



Strategic Implementation Framework on Gender and Development, 2006-2010



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FOREWORD

The SADC Gender Programme was reviewed at a regional Consultative Conference on Gender and Development attended by over 100 delegates from twelve member states, non-governmental organizations and development partners in Gaborone, Botswana in December 2005. The theme of the conference was **'reflecting and re-strategizing for a gender-based regional integration'**. The conference agreed upon the regional priorities for the next 5 years in line with the RISDP and the SADC Declaration on Gender and Development, Beijing Declaration and its Platform for Action, African Charter on Women and Peoples Rights and the Millennium Development Goals All that was consolidated in a plan of action named the Strategic Implementation Framework on Gender and Development, 2006-2010.

The Strategic Implementation Framework encompasses themes and intervention areas with targets and actions for both regional and national levels. The themes are as follows:

- Policy Development and Harmonization
- Gender Mainstreaming
- Women's Empowerment Programmes: women's human rights, women and the girl child education, violence against women and children, sexual and reproductive health and rights including HIV and AIDS, women's economic empowerment, media and information, and women in politics
- Coordination, collaboration and networking
- Communication and information sharing
- Monitoring and Evaluation

The framework is a broad guide for Member States to develop national plans of action based on their priorities and concerns. The framework is to be operationalised within 2006-2010. It was approved by the Integrated Committee of Ministers 2006 in Johannesburg, South Africa. All the interventions on gender in the SADC region shall be guided by this clear Strategic Implementation Framework on Gender and Development. This is critical for facilitating effective programming, coordination and monitoring at both national and regional levels.

SADC Secretariat, Member States and Civil Society Partners are excited by the reviewed plan of action – the Strategic Implementation Framework on Gender and Development 2006-2010. We are looking forward to engaging on the identified critical areas of concern through this package. We shall endeavour to meet regularly to monitor progress on the implementation.

In conclusion I would like to offer my special thanks to the Friedrich Ebert Foundation, Botswana Office, for their support as well as to RMC Marketing for their efforts in the design, layout, and editing of this document.

Finally, I sincerely thank all Member States and other stakeholders for their dedication to being a part of the development of this framework.

Magdeline Mathiba- Madibela
Head –Gender Unit



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ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
CBO(s)	Community Based Organisation (s)
CCR	Centre for Conflict Resolution
CEDAW	Convention on the Elimination of Discrimination Against Women
CSO(s)	Civil Society Organisation (s)
DRC	Democratic Republic of Congo
EISA	Electoral Institute of Southern Africa
FANR	Food, Agriculture and Natural Resources
GBV	Gender Based Violence
GMBS	Gender Media Based Study
GU	Gender Unit
HIV	Human Immunodeficiency Virus
I & S	Infrastructure and Services
ICM	Integrated Committee of Ministers
ICT	Information and Communication Technologies
IEC	Information, Education and Communication
ILO	International Labour Organisation
IOM	International Organization for Migration
M & E	Monitoring and Evaluation
MDG	Millennium Development Goals
MP	Member of Parliament
NGM(s)	National Gender Machinery (s)
NGO(s)	Non Governmental Organisation (s)
PEP	Post Exposure Prophylaxis
RISDP	Regional Indicative Strategic Development Plan
SADC	Southern African Development Community
SADC PF	Southern African Development Community Parliamentary Forum
SARDC	Southern African Research & Documentation Centre
SARDC WIDSAA	Southern African Research & Documentation Centre – Women in Development: Southern Africa Awareness
SDGD	SADC Declaration on Gender and Development



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SG
SHDSP
SNC(s)
TIFI
TOT
UN
UNAIDS
UNDP
UNECA
UNFPA
UNHCR
UNICEF
UNIFEM

Secretary General
Social Human Development and Special Programs
SADC National Committee (s)
Trade, Industry, Finance and Investment
Training of Trainers
United Nations
United Nations Program on HIV and AIDS
United Nations Development Program
United Nations Economic Commission for Africa
United Nations Family Planning Agency
United Nation High Commission on Refugees
United Nations Children Education Fund
United Nations Fund for the Equality of Women



ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
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1. POLICY DEVELOPMENT AND HARMONISATION - STRENGTHENING INSTITUTIONAL FRAMEWORKS

1.a DEVELOPING AND STRENGTHENING GENDER POLICIES

Develop and/or Strengthen Gender Policies	All Member States to have National Gender Policies and SADC Region to have a Regional Gender Policy by 2007	<ul style="list-style-type: none"> - Develop Regional Gender Policy and facilitate stakeholder consultations - Coordinate review and development of national gender policies 	Facilitate national consultations on Regional Gender Policy draft Develop and/or Strengthen National Gender Policies	SADC GU; SNCs; NGMs; CSO/NGOs	2007
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1.b SADC PROTOCOL ON GENDER AND DEVELOPMENT

Develop a Draft Protocol	Draft Protocol Developed by 2007	<ul style="list-style-type: none"> -Develop a template to use for consultations -Prepare and development a draft protocol 	National Consultations carried out at district and provincial levels to contribute/input to the development of the draft protocol	SADC GU; SADC Legal Unit; CSO/NGOs; NGMs	2006 - 2007
Table the Protocol issue as agenda for 2006/2007 Heads of States Summit	Draft Protocol tabled to Heads of States Summit	<ul style="list-style-type: none"> - Develop a roadmap - Organize a meeting of Ministers Responsible for Gender and Women's Affairs - Conduct a Regional Consensus Building Meeting - Conduct a Meeting of Ministers Responsible for 	<ul style="list-style-type: none"> -Sensitize and lobby gender Ministers and Senior Officials including Head of State regarding the importance of the Protocol -Conduct preliminary meetings with all relevant 	SADC GU; SADC Focal Ministry; SNCs; NGMs; CSO/NGOs; SADC PF	2006 - 2007



