, the Alliance strategised on how the post-2015 regional gender and global development agendas could be aligned to strengthen each other. This Barometer tracks progress over the last year in the final count- down to 2015, and introduces a new section in each chapter on the post 2015 agenda.

The number of governments that have ratified the SADC Gender Protocol (SGP) increased by one as Malawi ratified the protocol in August 2013. With the SGP now in full force, pressure is mounting on Madagascar (the only remaining signatory not to have ratified the Protocol) to do so. The Southern African Gender Protocol Alliance (the Alliance) is supporting alliance focal networks in Botswana and Mauritius to lobby their governments to sign the Protocol ahead of the August 2014 SADC Heads of state summit in Victoria Falls, Zimbabwe.

While the new slogan for the Alliance calls for equal participation of women and men in politics, at least three of the four countries that have had elections since the last Barometer, have seen declines in women's representation in government. The region's only female President, Joyce Banda of Malawi was voted out of office. The poor performance by female political candidates in the region, despite a vigorous 50/50 campaign, serves to highlight the need for legislated quotas. Gender aware politics is crucial to achieve gender equality. With only five more countries due to hold elections by the end of 2015, SADC is not likely to move much higher than the current average of 26% women in parliament. But pressure is mounting for legislated quotas, based on the positive experiences of several countries in the region that now have such provisions.

The SADC Gender and Development Index (SGDI), a measure of progress by the 15 countries against 23 indicators in six sectors (education, political participation, the economy, health, HIV and AIDS, and the media) went up for the first time in three years from 66% to 67% in 2014. The SGDI for six countries (Angola, Botswana, Swaziland, Tanzania, Madagascar and Mozambique) has increased while that of DRC, Lesotho, Malawi, South Africa and Zambia went down. Three countries Seychelles, Mauritius and Zimbabwe have remained static since 2013. The SGDI is an empirical measure of progress against 23 indicators for which data could be obtained across all

countries. These cover six of the ten sectors of the SGP: governance, education and training, economic justice, HIV and AIDS, media, information and communication.

SGDI by country 2013/2014			
Country	2013	2014	Variance
Angola	57	58	1
Botswana	69	66	-3
DRC	49	47	-2
Lesotho	75	73	-2
Madagascar	57	61	4
Malawi	62	58	-4
Mauritius	76	77	1
Mozambique	59	59	0

SGDI by sector 2013/2014			
Theme	2013	2014	Variance
Governance	49	48	-1
Education	94	94	0
Economy	72	74	2
Health	63	65	2
HIV and AIDS	55	53	-2
Media	67	67	0

With regard to the six sectors, the SGDI dropped by one percentage point in governance (as a result of the decline in women's political representation in Swaziland, Malawi and South Africa). HIV and AIDS had a two percentage point drop, while economy and health picked up by two percentage points each. Major achievements during the period include the adoption of a quota for women in parliament in Zimbabwe using the SGP as a lobbying tool; reduction in maternal mortality rate in most countries and improvements in the number of women in the labour force. With six more elections coming up in the region, hopes remain high for increased women leadership through 50/50 campaigns and media education.

The Citizen Score Card (CSC) remained unchanged from last year at 66%. However, the small gap between the SGDI and the CSC validates the reality on the ground. Unlike the SGDI, the CSC is based on perceptions, and captures nuances that are not incorporated in the empirical data. For example, while the SGDI records enrolment levels for boys and girls, the CSC includes qualitative aspects like safety in schools and gender biases in curriculum. The CSC covers the four sectors for which there are no SGDI scores because these are difficult to measure- Constitutional and legal rights, GBV, peace building and implementation.

Citizen action exceeded expectation, with a cumulative total of 1859 SADC Protocol@Work case studies gathered, thanks to the 2014 summits -15 district (for the first time), 13 national and a regional summit.

Figure I: SADC Gender Protocol Usage
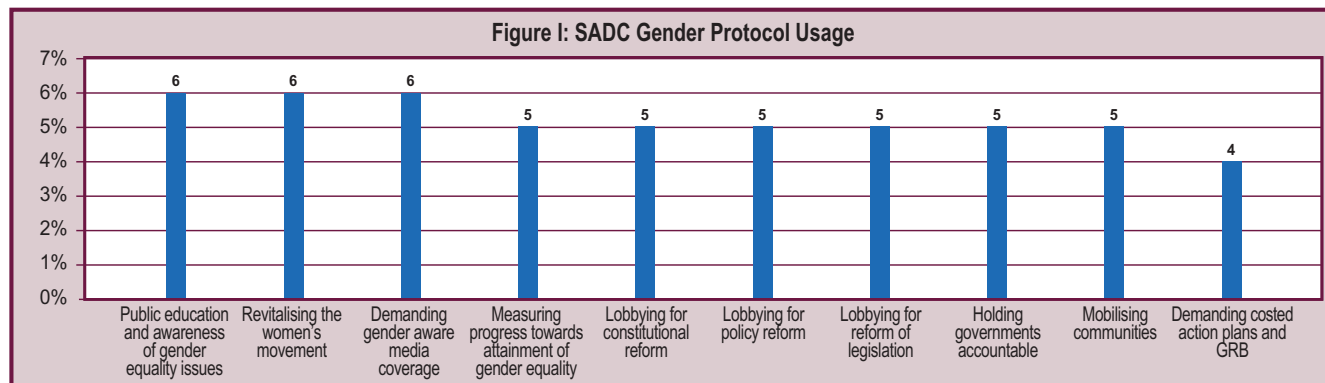
The online collection of case studies and republishing in data base format to the GL website included an online survey of how citizens in the SADC region have used the SGP. Public education and awareness, revitalising the women's movement and promoting gender sensitive media coverage scored highest. More work still needs to be done at policy level on alignment of policies and development of costed National Action Plans for implementing the provisions of the Protocol.

A related survey canvassed views on what citizens would like to see improved in the post 2015 SGP. Responses include targets on gender identities, gender and climate change and gender sensitive media coverage (see analysis in the Preface and Annex A on the CD ROM).

The Alliance steering committee will take the key findings of the Barometer to the 10th Civil Society Forum of the SADC Council of NGOs in July, which will precede the 35th SADC Heads of States Summit in Zimbabwe in August 2014. The meeting will provide a platform for the women's movement to advocate for the adoption of a stronger post-2015 SGP that is more inclusive and feeds into the global agenda for gender equality and sustainable development.

