



WHEELS OF CHANGE

CHAMPIONS IN THE SADC GENDER AGENDA

The Southern African Development Community (SADC) is an inter-governmental organisation. It was established to further socio-economic co-operation and integration as well as political and security co-ordination among member states.

The origins of SADC lie in the 1960s and 1970s, when national liberation movements of the initial nine member countries co-ordinate their political, diplomatic and military struggles to bring an end to colonial rule and economic dependence in southern Africa. The forerunner of the political and security co-operation of SADC was the Front Line States grouping, while the Southern African Development Co-ordination Conference (SADCC) was the forerunner of the socio-economic co-operation, both established in 1980. On 17 August 1992, SADCC was transformed into SADC. Later, the 1992 SADC treaty was amended on 14 August 2001 to overhaul their structures, policies and procedures.

In line with constant revision and improvement, in August 2008 SADC signed a SADC Gender and Development Protocol. This historic instrument elevates the commitments made in the SADC Declaration into concrete, time-defined and legally binding actions that accelerate efforts to achieve gender equality in the region. The protocol seeks to mainstream gender in development and actively close the gender gap that has a bearing on poverty alleviation. The SADC and AU stipulations on gender and the United Nations 2015 Millennium Development Goal number three all aim to achieve women's empowerment and gender equality.

Further, the protocol provides for the empowerment of women and the elimination of discrimination. It seeks to achieve gender equality and equity through the implementation of gender-responsive legislation, policies and programmes. It harmonises the various commitments and declarations that SADC member countries are signatory to and provides legal and policy frameworks to enhance the implementation of programmes in order to deepen regional integration, community building and sustainable development.

Today, SADC has 15 member states and the organisation's supreme body is the SADC Summit which consists of the heads of state or government. The headquarters is in Gaborone, Botswana and at the helm is the Executive Secretary, Augusto Tomaz Salomao.



NB:
The SADC flag came into being in 1995 from the people of member countries resulting from a design competition. Blue symbolizes the sky and ocean that bring water and life, green represents the rich flora and fauna while the yellow lettering represents the region's rich gold wealth.

ECA

Established in 1958, the Economic Commission for Africa (ECA) is mandated to carry out activities encouraging the growth of the economic and social sectors of the continent. It promotes policies and strategies to increase economic co-operation and integration among its 53 member countries, particularly in the production, trade, monetary, infrastructure and institutional fields. The ECA focuses on producing information and analysis of economic and social issues, promoting food security and sustainable development, strengthening development management and promoting regional co-operation and integration. Special attention is paid to improving the status of women, enhancing their involvement and decision-making in development, and ensuring that women and gender equity are key elements in national and continental development. The headquarters is in Addis Ababa, Ethiopia, and heading the ECA is the United Nations Under-Secretary General and Executive Secretary, Abdoulaye Janneh.