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
		Justice and Gender in preparation for submission to Summit	stakeholders in each country Organize national level workshops -Organize meetings to invigorate the women's movement		

1.c STRENGTHENING INSTITUTIONAL MECHANISMS

Strengthen the national and regional gender structures	<ul style="list-style-type: none"> -Effective National Gender Machineries in place by 2010 with adequate resources and budget - Effective SADC Gender Unit with adequate capacity to fulfil mandate - Establish regional advisory forum under the SADC Secretariat and Gender Unit by 2007 	<ul style="list-style-type: none"> - Implement the recommendations of the Capacity Needs Assessment Studies - Facilitate capacity building training of NGMs -Strengthen Gender Unit Capacity -Facilitate formation of a regional advisory body that also is a regional reporting and monitoring structure: Regional Advisory Committee on Gender and Development 	<ul style="list-style-type: none"> - Implement the recommendations of the Capacity Needs Assessment Studies - Strengthen the capacity and gender skills of National Gender Machineries - Training of Gender focal points in sectoral ministries - Each National Gender structure should have focused/targeted or specific mandates 	Ministries of Justice; SADC GU; NGMs; SNCs	2009
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
2. GENDER MAINSTREAMING					
Gender budgeting	10% of each line Ministry's budget to be allocated to gender specific activities by 2015	<ul style="list-style-type: none"> - Undertake situational analysis/ responses of capacities in the area of gender budgeting - Coordinate Capacity building for all stakeholders 	<ul style="list-style-type: none"> - Capacity building for all stakeholders (budget developers in line ministries and ministries of finance & gender) in the area of gender budgeting - Lobbying national governments to allocate 10% to gender specific activities to each ministry 	SADC GU; UNIFEM; UNDP; NGMs; CSO/NGOs	2007 – 2015
Engender regional and national macro-economic and sectoral policies (to include planning and budgeting guidelines)	Gender responsive policies at macro-national and sectoral levels including guidelines by 2015	<ul style="list-style-type: none"> - Develop gender checklist for guiding planners for efficient implementation of gender mainstreaming -Review Protocols, Declarations, Policies & Programs in Directorates - Facilitate Capacity building for National Gender Machineries 	<ul style="list-style-type: none"> - Capacity assessment in terms of gender budgeting - Capacity building for gender budgeting, sharing experiences/ Lessons on best practices in the area of gender budgeting (exchange programmes) - Engage partners in gender budgeting initiatives 	SADC GU; UNIFEM; UNECA; UNDP; NGMs; CSO/NGOs; Ministries of Finance and Economic Planners	2007 - 2015
Sensitise and build the capacity of staff within the SADC structures and institutions on	Gender sensitive SADC structures and institutions by 2010	<ul style="list-style-type: none"> - Training of SADC Secretariat in gender mainstreaming - Recruit gender experts to work with each Directorate to 	<ul style="list-style-type: none"> - Training of SADC structures and institutions in gender mainstreaming including National Gender Machineries, Sectoral Ministries and SNCs 	SADC GU; NGMs; CSO/NGOs	2006 - 2010



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gender mainstreaming		review and mainstream gender responsive policies and programmes			
Capacity building for gender mainstreaming	Gender mainstreaming, skills strengthened across relevant and critical stakeholders	<ul style="list-style-type: none"> - Coordinate, facilitate, support and monitor national capacity building initiatives for gender mainstreaming - Develop a SADC Gender Mainstreaming Tool Kit - Launch the SADC Gender Mainstreaming Tool Kit 	<ul style="list-style-type: none"> - Translation of policies into action, through developing appropriate programs and campaigns - Conduct gender mainstreaming training using the SADC Gender Mainstreaming Tool Kit 	SADC GU; Corporate Communications Unit; Ministries of Gender; NGMs; CSO/NGOs	2007 -2008
Harmonisation of gender equality and equity with the socio-cultural and religious environment	Remove gender gaps in SADC societies	Support and monitor national initiatives and progress	<ul style="list-style-type: none"> - Awareness and capacity building on gender and the socio-cultural and religious environments - Conduct campaigns targeted at removing gender gaps in the society 	NGMs; religious and traditional institutions; CSO/NGOs; the media	2006 and ongoing
Gender research, monitoring, evaluation and reporting	Gender responsiveness measurements	Coordination, facilitation, monitoring and evaluation of gender research and generating publications and disseminating to various gender stakeholders	Conduct research, monitoring, evaluation and reporting on National level initiatives	UNECA; SADC GU; NGMs; CSO/NGOs; SARDC; SARDC WIDSAA	2006 and ongoing



ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
3. WOMEN'S EMPOWERMENT PROGRAMS					
3.a WOMEN'S HUMAN RIGHTS					
Constitution & Legislation					
Constitutional provisions for gender equality including right to dignity, right to life, integrity and security of person	Gender equality enshrined in all Constitutions by 2010	Coordination, facilitation and monitoring of constitutional reviews	<ul style="list-style-type: none"> - Constitutional reviews - Reporting on progress made 	NGMs; SADC PF; Parliaments; Ministries of Justice; CSO/NGOs	2006 - 2010
Eliminate conflict between Customary, religious and codified laws	Constitutions to state that provisions for gender equality take precedence over customary law by 2010	<ul style="list-style-type: none"> - Dissemination and sharing of model legislation and best practices - Monitoring and reporting on progress made 	<ul style="list-style-type: none"> - Conduct constitutional reviews -Harmonise culture and religion with women's human and legal rights through change of laws 	SADC PF; Regional Women's Parliamentary Caucus; NGMs Ministry of Justice	2007 - 2010
Review and repeal all discriminatory laws including women's minority status	All discriminatory legislation to be expunged by 2010	Facilitate and coordinate national audits and synchronise national findings into a regional report	<ul style="list-style-type: none"> -Conduct audits and amendments of discriminatory legislation -Review Bill of Rights and amendment of laws 	SADC PF; Regional Women's Parliamentary Caucus; Parliaments; NGMs; CSO/NGOs; SARDC; SARDC WIDSAA	2007 - 2010