Table VI: Summary of progress and challenges over the past year

Red lights	Green lights
Constitutional and legal rights	
Women and men gave their governments 68 % and 65 % respectively using the CSC that gauges citizen perceptions of progress made thus far.Namibia scored highest and DRC lowest.	Most SADC constitutions enshrine non-discrimination generally as well as non-discrimination based on sex.
One of the biggest challenges facing SADC member states is the contradiction between customary and common law.	Since the first Barometer in 2009 eleven SADC countries have undertaken constitutional reforms of some kind that have a bearing on gender equality. Tanzania draft constitution prescribes a 50 % quota for women's representation in political decision-making.
Five SADC countries still have claw back clauses in their constitutions that undercut gender equality provisions. Most of these relate to laws governing marriage, pregnancy ,death and inheritance.	Thirteen out of fifteen SADC countries now have affirmative action provisions in their constitutions up from eight in 2009.
Child marriages is impeding girls' progress and perpetuating gender inequality.	
Abortion, sex work, marital rape as well as sexual and gender diversity do not feature in the SADC Gender Protocol (SGP).These are priorities for the post SGP agenda.	
Governance	
South Africa declined slightly from 43% to 40% following the May 2014 elections, while Malawi's 2014 elections saw women's representation decrease from 22% to 13%.	At 25%, SADC slid from second to third place (after the Nordic countries and the Americas) in a global regional comparison of women in political decision-making.
Women representation at local government slid backwards during the period under review.	Women's overall representation in parliament has hit its highest at 26% in 2014, increasing by 2 percentage points from 24% in 2013.
Calculations in the 2014 Barometer reflect the critical importance of electoral systems and quotas in increasing women's representation. Overall, in countries with Proportional Representation (PR) electoral systems, women in parliament constitute more than double (38%) of those women in countries with the First Past the Post (FPTP) system (15%). Women constitute 16% of parliamentarians and 9% of councillors in countries without quotas, compared to 38% of parliamentarians and 37% of councillors in countries with quotas.	With 49% women in local government, Lesotho has the highest proportion of women in any area of political decision-making in SADC. With five national elections before 2015, the 50/50 campaign has its work cut out. Estimates suggest that by the end of 2015 SADC countries will just fall short of the original 30% target and not reach 50%.
The key to change is political will. The fact that women are still under-represented in cabinets (with some exceptions, like South Africa) calls into question the political commitment of leaders. This is one area where leaders can and must walk the talk in the countdown to 2015.	
Education and training	
Gender parity in education remains the unfinished business of the Millennium Development Goals and the SGP.	Education is one of the better performance areas among SADC member states, but this varies between countries. Less than half of the 15 SADC states have achieved the gender parity targets at each of the three levels - primary, secondary and tertiary.
Strong calls have come from civil society and citizens for the adoption of a human rights based framework for education post 2015.	Seven countries in the region: Botswana, Lesotho, Mauritius, Seychelles, South Africa, Swaziland and Zambia have higher proportions of women than men at tertiary level.
With the exception of Botswana, Lesotho, Namibia and Seychelles, women in Southern Africa have lower literacy levels than men.	In most cases girls outperform boys at schools in the SADC region.
The citizen perception score underlines many qualitative challenges such as gender biases in curriculum and GBV in schools.	The regional average SGDI score for education is 94% compared to the regional CSC score of 69%.
Gender stereotypes still abound in decision-making in SADC, in curriculum, teaching materials and in the choice of subjects.	
Gender violence in schools remains a major challenge.	
Productive resources and employment, economic empowerment	
Representation of women in economic decision making remains low with only two female finance ministers in the region. There are only three women trade and industry ministers and only three female central bank governors (in Botswana, Lesotho and South Africa).	The SGDI score of 74% is six percentage points above the CSC score of 63%.
Regional and national economic performance does not take into account the contribution of women especially those in the agriculture, mining and informal sectors.	The proportion of women in economic decision-making rose by eight percentage points from 18% in 2009 to 26% in 2014.
Women account for a large proportion of informal and cross border traders. Laws to support these women are superficial while lack of infrastructure and resources contributes to their lack of participation in trade.	SADC targets for productive resources and employment are in line with post-2015 sustainable development goals on gender equality but escalated efforts in capacity building for women in business and access to finance for entrepreneurship is critical.

Red light	Green light
Trade policies remain gender-blind, and only a few procurement policies make specific reference to women. Women representation in trade missions is still low.	All SADC countries make legal provision for maternity leave, but only 40% make provision for paternity leave.
Access to finance, high levels of patriarchy and gender based violence contribute to the low numbers of women in entrepreneurship.	
Economic policies, legislation and plans still side-line women empowerment with only a few countries making progress (Zimbabwe with ZimAsset, Namibia with the Local Economic Development white paper, and South Africa with the WEGE Bill).	
Figures on land ownership remain patchy, but range from 11% (Seychelles) to 25% (in DRC and Tanzania). Gender neutral land reform programmes in Zimbabwe and South Africa have slightly benefited women.	
Gender Based Violence	
Despite the relatively strong GBV legal frameworks, GBV in all its different forms continues to be rife in the region.	Citizens scored their government an overall 68% of where they need to be by 2015 in terms of meeting the targets related to gender violence. There has been no change from 2013.
Lifetime prevalence rates of GBV range from 25% (Mauritius) to 89% in the four districts of Zambia: Kitwe, Mansa, Kasama and Mazabuka.	GL has conducted Violence Against Women Baseline studies in six SADC countries (Botswana, Mauritius, four provinces of South Africa, four districts of Zambia, Lesotho and Zimbabwe) and is currently rolling it out at national level in Zambia.
Insufficient budgets hinder implementation.	Strong legislative frameworks exist in most countries but challenges remain around implementing laws and policies effectively.
Sexual violence against women and girls remains one of the major causes of HIV infection.	
Other types of GBV that remain underreported include sexual harassment and human trafficking.	
Though not yet fully recognised as a crime, marital rape is pervasive and contributes to the HIV and AIDS pandemic.	
There is an urgent need to establish GBV baselines in all SADC countries and strengthen integrated, costed planning frameworks for ending GBV.	
Response to GBV requires concerted efforts from all key stakeholders.	
Sexual and reproductive health	
The provision of contraception is improving but levels are still low. Only six countries have contraceptive coverage of over 50%.	The SGDI for health has gone up to 65% in 2014 from 62% in 2011.
Contentious issues like the provision of safe abortion still needs tackling.	Overall, using the CSC as a tool, citizens rated the sector at 68%- the same as in 2013, but a significant increase from 2011 (55%).
With the exception of Seychelles (97%) and Mauritius (91%), provision of sanitation remains low with disparities between rural and urban areas. Six of the 15 countries have less than 50% sanitation coverage in urban areas, while 11 have less than 50% coverage in rural areas.	While maternal mortality ratios are declining in other regions, in Southern Africa they increased between 1990 and 2010 mainly as a result of HIV. Improved access to HIV and AIDS treatment is beginning to reverse this trend, but the region is still far from the target for 2015.
	There are encouraging signs of declining maternal mortality ratios in Swaziland, Madagascar and Namibia. This underscores the need for all countries in SADC to redouble their efforts to prevent maternal deaths.
HIV and AIDS	
SADC remains the most affected region of the world by HIV.	HIV and AIDS prevalence has decreased consistently over the past decade as fewer people are becoming infected.
TB is still the leading cause of death among people living with HIV.	New infections among adults have decreased by over 25% in Mozambique, South Africa and Swaziland.
	Botswana, Lesotho, Malawi, Namibia, Mozambique, Swaziland, South Africa, Zambia and Zimbabwe still have adult prevalence rates over 10%. The highest prevalence rates in Swaziland, Lesotho and Botswana are still above 20%.
	Provision of antiretroviral therapy has expanded rapidly contributing to the rapid reduction of AIDS related mortality in the region.
	With sufficient will and collaboration, the AIDS epidemic can be ended, even in SADC.