CONTENTS

4. Foreword

5. Preface

THE REGIONAL INSTITUTIONS

7. FEMMES AFRICA SOLIDARITE

8. GENDER LINKS

9. OPEN SOCIETY INITIATIVE FOR SOUTHERN AFRICA

10. PADARE: MEN'S FORUM ON GENDER

11. SOUTHERN AFRICAN RESEARCH & DOCUMENTATION CENTRE

12. WOMEN & LAW IN SOUTHERN AFRICA RESEARCH & EDUCATIONAL TRUST

13. WOMEN IN LAW & DEVELOPMENT IN AFRICA

14. WOMEN'S LAND & WATER RIGHTS IN SOUTHERN AFRICA

THE NATIONAL INSTITUTIONS

16. BOTSWANA: DITSHWANELO HUMAN RIGHTS CENTRE

17. DRC: WOMEN AS PARTNERS FOR PEACE IN AFRICA

18. LESOTHO: LESOTHO PLANNED PARENTHOOD ASSOCIATION

19. MADAGASCAR: FEDERATION OF THE PROMOTION OF WOMEN & CHILDREN

20. MALAWI: NON-GOVERNMENTAL GENDER COORDINATION NETWORK - NGOGEN

21. MOZAMBIQUE: MULEIDE

22. NAMIBIA: MULTI-DISCIPLINARY RESEARCH CENTRE-GENDER TRAINING & RESEARCH PROGRAMME

23. SOUTH AFRICA: GENDER ADVOCACY PROGRAMME

24. SWAZILAND: SWAZILAND ACTION GROUP AGAINST ABUSE

25. TANZANIA: TANZANIA GENDER NETWORKING PROGRAMME

26. ZAMBIA: THE NON-GOVERNMENTAL ORGANISATIONS COORDINATING COUNCIL

27. ZIMBABWE: THE ZIMBABWE WOMEN'S RESOURCE CENTRE & NETWORK

THE MEN

29. MALAWI - MARCEL CHISI

30. MAURITIUS - SOMDOUTH DULTHUMUN

31. NAMIBIA - NGAMANE KALJAIHE-UPI

32. SEYCHELLES - PATRICK PILLAY

33. SOUTH AFRICA - MBUYISELO BOTHA

34. SWAZILAND - COMFORT MABUZA

35. ZAMBIA - LAMECK SIMWANZA

36. ZIMBABWE - TREVOR DAVIES

THE WOMEN

39. ANGOLA - LUIZA PEREIRA DE SOUSA

40. BOTSWANA - ELSIE ALEXANDER

41. DRC - FLORENCE BOLOKO

42. LESOTHO - MATSEISO MAPETLA

43. MADAGASCAR - IAFLINE TRACOULAT

44. MALAWI - SEODI WHITE

45. MAURITIUS - MOHNI BALI

46. MOZAMBIQUE - RAFA MACHAVA

47. MAURITIUS - MOHNI BALI

47. NAMIBIA - OTTILIE GRETE ABRAHAMS

48. SEYCHELLES - FLORENCE BENSTRONG

49. SWAZILAND - SIZAKELE HLATSWAYO

50. SOUTH AFRICA - COLLEEN LOWE MORNA

51. TANZANIA - RUTH MEENA

52. ZAMBIA - JENNIFER MFUNE

53. ZIMBABWE - PATIENCE ZIRIMA

54. Joint Statement

55. Acknowledgements



FOREWORD



It is my greatest pleasure and honour to present this publication which seeks to honour and recognise the SADC heroines and heroes who contributed immensely towards the achievement of gender equality and equity. The struggle for gender equality and human rights is one of the greatest sacrifices that one can ever make! The experiences related to the struggle are often associated with huge obstacles and mountains too high to climb! The struggle represents selflessness, conviction and above all passion! Over the years, **gender equality advocates have worked selflessly and strategically to change the mindset that perpetuates gender inequality.** Though their efforts have made a positive impact, most advocates have gone unrecognized. SADC celebrates these heroines and heroes who have made a positive difference in the lives of women and girls. Their voices represented the needs and concerns of the voiceless. Their demands realised equal rights, equal responsibilities and equal opportunities for our citizens. They fearlessly raised their voices to challenge the power relations in our societies and campaigned for the inclusion of positive or affirmative action to ensure that policies and programmes benefit women and men, boys and girls equally. The voices of these heroines and heroes have facilitated the much needed changes required for equitable sustainable development in SADC member states. One of the fundamental objectives of SADC is “to achieve development and economic growth, alleviate poverty, enhance the standard and quality of life of the people of Southern Africa and support the socially disadvantaged through regional integration.” I am happy to say that these heroines and heroes have contributed immeasurably and massively to this objective.

The voices and the sacrifices made by our heroes and heroines have facilitated recognisable changes in our societies and governments. The achievements that SADC gained in gender equality and equity would not have been realised if our human rights and gender equality activists had not shouted louder!

I take this opportunity to congratulate all the champions reflected in this publication.

Aluta Continua.

Augusto Tomaz Salomao
EXECUTIVE SECRETARY, SADC SECRETARIAT

PREFACE

It is gratifying that Africa's strong commitment to gender equality has been further demonstrated by the historic adoption in 2008 of the Gender and Development Protocol of the Southern African Development Community (SADC). This historic achievement could only have been possible through the effort and sacrifice of heroic women and men who have contributed to promoting women's empowerment and gender equality in the sub-region.