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Domestication of regional and international instruments and policies	Instruments and policies domesticated - CEDAW domesticated in all Member States by 2007 - Ratification & Domestication of African Protocol on Women's Rights - Ratification & Domestication of the anticipated SADC Protocol on Gender and Development	Coordination, facilitation and monitoring progress	- Develop and implement plan for domestication - Conduct an audit of the extent of domestication of international instruments and policies	Parliaments; SADC PF; NGMs; Ministries of Justice; CSO/NGOs	2007
Promotion of Legal Literacy Programs and access to legal assistance	Increased legal awareness and access to legal assistance by 50%	Coordination and monitoring	-Translate & Simplify all instruments including local laws into local languages -Increase access to legal aid for citizens who are underprivileged to be provided by the state and Civil Society / NGOs -Formulate of legal literacy programmes to educate the critical mass on issues embodied in the protocol and other international legal	SADC GU; NGMs; CSO/NGOs working around human rights issues	2006 - 2010



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
			instruments -Transmit information on women's human and legal rights issues and laws in the language best understood by the majority of the population		
Enforcement and Implementation of Laws & other instruments	<ul style="list-style-type: none"> - Provision of adequate financial and human resources to execute the mandate legal reform - Develop targeted programmes and projects 	<ul style="list-style-type: none"> - Set up a Regional Advisory Committee on Gender and Development to monitor both implementation and resources allocated for implementation -Monitoring Mechanisms to be developed and used 	<ul style="list-style-type: none"> -Establish / strengthen country law reform commission with adequate representation from the National Gender Machinery & women's CSO/NGOs in order for gender issues to be taken on board - Campaigns at community and national level 	SADC GU; NGMs; Legislators; CSO/NGOs	2007 - 2010

3.b WOMEN AND GIRL CHILD EDUCATION

Equal access to education	Introduce state supported early child development in all countries by 2010	<ul style="list-style-type: none"> -Provide technical support in developing action plans at national level -Disseminating best practices 	<ul style="list-style-type: none"> -Develop and implement action plan -Introduce minimal fees - Reduced cost of books, uniforms, etc. 	SADC GU; NGMs; Ministries of Education; Social Welfare; CSO/NGOs	2006 - 2010



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Equal access to education	Eliminate gender disparity in primary and secondary education by 2007 (MDG 3 - Target 4) and at all levels of education not later than 2010	<ul style="list-style-type: none"> -Support national initiatives -Disseminate best practices -Monitor progress 	<ul style="list-style-type: none"> -Ensure compulsory primary and secondary education for all children -Develop community support systems for families to enable girl children to continue with education and not be forced to play reproductive gender roles 	SADC Gender Unit; NGMs; Ministries of Education; Social Welfare; CSO/NGOs; UNICEF; UNAIDS; SADC SHDSP	2007 - 2010
Eradicate illiteracy	Eradicate illiteracy by 2020	<ul style="list-style-type: none"> -Support national initiatives - Disseminate best practices -Monitor progress 	Develop and implement action plan	SADC GU; SHDSP; NGMs; Ministries of Education	2006 - 2020
Equal resources and accessibility to recreational and sports facilities	Gender analysis of recreational and sports facilities at all institutions of learning by 2008	Develop Tools for conducting the audit	Audit of facilities at all educational facilities	SADC GU; SHDSP; Ministries of Education	Audits by 2008 Correction by 2010
Eliminate and Challenge stereotypes in education	<ul style="list-style-type: none"> -All educational materials reviewed from a gender perspective by 2008 -Gender sensitive materials introduced by 2010 	<ul style="list-style-type: none"> -Develop tools for reviewing educational materials from a gender perspective -Sharing best practices 	<ul style="list-style-type: none"> -Review of educational materials from a gender perspective - Introduce material on women & gender -Develop programmes to change mindsets and cultural expectations that limit girl children -Make accessible practical and 	SADC GU; NGMs; Ministries of Education; Social Welfare; CSO/NGOs; UNICEF; UNAIDS; SHDSP	2008 - 2010



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
			technical subjects to the girl child -Develop scholarships for girl children		
Develop quality educational infrastructure and facilities	Improved access to quality educational infrastructure and facilities by 2010	Monitoring progress	Lobby and advocate for increased investment in educational infrastructure and facilities	Ministries of Education; Ministries of Finance; NGMs; CSO/NGOs; SHDSP	2010

Violence in Educational Institutions

Eradicate all forms of GBV in educational institutions	Start a Zero Tolerance campaigns on GBV which results in no GBV in schools by 2009	Monitoring progress and disseminating information	-Policies/ programmes for ending gender violence in schools -Formulate, strengthen and enforce legislation to deal with teachers who sexually/physically abuse students - Enlist men's networks	SADC GU; NGMs; Ministries of Education	2007 - 2009
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Budget monitoring and evaluation