Red light	Green light
Peace building and conflict resolution	
SADC also witnessed its first woman Head of State, Joyce Banda voted out of office after only two years.	Conflicts in Madagascar, Zimbabwe and DRC were tenuously settled through elections in the former countries and the signing of a peace-agreement in the latter.
Intra-state conflict re-emerged in Mozambique and border tensions between Tanzania and Malawi run high.	Women from the SADC region are beginning to occupy key positions continentally and internationally, for example, AU chairperson, UN Women Executive Director and Africa Development Bank Gender Special Envoy.
Only six countries provide sex disaggregated data on correctional services.	There has been a vast improvement in the provision of sex-disaggregated data on security services in the region since the Barometer began tracking this parameter in 2010. Twelve countries (compared to five) now provide sex disaggregated data on defence and 13 (compared to five) provide sex disaggregated data on the police.
However, major gaps persist, with data for several countries still unavailable; having no women at all in certain security areas, or low levels of 1% to 6%.	Women constitute 28% of the defence forces in South Africa and 26% of Namibia's Defence Forces; 38% of the police in Seychelles and 52% of correctional services staff in Seychelles are women.
	Eight out of the ten countries that contribute peacekeepers to UN missions send women peacekeepers with Zimbabwe (35% women) contributing the highest proportion of women in 2013.
	There is insufficient empirical evidence in this sector to compute the SGDI. However, the CSC rating (reflecting public perceptions) has increased significantly from 40% in 2011 to 69% in 2014.
Media Information and Communication	
Citizens have scored the media 64%, three percentage points lower than the SGDI.	The SGDI has gone up by one percentage point since 2012 from 66% to 67%.
The citizen score has gone down from 69% in 2013 to 64% in 2014, showing a decline in citizen's approval of media practice in SADC.	GL is working with 108 Gender and Media Centres of Excellence (COEs) in 12 SADC countries.
According to a spot-monitoring exercise conducted in 93 media COEs, the proportion of women sources in the media has gone down slightly from 22% recorded in the 2013 self-monitoring exercise to 21%.	Media houses are beginning to set aside funds for gender mainstreaming, a clear sign of ownership. Media houses contributed 26% of funds to run the COE project in 2013.
	To date media have contributed 342 SADC Gender Protocol@Work (SPW) case studies.
	Five journalism and media training departments presented case studies on gender mainstreaming in journalism and media education during the 2014 SADC Protocol@Work summit.
	Students from institutions of higher learning continue to acknowledge the role of gender and media literacy in improving their knowledge on gender.
Implementation	
Botswana and Mauritius have not signed the SGP but there are positive signs that they will join the SGP post-2015.	Thirteen out of 15 countries have signed the SADC Gender Protocol (SGP).
Madagascar has not yet ratified the Protocol. Of the countries that have ratified, only DRC has not deposited its instruments of ratification.	Twelve countries out of 13 that have signed have also ratified the Protocol.
	Namibia, Swaziland, Seychelles, Zambia, Lesotho and DRC have developed costed gender action plans aligned to the SGP while Malawi and Mozambique are scheduled to complete their costed gender action plans by November 2014.
	Tanzania and Zimbabwe agreed in principle to align their gender action plans to the SGP.
	360 councils in ten countries (37% of councils in the SADC region) have committed to become Centres of Excellence (COE's) for gender in local government
	The SADC Gender Protocol Alliance networks have accelerated advocacy towards review of the SGP post-2015 to include stronger indicators and targets on issues such as climate change and women's rights.
	Alliance partners have administered knowledge and attitude quizzes to 12,175 citizens across the SADC region. With knowledge about the SGP at 49%, and attitudes toward gender at 64%, the Alliance needs to accelerate efforts to popularise the SGP.

Red light	Green light
Gender, climate change and sustainable development	
Climate change is already happening, with disasters affecting many countries. The projected changes in the earth's climate continue to be an environmental concern with severe social and economic implications.	The priority area is to mobilise Africa to actively find its own solutions to the changing climate and create resilient communities through indigenous knowledge systems to adapt and respond to climate change.
Climate change will affect all countries, in all parts of the world. But its impacts will be spread differently among different regions and different groups of people. The most affected people will likely be the poor and women living in developing countries	Governments need to put the role of women firmly into the plans for climate change and sustainable development.
One of the key priority areas is how to address the issue of climate justice within the UNFCCC climate regime.	The campaign for an addendum to the Protocol on Gender and Climate Change has been merged with the broader campaign for a strong post 2015 SADC Gender Protocol.
In Southern Africa, the poor, the majority of whom comprise women, will be the hardest hit by the impacts of climate change.	

Key challenges

- *Patriarchal attitudes still abound:* The Africa Union in June adopted the Common Africa Position which is not reflective of recommendations gathered through a vigorous campaign by the African women's movement for the adoption of gender equality as a stand-alone priority goal and gender mainstreaming throughout the other goals.
- *Gender violence remains the most telling indicator of women's lack of rights and agency:* The shockingly high levels of gender violence revealed by recent prevalence surveys (from 25% in Mauritius to nearly 80% in four districts of Zambia) shows that one in three if not more women have experienced some form of gender violence over their lifetime, often multiple times, and multiple forms of violence.
- *Backward movement in elections:* The 5050 campaign suffered a setback in Malawi and South Africa where recent parliamentary elections resulted in slightly lower proportions of women at the very moment these numbers should be rising. While the proportion of women in the Zimbabwe parliament increased from 18% to 35% thanks to a legislated quota in the August 2013 elections, the proportion of women in local government dropped from 18% to 16%.
- *The economy is still a male preserve:* Women still constitute only 26% of economic decision-makers. They lack access to land, credit and other means of production. They constitute the majority of the poor; the unemployed; the dispossessed and those who work in the informal sector.
- *Women lack a say in the decisions that affect their lives:* Whether in the bedroom or the board room, women are effectively rendered voiceless, with little say for example, in the use of male condoms so essential to preventing the spread of HIV and AIDS. Women's lack of "voice" reflects in the media, where the proportion of women sources has risen only marginally from 17% in 2003 to 22% in a self-monitoring exercise covering 93 media houses in the region.

- *HIV and AIDS continues to threaten the fragile gains that have been made:* Young women remain the majority of those newly infected by HIV and AIDS as well as those who bear the burden of caring for people living with HIV.
- *Time running out:* As the Alliance works with the SADC Gender Unit (GU) on aligning national gender action plans to 2015 targets, there is a danger that these might be overtaken by the post 2015 agenda. The Alliance will need to work closely with the SADC GU to ensure that this is not used as an excuse for non-action.

Key successes

- *Signing and ratification:* The number of governments that have ratified the SADC Gender Protocol (SGP) increased by one as Malawi ratified the protocol in August 2013. With the SGP now in full force, pressure is mounting on Madagascar (the only remaining signatory not to have ratified the Protocol) to do so. The Southern African Gender Protocol Alliance (the Alliance) is supporting alliance focal networks in Botswana and Mauritius to lobby their governments to sign the Protocol ahead of the August 2014 SADC Heads of state summit in Victoria Falls, Zimbabwe.
- *SGP post 2015:* By December 2013 the Alliance had gathered 1067 signatures in support of an addendum to the SGP on climate change. However, during a caucus meeting in March 2014 to prepare for the Commission on the Status of Women (CSW) meeting on the post 2015 agenda, the Alliance changed this strategy to one of advocating a fully incorporated section on sustainable development in the post 2015 SGP.
- *Education is still the bright star of the SADC region:* Gender parity is rapidly being achieved at all levels. The gender division of labour in subjects is slowly changing, and this will eventually result in a change in the gender division of labour in the work force.
- *Tangible benefits of Constitutional Reviews:* One of the major Alliance successes over the last year has been getting gender onto the agenda of constitutional

reviews in thirteen countries. Tanzania draft constitution prescribes a 50 % quota for women's representation in political decision making.

- **50/50 campaigns go for the bulls eye:** There are seven elections in the SADC region between August 2013 and December 2015. Detailed projections in the Barometer show that if the re-launched 50/50 campaign is rigorously pursued, the region should achieve the original target of 30% women in decision-making at local and national level, with four countries coming close to or exceeding the 40% mark.
- **Good news on HIV for the first time:** New infections among adults have decreased by over 50% over the last decade in Botswana, Malawi, Namibia, Zambia and Zimbabwe. Provision of antiretroviral therapy has expanded rapidly contributing to the rapid reduction of AIDS related mortality in the region.
- **A better understanding and more holistic approach to GBV:** The six Violence Against Women Baseline Studies have helped to establish the disparity between police and actual GBV figures. The study also shows that the highest levels of violence - psychological and economic - are the most under-reported. These findings have accelerated the campaign for routine surveys of this nature to strengthen National Action Plans to End Gender Violence.
- **Focus on implementation:** With less than a year left before the expiration of the SGP there is need to accelerate progress for the region to achieve gender equality by 2015.
- **Change from the ground upward:** Local government across the region has joined the SADC Gender Protocol campaign. 300 local councils have become Centres of Excellence (COE's) for Gender in Local Government.
- **The Protocol@work:** Nothing succeeds like success! Raw numbers do not always capture the mobilising and inspirational qualities of the Protocol. The Alliance has to date collected 1859 case studies; some show cased in this report. These reflect the extent of ownership, engagement and application sparked by the SGP.

Table VII: SADC Protocol@Work case studies used in the 2014 Barometer																	
THEME	ANGOLA	BOTSWANA	DRC	LESOTHO	MADAGASCAR	MALAWI	MAURITIUS	MOZAMBIQUE	NAMIBIA	SEYCHELLES	SOUTH AFRICA	SWAZILAND	TANZANIA	ZAMBIA	ZIMBABWE	REGIONAL	TOTAL
Constitutional and legal																	**0**
Governance							1		1		1		1	1	2		**7**
Education											2				1		**3**
Economy									1					2	1	2	**6**
GBV		1		1							2	1			1	1	**7**
Health		1											1		1		**3**
HIV				1					1		1						**3**
Peace Building																	**0**
Media		2				3						1	2			2	**10**
Implementation				1					1		1				2		**5**
Climate Change		1		1				1	1		1	2			1		**8**
Total	**0**	**5**	**0**	**4**	**0**	**3**	**1**	**1**	**5**	**0**	**8**	**4**	**4**	**3**	**9**	**5**	**52**

Key priorities

Renewed energy is needed over the coming year to:
- Ensure that all countries sign and ratify the Protocol.
- Make use of strategic opportunities like Constitutional reviews to domesticate the Protocol.
- Raise awareness of the Protocol and its provisions at community level.
- Ensure that all governments and local authorities incorporate the targets of the Gender Protocol into their action plans and cost implementation.
- Strengthen the Alliance, from local to national to regional level, in the final count down to 2015.
- Raise awareness on the SGP post 2015 campaign.
- Invigorate the 50/50 campaign, especially in the seven countries that have elections before the end of 2015.

SADC GENDER PROTOCOL MILESTONES

- **2005:** Audit of achievements against the SADC Declaration on Gender and Development leads to a paper - "Rationale for the Elevation of the SADC Declaration on Gender and Development to a Protocol" - the most legally binding of SADC instruments. Civil society organisations for the Southern African Gender Protocol Alliance.
- **2005-2008:** Alliance members form part of a Task Team constituted by the SADC Gender Unit to prepare drafting notes for a legal team, comment on and canvass seven drafts of the Protocol before its final presentation to Heads of State.
- **August 2008:** 13 out of 15 HOS Sign the SADC Gender Protocol, a unique sub-regional instrument that brings together and enhances existing commitments to gender equality through 28, time bound targets aligned to the 2015 deadline for MDG 3. Alliance members launch a campaign to get Mauritius and Botswana to sign.
- **August 2009:** The Alliance launches the SADC Gender Protocol Baseline Barometer - a key tracking tool assessing progress of 15 countries against the 28 targets of the Protocol - http://www.genderlinks.org.za/page/sadc-research.
- **August 2009:** Alliance launches the "Roadmap to Equality" - strategies and lessons learned in the campaign; key provisions of the Protocol in 23 languages; radio spots; a DVD; knowledge and attitude quiz; village level meetings to popularise the Protocol that have since reached 15,000 citizens directly and thousands more indirectly.
- **2009/2010:** Alliance devises a Citizen Score Card that is used to gauge citizen perceptions of government progress and is administered at village meetings.
- **August 2010:** Progress Barometer and Alliance annual meeting. Alliance gets better organised into country and theme clusters, each leading on a key issue, e.g. GBV, economic justice.
- **August 2011:** SADC Gender Protocol goes into force with South Africa becoming the ninth country to ratify the Protocol giving the two thirds critical mass required. With data from 15 countries on 23 indicators, the 2011 Barometer introduces the SADC Gender and Development Index - see http://www.genderlinks.org.za/page/sadc-sgdi. Alliance forms a Think Tank to guide the work of the Alliance in between annual meetings.
- **2011/2012:** Alliance networks in-country identify champions for the 28 targets of the Protocol, begin to collect case studies of the Protocol@work - see http://www.genderlinks.org.za/page/protocol-work.
- **September 2011:** The Alliance collaborates with the SADC Gender Unit on a tool and process for aligning national gender action plans to the targets of the SADC Gender Protocol, and costing their implementation. Namibia pilots this process - see http://www.genderlinks.org.za/page/implementation.