Budgetary allocation	All ministries to have specific allocations for ensuring gender equality in all areas of education	Monitor progress and disseminate information	Advocate for adequate budget allocations	Ministries of Education; NGMs; CSO/NGOs	Ongoing
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Monitoring and evaluation	Annual progress reports on the status of women	Analyse annual reports and disseminating findings	Prepare annual reports	SADC GU; SHDSP; Ministries of Education; NGMs; CSO/NGOs	Ongoing

3.c VIOLENCE AGAINST WOMEN & CHILDREN

Legal

Legislation	All Member States to have laws against GBV and Domestic Violence Laws and provision of services by 2008 -Sexual Offences Bills by 2008	Disseminate model legislation and best practices on these three	- Enact, ratify, domesticate, review & Implement specific legislation against GBV - Organize campaigns against GBV	SADC GU; SADC PF; Regional Women's Parliamentary Caucus; Parliaments; NGMs; Ministries of Justice; CSO/NGOs; media	2008
Sexual Assault and HIV and AIDS	Ensure provisions for survivors of sexual assault to access PEP by 2007	Disseminate best practices	-Establish health centres/facilities for survivors of sexual assault - Provide PEP to survivors of rape	SADC GU; SADC PF; Regional Women's Parliamentary Caucus; Parliaments; NGMs; CSO/NGOs	2007
Trafficking	Specific legislation or reference to trafficking in specific legislation by 2010	-Disseminate model legislation and best practices - Regional consultative workshop on violence including trafficking in 2007	Enact, ratify, domesticate, review & implement specific legislation to end gender violence	SADC GU; SADC PF; IOM; CCR; UNIFEM; Regional Women's Parliamentary Caucus; Parliaments; NGMs; CSO/NGOs	2007



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Criminal justice system	Gender sensitisation of all functionaries in the criminal justice system and mainstreaming of gender in all future training programmes by 2008	Dissemination of training materials and best practices	<ul style="list-style-type: none"> -Develop training programmes for all criminal justice staff at the judiciary, customary courts, etc -Conduct training for criminal justice officers and beneficiaries 	Ministries of Justice; Police Services; Judicial Services; Regional Women's Parliamentary Caucus; SADC PF	2008
Women in Conflict & Post Conflict situations	Meaningful and effective involvement of women in peace building processes and post conflict situations	<ul style="list-style-type: none"> - Facilitate mainstreaming of gender in pre, during & post conflict programmes - Collaborate with UNIFEM, UNDP, Centre for Conflict Resolution and the IOM in developing a program for Angola & DRC - Take stock and draw lessons from post conflict situations in the region - Facilitate the implementation of UN Resolution 1325 and the African Union Protocol to the African Charter on Human and Peoples Rights on the Rights of Women 	Develop and Implement rehabilitation programmes for women in conflict and post conflict situations	UNHCR; UNIFEM; SADC Organ; SADC GU; IOM; CCR; UNDP; Ministries of Justice; Police services; Army; NGMs; CSO/NGOs; Political parties	2007



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
<p>-Social, economic, cultural and political environment</p>	<p>Challenge and eradicate traditional norms and religious beliefs and practices that perpetuate violence against women and children</p>	<ul style="list-style-type: none"> - Develop strategic partnerships between CSO/NGOs, National Gender Machineries and the SADC Gender Unit - Strengthen coordination mechanisms and dialogue where there is convergence to enable effective implementation - Facilitate capacity building for media workers for greater gender sensitivity, monitoring and reporting 	<ul style="list-style-type: none"> - Adopt Zero Tolerance Policies on GBV - Develop information and peer campaigns targeting men - enlist men's networks and organisations to lead GBV campaigns 	<p>SADC GU; NGMs; Cultural and religious organisations; Media Institutions; CSO/NGOs; Private Sector</p>	<p>2007-2008</p>
<p>Improved quality services for survivors and rehabilitation of perpetrators</p>	<ul style="list-style-type: none"> - Policy and Practical provision in place - Resources made available for GBV needs 	<p>Facilitation, coordination, monitoring documentation of best practices and dissemination of lessons learnt</p>	<ul style="list-style-type: none"> -Awareness building, advocacy, lobbying to include the development and implementation of campaign strategies -Special units for GBV in place - Places of safety for survivors established - Rehabilitation of survivors and perpetrators - Setting up national funds for women and children survivors 	<p>SADC GU; NGMs; Police/security forces; rehabilitation services; CSO/NGOs; Private Sector</p>	<p>2006/07</p>



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Education, training and awareness raising	<ul style="list-style-type: none"> - Gender training - Mainstream gender in all policies - Community mobilisation 	Facilitate, coordinate, monitor and disseminate lessons and best practices	<ul style="list-style-type: none"> - Awareness building, - Advocacy - Lobbying and development and implementation of campaign strategies to ensure capacity building to eradicate gender based violence 	SADC GU; NGMs; CSO/NGOs (including organisations of men against GBV); Ministries of Finance; Media institutions; Police Institutions; Private Sector	2006-2008

Monitoring and evaluation

Research	Implementation of the index for GBV by 2006	Ensure implementation and use of the index	Use the index	NGMs; Ministries of Justice; CSO/NGOs; UNECA	2006
Audits	Zero Tolerance of GBV using the index by 2010	Popularise the Index to Member States and Regional Stakeholders	<ul style="list-style-type: none"> - National Gender Machineries to have in place a coordinating body of all relevant actors and stakeholders on GBV - Campaigns 	NGMs; Ministries of Justice; CSO/NGOs	2020