- **November 2011:** Intense lobbying for an Addendum to the Protocol on Gender and Climate Change linked to COP 17.
- **February 2013:** Gender ministers meeting in Maputo ahead of the 57th meeting of the Commission on the Status of Women (CSW) commit to take forward the Addendum. Alliance releases a progressive statement on gender justice concerns in the region. Mounts a presence at the CSW and produces a daily newsletter; generates debate on the post 2015 agenda.
- **March-April 2013:** Twelve country summits and a regional summit lead to 672 case studies being gathered on the SADC Protocol@Work from NGOs, CSO, Faith-Based Organisations.
- **By June 2013:** Lesotho, DRC, Malawi, Mozambique, Tanzania, Zambia and Zimbabwe learn from Seychelles, Namibia, Zambia and Swaziland on aligning their policies and action plans to the SADC Protocol and costing implementation.
- **August 2013:** Alliance annual meeting ahead of the SADC Heads of State Summit in Malawi with a key focus on implementation, the 50/50 campaign, gender and climate change and Coalition Building. Round table meeting with the new Southern African head of UNWOMEN, Phumzile Mlambo-Ngcuka. Study visit to the Gauteng Women Demand Action Now Alliance networking meeting sparks ideas for strengthening country, provincial and district-level networking.
- **August 2013:** Coalition building and networking at the regional level through the SADC Heads of state summit held in Malawi in August 2013. The regional barometer was officially launched then.
- Strengthening the alliance network through a strategy meeting held in August 2013 and a think tank meeting held alongside the SADC HOS summit
- **August 2013:** Production of the fifth edition of the SADC Gender Protocol Regional Barometer, tracking progress against the 28 targets. The 2013 barometer had in-depth analysis of implementation of the SADC Gender protocol by the governments and civil society.
- **By October 2013:** Strengthening the country focal networks through mapping of country thematic clusters and championing resulting in 11 country level meetings and 82 signed up champions.
- **December 2013:** 12 country barometer reports; 9 launches. SADC Gender Protocol village level workshops in 10 countries through the country networks resulting in 72 meetings.
- **March 2014:** Alliance participates in the 58th Commission on the Status of Women.
- **May 2014:** SADC Gender Protocol@ Work summit preceded by 12 national summits with a special category on the Faith Based Organisations (FBOS).
- **July 2014:** Gender ministers meeting in Malawi ahead of the 35th HOS Summit in Harare in August, followed by the SADC CNGO civil society forum in Harare. Alliance makes the case for a strong post 2015 gender agenda.
- **August 2014:** 35th SADC Heads of State Summit in Victoria Falls.

Overall, performance by SADC countries improved over the four years as shown by the increase in the regional Southern Africa Gender and Development Index (SGDI) score from 64% in 2009 to 67% in 2014. The Citizen Score Card (CSC) increased from 55% in 2011 to 66% in 2013 but remained static at that level in 2014. The SGDI and CSC are now virtually at par.

Figure II: Comparative analysis of overall SGDI and CSC scores

How the CSC and SGDI work
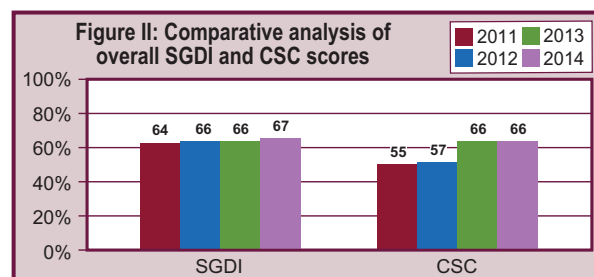
Table VIII : CSC sample 2014			
	Score cards		
Country	**Female**	**Male**	**Total**
Botswana	75	26	101
DRC	175	92	267
Lesotho	164	91	255
Madagascar	215	99	314
Malawi	16	18	34
Mauritius	42	28	70
Mozambique	219	152	371
Namibia	391	165	556
South Africa	418	204	622
Swaziland	20	38	58
Tanzania	16	16	32
Zambia	468	339	807
Zimbabwe	945	69	1014
Regional	**3164**	**1337**	**4501**

The CSC has been running for six years now, and it is a key accountability tool. For example, at village level workshops, when the Protocol is being explained, participants are asked to rate how their governments are doing. The CSC gives ordinary men and women the opportunity to hold their government accountable. It also ensures that women and men engage critically with the provisions of the Protocol. **Annex One** summarises the findings of the CSC over the four years.

The sample size for the CSC decreased this year. As illustrated in Table VIII 4501 citizens from 13 SADC countries participated. Women constituted 70 %, and men 30 % of the total.

The challenge is to couple perception measures (qualitative) with empirical measures (quantitative). As detailed in **Annex Two**, there have been several attempts globally and in Africa to develop indexes for measuring progress towards attaining gender equality. Each of these is fraught with challenges.

Running through all these challenges is the difficulty of obtaining a wide enough variety of indicators to capture the many facets of gender equality or the lack of it.

Because information on political participation and education as well as some economic indicators is most readily available, gender-related indexes have tended to draw heavily on these. But such indicators do not adequately capture the more rights-based issues, such as voice; agency; the right to make decisions about one's body; safety and security.

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

Table IX: Sectors covered by the SGDI and CSC		
SADC Gender Protocol Sector	**SGDI**	**CSC**
Constitutional and legal rights		✘
Governance	✘	✘
Education	✘	✘
Economy, productive resources & employment	✘	✘
Gender based violence		✘
Health	✘	✘
HIV and AIDS	✘	
Peace building and conflict resolution		✘
Media, information and communication	✘	✘
Implementation		✘

Table X: KEY INDICATORS OF THE STATUS OF WOMEN IN SADC COUNTRIES															
% WOMEN	ANGOLA	BOTSWANA	DRC	LESOTHO	MADAGASCAR	MALAWI	MAURITIUS	MOZAMBIQUE	NAMIBIA	SEYCHELLES	SOUTH AFRICA	SWAZILAND	TANZANIA	ZAMBIA	ZIMBABWE
GOVERNANCE															
Parliament	33	8	10	27	23	17	19	39	25	44	40	18	36	12	34
Local government	n/a	19	6	46	6	11	26	36	42	n/a	38	22	34	6	16
Cabinet	29	17	14	37	19	15	8	28	23	27	41	25	28	11	12
EDUCATION															
Primary School	46	50	46	49	50	50	49	47	49	50	50	48	52	49	50
Secondary School	44	52	36	57	50	45	52	44	53	50	55	50	46	45	50
Tertiary level	40	53	32	61	48	40	61	38	53	n/a	58	51	40	52	42
ECONOMY															
Economic decision-making	29	29	21	21	17	27	33	25	25	33	23	30	28	23	23
Labour force participation - Women	64	75	70	60	62	85	48	87	61	68	47	55	90	74	85
Labour force participation - Men	78	83	72	75	65	80	81	83	72	79	63	59	91	86	90
Unemployment - Women	n/a	20	36	28	4	10	12	1	43	5	28	46	6	11	15
Unemployment - Men	n/a	15	n/a	23	2	5	5	3	33	4	22	34	3	14	7
Women in non-agricultural paid labour (% of labour force)	24	43	26	63	38	11	38	11	41	54	45	30	43	22	12
Length of maternity leave (weeks)	12	12	12	12	14	8	12	12	12	14	16	12	12	12	14
Maternity leave benefits (% of wages paid)	100	50	67	0	100	100	100	100	100	100	60	16	100	100	100
SEXUAL AND REPRODUCTIVE HEALTH															
Maternal mortality rate (out of 100,000)	450	160	549	620	240	460	37	490	200	0	145	320	440	440	960
Using contraception	6	53	18	47	40	46	76	12	55	41	60	65	34	41	59
Births attended by skilled personnel	49	99	74	62	44	71	100	54	81	99	90	82	49	47	66
HIV and AIDS															
Comprehensive knowledge on HIV and AIDS women	25	40	15	39	23	42	80	36	65	67	20	58	44	38	52
Living with HIV as proportion of total	59	55	59	59	46	59	28	58	60	42	60	58	61	52	58
HIV positive pregnant women receiving PMTCT	14	95	6	62	3	73	96	51	85	95	95	95	77	86	82
MEDIA															
Overall	n/a	46	22	73	33	23	33	27	40	n/a	50	40	36	33	13
Board of directors	n/a	24	18	47	10	27	36	25	39	n/a	38	33	22	27	38
Management	n/a	37	10	52	19	24	23	32	37	na	34	29	27	28	11
Female staff in institutions of higher learning	n/a	37	18	67	44	29	79	28	47	n/a	50	33	28	29	25
Proportion of students in institutions of higher learning	n/a	54	77	73	71	50	82	26	60	n/a	64	37	60	61	57
News sources	n/a	18	17	20	46	15	15	45	20	31	23	24	19	18	22

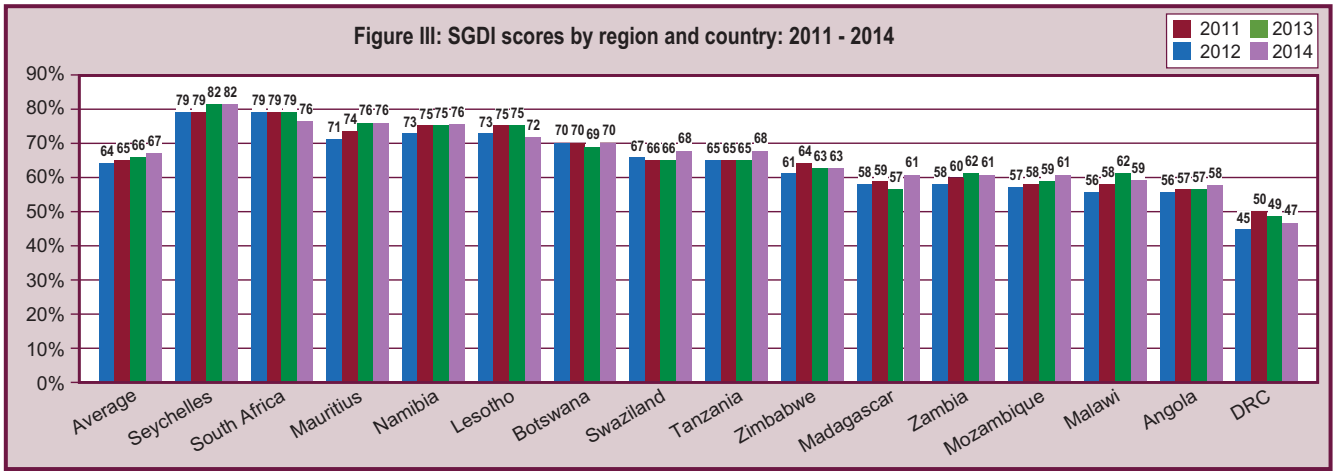**Figure III: SGDI scores by region and country: 2011 - 2014**

Figure III compares the SGDI scores from 2011 to 2014. The regional average has gone up by three percentage points since 2011 from 64% to 67%. At 82%, Seychelles scored highest, with a three percentage point increase compared to 2012. South Africa in second position dropped two percentage points from 78% in 2013 to 76%. Seven countries received a rating that is above the 2013 score while five countries received a lower rating. DRC has ranked the lowest for the past three years and registered a two percentage point drop from 49% in 2013 to 47%.

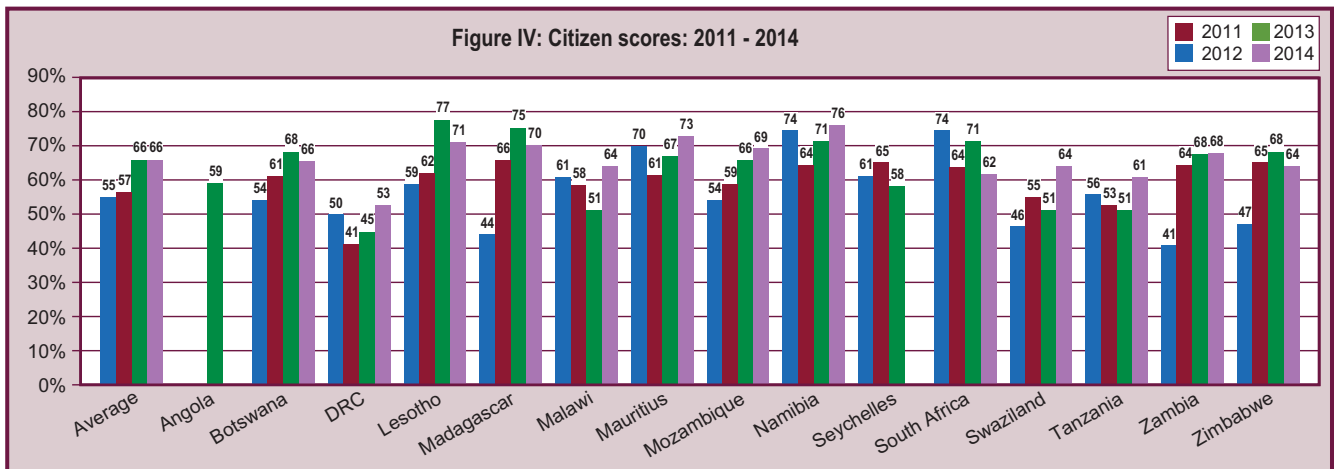**Figure IV: Citizen scores: 2011 - 2014**

Figure IV shows that overall there has been a substantial positive trend in citizen scores. Citizens in seven SADC countries scored their countries upwards over the last year.
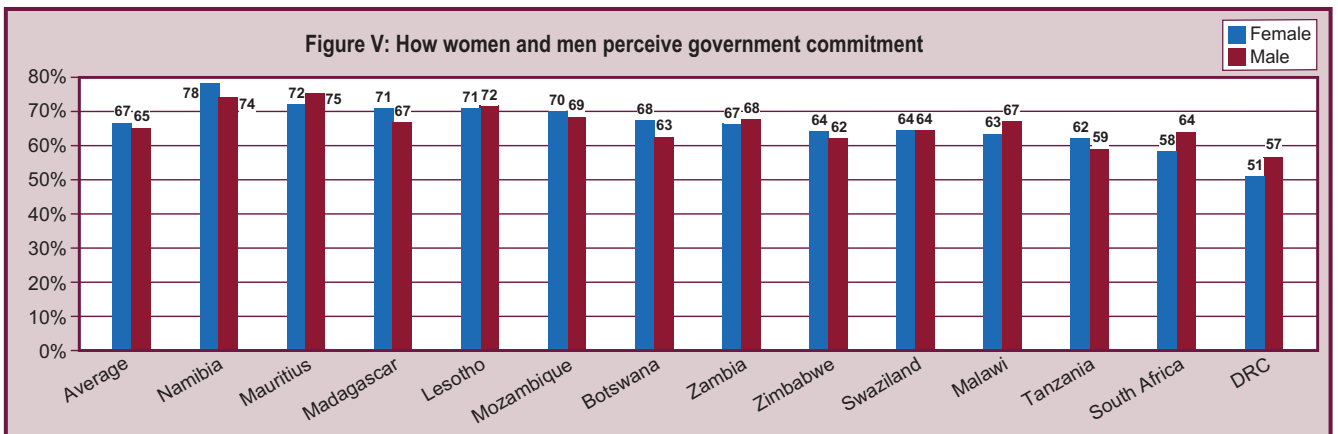