3.d SEXUAL, REPRODUCTIVE HEALTH AND RIGHTS & HIV AND AIDS

Reports for International Conventions	All reports submitted annually	SADC Gender Unit to play a monitoring role	Submission of reports on international instruments	SADC GU; SNCs; NGMs; CSO/NGOs	2006 - 2010
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Improve access to quality reproductive & sexual health services	Development of guidelines for minimum package for sexual and reproductive health in the region by 2007	Develop guidelines for a minimum package for sexual reproductive health	<ul style="list-style-type: none"> -Implement the guidelines for a minimum package for sexual ad reproductive health -Provide free health care for poor and vulnerable sections of society -Health workers should conduct regular mobile clinics in rural and remote areas 	Ministries of Health; Development Partners; CSO/NGOs; UNFPA; UNAIDS; UNIFEM; NGMs	2007
Improve maternal health	<ul style="list-style-type: none"> -Reduce by 3/4 between 1990 and 2015 the maternal mortality ratio (MDG 5 – Target 6) - Ensure access to, and use of contraceptives in all rural and urban areas 	Coordinate and monitor implementation	<ul style="list-style-type: none"> -Make available emergency contraception available at low or no cost in all health centres by 2008 - Provide education on emergency contraception including dissemination of information in local languages to communities 	Ministries of Health; Development Partners; CSO/NGOs; UNFPA; UNAIDS; UNIFEM; NGMs; Private Sector; ILO; SADC SHDSP	2006 - 2015
Develop and Provide adequate infrastructure, equipment, facilities and human resources in the health sectors	Improve and Increase access to infrastructure, equipment, facilities and human resources in the health sectors by 2010	Monitor progress annually	Mobilise resources to improve health service delivery	Ministries of Health; Development Partners; CSO/NGOs; SHDSP	2010



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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Protect women and girls with respect to reproductive and sexual health	-Access to female condoms in terms of cost and availability -Freedom of reproductive choices including abortion	Monitoring progress	- Distribute female condoms widely -Reduce costs of female condoms -Develop projects and programmes to enhance freedoms and choices of sexual and reproductive health including abortion	SADC HIV and AIDS UNIT; Ministries of Health; Private Sector; CSO/NGOs; UNAIDS; UNFPA	2008 – 2010

HIV and AIDS

Reduce HIV and AIDS among women and girls	Have halted by 2015 and begun to reverse; the spread of HIV and AIDS (MDG 6 - Target 7)	- Coordinate progress made in establishing gender sensitive HIV and AIDS campaigns to target policies and programmes	Establish programmes and policies that are engendered	SADC HIV and AIDS Unit; Ministries of Health; NGMs; Private Sector; CSO/NGOs; UNAIDS; UNFPA	2006 - 2015
Reduce cultural practices, traditions and customs that perpetuate HIV and AIDS	Reduce incidences of widow inheriting and genital mutilation (including pulling and/or cutting) - Zero tolerance on minors getting married - Reduce by 50% the	- Monitor progress and disseminate best practice - Initiate adoption of a Regional Volunteers Charter (see UN SG Taskforce 2003 UNAIDS)	-Raise awareness through sensitisation programmes on the impact of cultural practices on HIV and AIDS - Create national discussions on targeted traditional practices - Impose harsh sentences on those who marry minors and the guardians who “allow”	Ministries of Health; Private Sector; CSO/NGOs; Religious and Traditional institutions and structures; UNAIDS; SADC HIV and AIDS Unit	2007



ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
	impact of burden of caring on women and girl child		minors to marry - Develop programmes for communities to expand responsibility of caring for patients to men		

3.e WOMEN'S ECONOMIC EMPOWERMENT

Economic policies and decision-making

Equal participation in policy formulation	Gender balance in all economic policy decision-making structures by 2015	Monitoring and information dissemination	Ensure a gender balance in economic policy structures in line with decision-making targets	Ministries of Finance, Economic & Development Planning; Central Banks; UNECA; NGMs; CSO/NGOs	2007 - 2015
Mainstreaming gender in economic policy formulation	Develop strategies and action plans for mainstreaming gender in economic policies by 2008	Develop tools and TOT for mainstreaming gender in economic policy formulation	Develop programmes and processes for mainstreaming gender in economic policy formulation	Ministries of Finance; economic and development planning; Central Banks; NGMs; CSO/NGOs; UNECA	2008

Access to property and resources

Right to own property and inheritance	End all discrimination against women with regard to property	Monitor progress	-Review land tenure systems within Member States by 2008 to enable women to access, control and own land	Ministries of Finance; economic and development planning; Central Banks etc;	2007 - 2010
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
	and inheritance by 2010		-Enforce measures to remove all forms of discrimination with regard to women's access to property and inheritance	NGMs; Community Leadership; CSO/NGOs; SADC National Contact Points; SNCs	
Access to property, credit and capital	Double current levels of women accessing credit by 2010	Monitor progress	-Remove all forms of discrimination with regard to women's access to property, credit and capital -Increase funds for women specific initiatives in the agricultural sector	Ministries of Finance; economic and development planning; Central Banks; SADC GU; TIFI	2007 - 2010
Support to women entrepreneurs	Comprehensive plans in all countries to support women entrepreneurs by 2007	- Develop checklists and guidelines for national plans - Enhance Women's Business Associations both at national and regional level	-Train women in business - Set up and/or strengthen national women in business associations	SADC GU; NGMs; Ministries of Trade; TIFI; Women's Business Associations	2007 - 2010

Trade and Globalisation

Trade	Women's equal access to trade opportunities by 2015	- Lobby/Negotiate for gender quotas in all trade missions and negotiations	-Conduct gender audits of existing policies and practices -Develop comprehensive plans of action to increase women's access to trade opportunities	SADC Trade structures; TIFI; UNECA; Ministries of Trade; Business associations	2007 - 2015
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Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Globalisation	Women's equal participation in trade related negotiations and in opportunities created by 2015	<ul style="list-style-type: none"> - Develop guidelines for capacity enhancement, financial schemes, markets, customs modalities for women cross border traders - Develop guidelines for gender awareness training for trade and customs officials 	<ul style="list-style-type: none"> - Projects for capacity enhancement, financial schemes, markets, customs modalities for women cross border traders - Develop and implement gender awareness in customs officials training 	SADC trade structures; UNECA; Ministries of Trade; business associations; TIFI	2010
Employment					
Equal access to employment	Equal share by women in wage employment in the non-agriculture sector (MDG 3 - Target 4 - Indicator 11) by 2015	Monitoring and information dissemination	<ul style="list-style-type: none"> - Conduct gender audits of existing policies and practices - Conduct campaigns for equal access to employment 	Ministries of Labour; Attorney Generals; NGMs; CSO/NGOs; TIFI; ILO	2006 - 2015
Affirmative action and employment equity legislation	Constitutions to make provision for affirmative action and employment equity legislation including family friendly practices by 2015	Monitoring and information dissemination	<ul style="list-style-type: none"> - Amend the constitution and relevant legislation - Monitoring to ensure implementation of the amended constitution 	SADC PF; Parliamentarians; NGMs; CSO/NGOs; Ministry of Justice; ILO	2006 - 2010



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Eliminate occupational segregation and all forms of employment discrimination	End occupational segregation and all forms of employment discrimination by - 2015	Monitoring and information dissemination	Enforce laws and policies to end occupational and employment discrimination	Ministries of Labour; ILO; Parliaments ; CSO/NGOs (particularly trade unions); NGMs	2006 - 2010
Regulate Domestic work	Legislation and measures to protect domestic workers by 2010	Monitoring and information dissemination	Laws and policies to regulate domestic work sector	Regional Women's Parliamentary Caucus; SADC PF; SADC GU; NGMs; CSO/NGOs ; Ministries of Labour	2006 - 2010
Value non-remunerated work	All member States to conduct time use studies by 2010	Coordinate and facilitate study together with TIFI, SHDSP and Statistics Unit	<ul style="list-style-type: none"> - Develop laws and policies to end occupational and employment discrimination - Formulate policies for reducing the burden of the dual role played by women 	Ministries of Justice; Ministries of Labour; Parliaments; ILO; UNIFEM; UNECA; TIFI; SHDSP; SADC Statistics Unit; SADC GU	2010
Sexual harassment	Eliminate sexual harassment by 2008	Disseminate law model and policies	<ul style="list-style-type: none"> -Develop legislation and code of conduct to end sexual harassment - Enforce harsh penalties for offenders 	Ministries of Labour; NGMs; Parliaments; CSO/NGOs; Private Sector	2008



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Social security and benefits	Ensure the removal of all discrimination in social benefits by 2010	Disseminate law models and policies	-Develop programmes to ensure the removal of discrimination in social security/ benefits	Ministries of Labour; ILO; UNECA; Parliaments; CSO/NGOs	2010
Equal representation of women in unions	Equal representation of women in union decision-making structures by 2010	Collate data as part of the annual reporting process	-Develop strategies to ensure gender balance as part of the decision-making plan - Initiate campaigns	Trade Unions; CSO/NGOs; ILO	2005 - 2010

Development planning

Increased funding for gender and development	Ensure that gender is mainstreamed in funding policies by 2008	Initiate dialogue with cooperating partners and government to ensure funding for gender equality	Develop initiatives with cooperating partners and government	Cooperating partners; UNECA; Ministry of Finance	2008
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Marginalised groups

Child Labour, migrant women, elderly women, women with disabilities	Policies and laws to ensure empowerment of marginalised groups	Monitor progress and document best practice	Develop policies and laws to ensure empowerment of marginalised groups	ILO; UNDP	2010
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Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Basic services					
Food	Reduce by half the proportion of people living on less than a dollar a day (MDG 1 - Target 1) and reduce by half the proportion of people who suffer from hunger (MDG 1 - Target 2) by 2010	Monitor progress	<ul style="list-style-type: none"> - Develop policies to reduce hunger - Initiate projects geared at hunger reduction 	SADC GU; FANR; SHDSP; SADC PF; African Union; Economic ministries; NGMs	2006 - 2010
Housing	To have achieved a significant improvement in the lives of at least 100 million slum dwellers (MDG 7 - Target 11) by 2020	Tools for gathering gender disaggregated data on the achievement of this goal	Develop and monitor projects and policies to reduce the number of slum dwellers	Economic Ministries; NGMs; SADC SHDSP	2006 - 2020
Water and sanitation	Achieve women's equal participation in and benefit from water and sanitation projects by 2010	Gender mainstreaming in SADC sectors responsible for water management and sanitation	Develop policies to ensure women's equal participation in and benefit from water and sanitation projects	SADC GU; I & S; FANR; NGMs; Ministries of Water and Sanitation; SHDSP	2006 - 2010



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Environment and sustainable development	Policies to ensure women's equal participation in and benefit from environmental resources and sustainable development	Gender mainstreaming in SADC sectors responsible for environment and sustainable development	Develop policies and programmes to ensure women's equal participation in and benefit from environment/sustainable development programmes	Ministries of Environment and Sustainable Development; SADC FANR; SADC Environment Unit	2006 - 2010

Legal Aid

State support	All women who require legal aid to have access to state supported services by 2010	Disseminate best practices from the region and monitor and report on progress	-Develop policies and structures for state supported legal aid boards -Initiate projects to advocate for legal aid	Ministries of Justice; NGMs	2006 - 2010
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3.f MEDIA AND INFORMATION