Figure V: How women and men perceive government commitment

Figure VI shows that overall there is no major gap in the scores of women and men. Women scored their governments higher than men in Namibia, Madagacar, Mozambique, Botswana, Zimbabwe and Tanzania. The opposite is true in the other countries except Swaziland were both women and men gave the same score. DRC and South Africa registered the biggest gender gaps (six percentage points). This gap in perceptions points to the underlying social conservatism, with men apparently perceiving a far more conducive environment than women.

Figure VI: Comparison of the SGDI and CSC by country for 2014
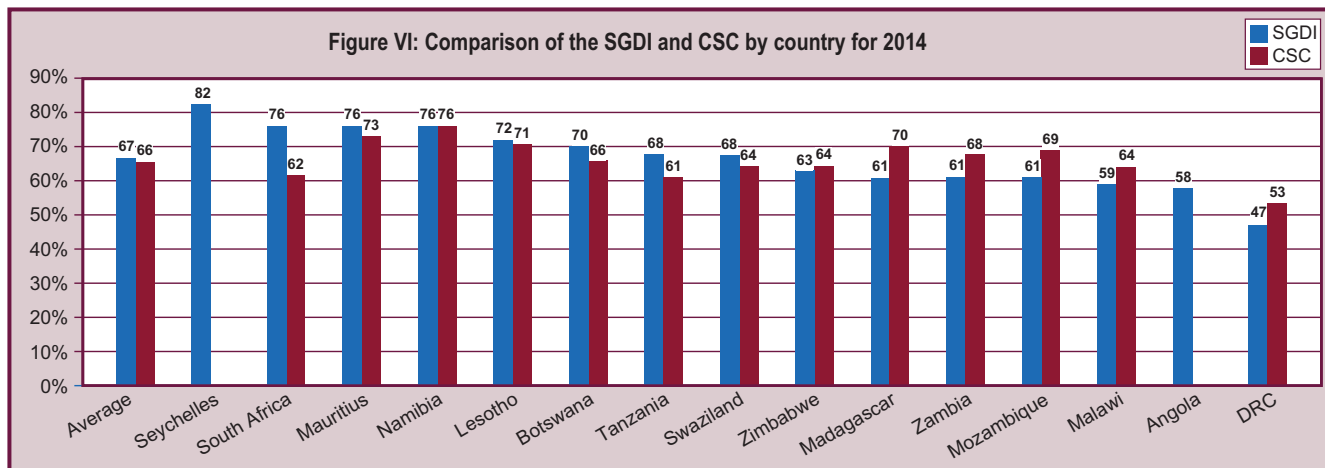
As highlighted since the 2011 SADC Gender Protocol Barometer, the SGDI and CSC are not directly comparable since the latter is based on perception and covers all 28 targets of the SADC Gender Protocol in ten sectors compared to 23 indicators in six sectors in the case of the SGDI. It is however important to compare the extent to which citizen perceptions correlate to the SGDI that is based on actual numbers.

Figure VI shows that there can indeed be wide divergences between perception and reality. The biggest gap is in South Africa, which scores second highest on the SGDI (76%) but is among the lowest for the CSC (62%). The lesson here is to weigh the two scores together in forming an opinion on progress, but to be clear on the strengths and limitations of each yardstick.

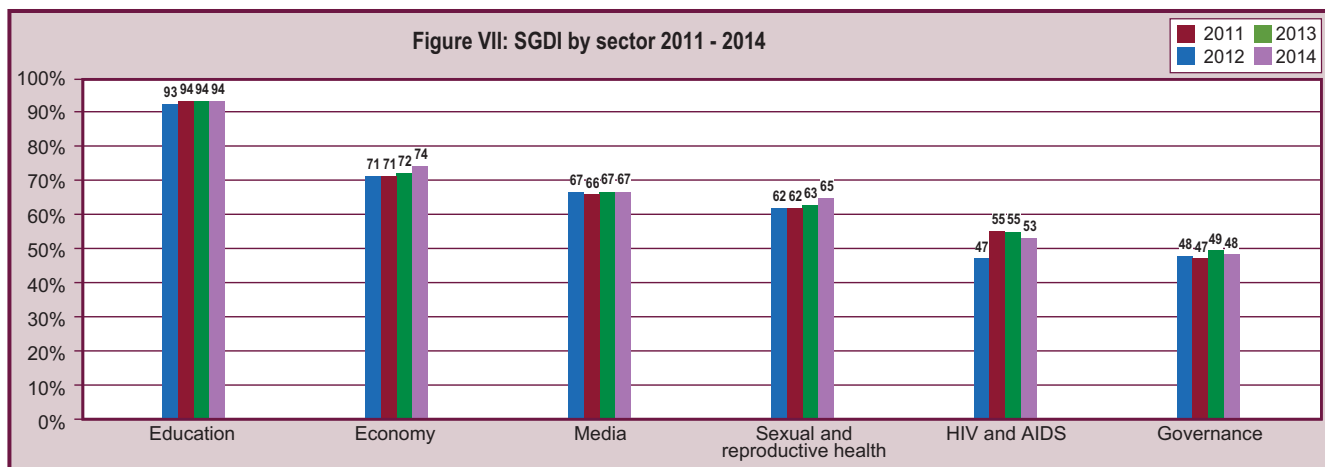Figure VII: SGDI by sector 2011 - 2014

Figure VII shows that SGDI scores on four sectors have remained relatively constant from 2011 to 2014, with education scoring highest, followed by the economy, media, sexual and reproductive health and HIV and AIDS. Governance remained in sixth place owing to the decrease of women in parliament in countries that had elections between July 2013 and August 2014.

What the SGDI measures

EDUCATION

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

ECONOMY

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

MEDIA

- *Women employees as percentage of total:* The number of women employees working in media institutions expressed as a percentage of all employees in media institutions.
- *Women as percentage of board of directors:* The number of women directors of media institutions expressed as a percentage of all directors of media institutions.

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

SEXUAL AND REPRODUCTIVE HEALTH

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

HIV and AIDS

- *Comprehensive knowledge on HIV and AIDS:* The percentage of women aged 15-24 years who can correctly answer specified questions about HIV and AIDS.
- *Living with HIV as proportion of total:* The number of women who are HIV-positive expressed as a percentage of all people who are HIV-positive.
- *HIV-positive pregnant women receiving PMTCT:* The number of HIV-positive pregnant women receiving prevention of mother-to-child transmission treatment expressed as a percentage of all HIV-positive pregnant women.