Representation and portrayal of women in editorial content of the media

Ensure that women have equal voice in the media	30% women news sources by 2010 gender balance in news sources by 2015	-Monitor, lobby and advocate -Campaigns to ensure that gender issues are adequately covered	Develop gender policies at macro-level and in newsrooms	NGMs; Corporate Communications Unit; CSO/NGOs; editor's forums; media regulatory authorities; SARDC; SARDC WIDSAA	30% by 2010 50% by 2015
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Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Challenge gender stereotypes in the media	Remove all gender stereotypes from the media by 2020	Monitor, lobby, and advocate	Initiate projects targeted at removing all gender stereotypes from the media	Media regulatory authorities; CSO/NGOs	2006 - 2020
Create and disseminate gender aware content	Ensure gender mainstreamed in all media coverage	Monitor, lobby and advocate	Develop and disseminate gender aware content	Gender structures; gender and media networks	Ongoing
Legislation to enhance a culture and respect for gender equality	Develop policies to regulate media to be gender sensitive by 2015	Conduct and establish a gender code of ethics for media	Develop laws, policies , and programmes for gender sensitive media	SADC PF; Regional Women's Parliamentary Caucus; SADC GU; Ministries of Communication and Information	2008 - 2010
Gender policies for media houses	Ensure that 80% of all media houses have gender and HIV and AIDS policies by 2008	Monitor progress	Adopt and implement policies	Southern African Editors Forum; CSO/NGOs; Corporate Communications Unit; SADC HIV and AIDS Unit; SADC GU; Ministries of Communication	2006 - 2008



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Practical tools for media experts	Develop gender sensitisation handbooks of women experts and sources	Develop guidelines for gender mainstreaming and monitor progress in implementation	-Implement the gender mainstreaming guidelines -Training of media experts	Media industry; CSO/NGOs	Ongoing
Research and monitoring	Repeat the GMBS in 2008 and every five years	-Coordinate and disseminate research -Monitor progress	-Conduct research -Disseminate and translate into local languages	CSO/NGOs; NGMs; MISA; SARDC; SARDC WIDSAA; Corporate Communications Unit; SADC PF; Regional Women's Parliamentary Caucus	2008 and every two years

Women within media institutions

Representation and Participation	50% women in all positions and at all levels by 2015	Monitor progress and disseminate information	Develop strategies to ensure 50% women's representation	Southern African Editors Forum; Owners of Media Houses; SARDC; WIDSAA; SADC PF; Regional Women's Parliamentary Caucus	2010
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
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Information technology

Access, education and training	Ensuring equal access by women to all dimensions of information technology by 2010	-Advocate for policies and legislation for equal access to information technology -Disseminate model policies and legislation	-Develop gender aware policies and legislation -Review of constitutions and external legislation to include access to information	Ministries of Information and Communications; NGMs; CSO/NGOs	2006 - 2010
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3g WOMEN IN POLITICS & DECISION MAKING

Representation and Participation

Conduct an audit of areas of decision making that have previously not been focused on i.e. private sector	Comprehensive audit by 2006	Coordinate the audit	Provide information at national level annually	SADC GU; NGMs; professional associations; CSO/NGOs;	2006
Setting targets for achieving gender balance -Should be based on commitment and quality	-To achieve 50% in all areas by 2010 or earlier -To achieve 50/50% gender balance in the management of the SADC Secretariat by 2010	Lobby for 50/50 SADC Secretariat management	-Draw up national action plans covering- in all areas of decision-making for achieving the target -Conduct annual audits to monitor progress	SADC GU; SADC/PF NGMs ; Regional Women's Parliamentary Caucus ; Parliaments; CSO/NGOs	2006 - 2010



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Affirmative action	Ensure that all constitutions make provision for affirmative action by 2010	Share best practices from the region and outside the region	-Amend constitutions to make provision for affirmative action -Provide annual reports on progress	SADC GU; SADC PF; NGMs; Regional Women's Parliamentary Caucus; Parliaments; CSO/NGOs	2006 - 2010
Participation					
Effective inputs into policy development and implementation	A tool for measuring effective participation by women in decision making by 2008	Develop a regional tool for measuring effective participation by women in decision making	Use the tool for monitoring and corrective action	SADC GU; NGMs; CSO/NGOs	2008 - 2010
Impact on Policy					
Establish or strengthen Regional Women's Parliamentary Caucus to advance gender legislation	Advanced gender sensitive legislation in the region	- Develop watch dog mechanism at regional level - Monitor progress of implementation	- Formation of Gender Parliamentary Forum at all national levels - Audit of gender advancement by all Parliaments -Conduct gender training for Parliamentarians - Monitor progress	SADC PF; SADC GU; CSO/NGOs; Regional Women's Parliamentary Caucus	2007 - 2010



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Legislate for automatic domestication of international instruments on gender and development	Legislate or amend legislation and or the constitution by 2010	Share expertise and best practices regionally and globally	Relevant CSO/NGOs and Regional Women's Parliamentary Caucus to lobby and advocate	Judiciary; SADC GU; Parliaments; Office of the Prime Ministers; Ministry of Communications and Information; Ministry of Foreign Affairs; UN agencies; NGMs; CSO/NGOs; Regional Women's Parliamentary Caucus	2006 - 2010
Review the electoral system with the view of increasing participation of women at all levels	Legislate to facilitate gender equality by 2015	<ul style="list-style-type: none"> -Transparency of SADC external and national electoral observers - Liaise with partners to support review of electoral system 	<ul style="list-style-type: none"> - Review electoral systems - Lobby and advocate 	Judiciary; CSO/NGOs; UN Agencies; NGMs; Home Affairs and relevant departments on politics; Defence and Security Corporation; SADC PF; SADC GU; EISA	2006 - 2015
Lobby political parties to have at least 50% representation in all party structures	<ul style="list-style-type: none"> -Gender sensitive political party manifestoes, mechanisms and policies put in place to fast track gender equality -Policies to be in place by 2015 	-Develop a tool to monitor progress in the region	<ul style="list-style-type: none"> - Conduct audits for political party policies - Change party policies and structures - Advocate for change 	SADC GU; CSO/NGOs	2006 - 2015