GOVERNANCE

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

Figure VIII: Comparative sector scores from Citizen Score Card

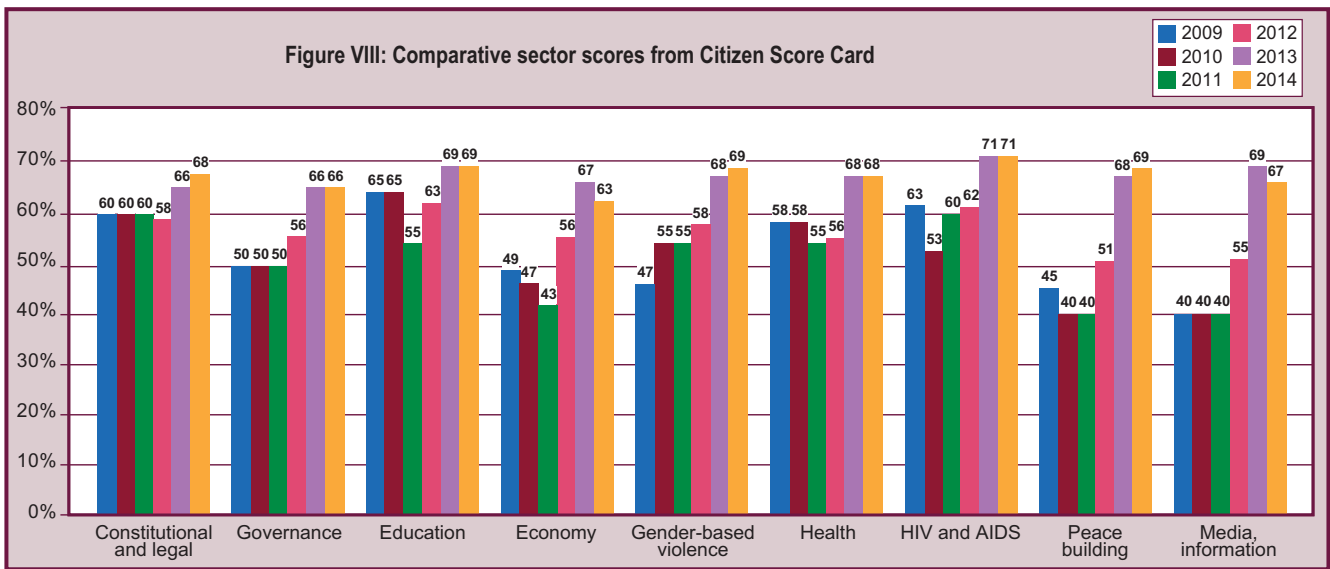Legend: 2009, 2010, 2011, 2012, 2013, 2014

Figure VIII shows the trend for the CSC for sectors from 2009 - 2014. Over the past five years the media sector has achieved the highest Citizen Score increase from 40% in 2009 to 67% this year. This may reflect that hands-on work in the media sector with 109 media houses in 13 countries now joining the Centres of Excellence for Gender in the Media programme. Following close by is the peace building sector with a percentage increase of 24 points from 45 % in 2009 to 69 % in 2014. This may reflect the mobilising done by the cluster lead - the Institute for Security Studies (ISS) over the last year, building one of the strongest cluster groups within the Alliance.

Although education has always been ranked higher given the positive trends in the sector its score has only moved by four percentage points (65 % to 69 %) since 2009. Interestingly GBV scored has over the past six years gone up by 22 percentage points. This can be attributed to Sixteen Days of No Violence Against Women campaigns and multi sector action plans that have taken root in most countries. Almost every SADC country has some form of strategy or action plan to address violence as well as extensive legislation. This may explain why, despite alarming rates of GBV, citizens see governments as able to move towards meeting their GBV targets.

Figure IX: Comparative CSC and SGDI overall sector scores
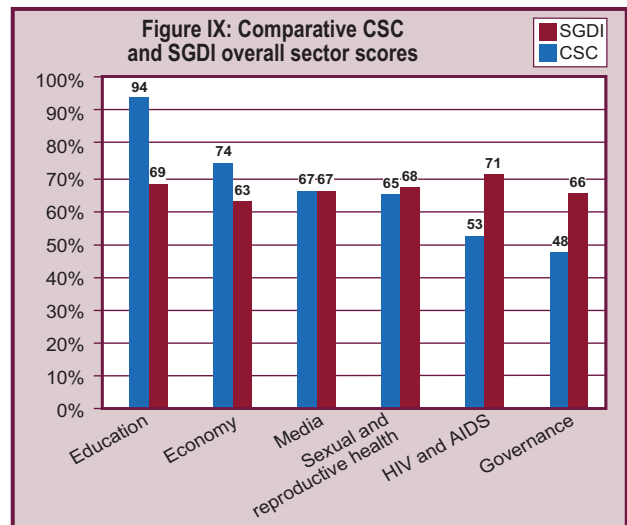
Legend: SGDI, CSC

Figure IX compares the SGDI (empirical scores) and CSC (perception) scores in the six sectors that have both these scores. While the scores are constructed in different ways, the trends are interesting, as they reflect the extent to which perceptions and reality either converge or diverge.

The graph shows that:

- The SGDI ranks education highest (94%) while at 69% the CSC score for education is number two in the region.
- The SGDI ranks productive resources second, while the CSC ranks education second. The SGDI captures a relatively narrow range of economic indicators. These do not include access to land, finance and productive resources. The divergence between the SGDI and CSC is therefore not surprising.
- Positive citizen perceptions with regard to HIV and AIDS can be attributed to the tremendous increase in access to ARVs, Prevention of Mother to Child Transmission Treatment (PMTCT) and care work policies.
- While the SGDI ranks Governance last the CSC ranks it second last. The empirical SGDI score of close to 50% reflects the reality that the average representation of women in political decision-making - averaging 20%

to 25% for parliament, local government and cabinet - is half way where it should be. The CSC score (66%) reflects the desire by citizens for their governments to redouble their efforts in this area.

- The CSC places the media in fourth place whereas the SGDI puts media in third place. The SGDI media score includes women's representation in media training, within the media, in media management, and in media content. The first two categories tend to skew the score, because women are now relatively numerous in these two categories. They are however painfully absent from decision-making and as sources in the news. Because the SGDI is quantitative, it does not measure the *portrayal* of women in the media. This, more than any other factor is likely to account for the sometimes low CSC score. The divergence between the two scores shows why both scores are important in understanding what is happening within a sector.

Men in Thundu Village, Katete, Zambia, fill out the Citizen Score Card.

Photo: Cynthia Kalizinje

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
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
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
ISPDC	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
LEP	Lesotho Education Party
LHRC	Legal and Human Right Centre
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
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
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
SAEF	South Africa Editors Forum
SAWID	South African Women In Dialogue
SBFA	Small Business Financing Agency
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
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
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
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 ()
WCNOVAW	Western Cape Network on Violence Against Women
WCoZ	Women Coalition of Zimbabwe
WDF	Women Dignity Project
WECA	Women in Enterprise Conference and Awards
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