Strategic Implementation Framework
on Gender and Development, 2006-2010

ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
Leadership training	Access to leadership training for women in decision-making by 2007	-Plan leadership training at regional level -Disseminate	-Plan leadership training at national level -Train women leaders	SADC GU; SADC PF; NGMs; CSO/NGOs; Women Ministers; Parliamentarians	Ongoing

Citizen participation

Public education and awareness on gender and governance	Voter education on the importance of gender parity for good governance before all elections in the region by 2010	Collaborate with electoral commissions in developing training packages	Develop action plans for conducting voter education	SADC/PF; independent electoral commissions; NGMs; CSO/NGOs; Women's gender forum of political parties	-Plan in place by 2008 -Gender aware voter education before each election in the region by 2010
Constituency consultative processes	Systematised consultative processes and platforms between MPs and constituencies by 2010	Develop a model for systematic consultative processes	- Consult on the model - Develop national strategy - Implement the model	SADC GU; NGMs; SADC PF; Parliaments; CSO/NGOs	2008 - 2010

Monitoring and evaluation

Research	Analysis of trends and documentation of best practices	Regional CSO/NGOs collate and analyse reports	National CSO/NGOs monitor trends in country	Regional and national CSO/NGOs	Ongoing
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
SADC Reports to Policy Meeting	<ul style="list-style-type: none"> - Annual report on progress towards achieving gender balance in decision making - Progress report submitted to SADC policy structures 	Collate and analyse reports and disseminate to stakeholders, council and summit	Research and produce reports to submit to SADC annually	SADC GU; SADC PF; Regional Women's Parliamentary Caucus; NGMs; SNCs; CSO/NGOs	Annually

4. COORDINATION, COLLABORATION & NETWORKING

Effective and Efficient Co-ordination of SADC Gender & Development Agenda	<ul style="list-style-type: none"> - Synchronised, high impact programmes and actions at national and regional level - Collaboration within the secretariat, Member States and other stakeholders 	<ul style="list-style-type: none"> - Lobby for Observer Status at the UN Convention on the Status of Women and participate annually - Develop a regional gender stakeholders data base - Lobby and mobilise resources for Regional Advisory Board - Support gender mainstreaming process through information sharing with regional and global partners; networks; initiatives coordinated by SADC stakeholders and/or gender and development stakeholders 	<ul style="list-style-type: none"> - Initiate platforms for information sharing with CSO/NGOs - Collaborate with National Gender Machineries and women's CSO/NGOs - Develop a national stakeholders data base 	SADC GU; NGMs; CSO/NGOs	On-going
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
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5. COMMUNICATION & INFORMATION SHARING

<p>Strengthen communication and information sharing</p>	<p>Research and Documentation</p>	<ul style="list-style-type: none"> - Publish SADC Gender Monitor biannually - Publish Outstanding Reports; Gender Unit & National Gender Machineries Capacity Assessment; Women in Politics Report; Violence Against Women Report; Women in Decision making Research; Regional Consultative Conference Report and Paper; Strategic Implementation Framework 2006 – 2010 - Develop a Gender & Development Page on the internet to share activity reports and updates - Develop periodic reports on outputs; outcomes; lessons learnt from implementing the regional gender agenda - Embark on an information gathering process on gender disaggregated data on Directorates areas of focus of beneficiaries; actors and target groups at national and regional levels 	<ul style="list-style-type: none"> - Develop periodic reports on outputs; outcomes; lessons learnt from implementing the regional gender agenda - National level researches on thematic areas - Embark on an information gathering process on gender disaggregated data of beneficiaries; actors and target groups in line ministries 	<p>SADC GU; Statistic Unit; Corporate Communications Unit; SARDC; SARDC WIDSAA; NGMs; CSO/NGOs</p>	<p>Annually</p>
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ACTION AREA	PROPOSED TARGETS	ACTION AT REGIONAL LEVEL	ACTION AT NATIONAL LEVEL	WHO IS RESPONSIBLE	TIME FRAME
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6. MONITORING & EVALUATION

<p>Monitor and Evaluate project implementation and assess impact</p>	<ul style="list-style-type: none"> - Utilising thematic area tools devised for M & E purposes - A synchronised monitoring system on gender for the region 	<ul style="list-style-type: none"> - Develop annual work plans -Undertake M & E for each programme and activity at regional level - Enhance the Gender Unit capacity to use M & E tools and carry out M & E activities - Popularise M & E tools such at the African Gender & Development Index, the Violence Against Women Index, etc. - Initiate discussion on developing one reporting format and period for member states to various Gender mechanisms 	<ul style="list-style-type: none"> - Developing annual work plans -Undertake M & E for each programme and activity at national level - Enhance national gender machinery capacity to use M & E tools and carry out M & E activities - Use M & E tools such at the African Gender & Development Index, the Violence Against Women Index, etc. 	<p>SADC GU; NGMs; UNECA; CSO/NGOs; UNIFEM</p>	<p>Ongoing</p>
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