I accordingly welcome the initiative of SADC and the Economic Commission for Africa Southern Africa Sub-regional Office (ECA-SA) to profile the lives and works of such champions of equality whose efforts have contributed to the improvement of gender equality in Southern Africa. ECA celebrates the Gender Equality Champions featured in this publication and is proud to join SADC in acknowledging and honouring the development contributions and achievements of these hardworking daughters and sons of Africa and the institutions they represent.

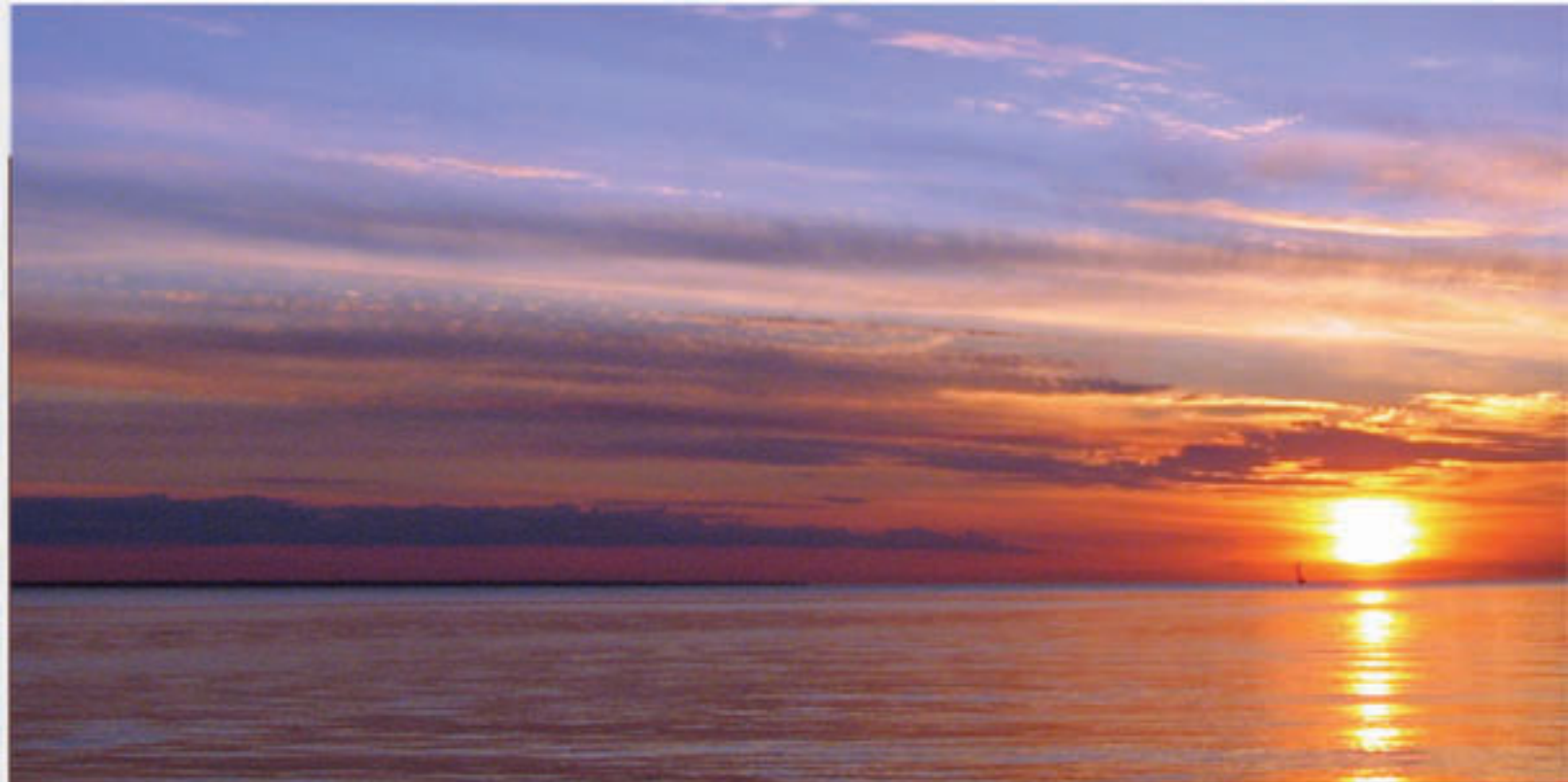
ECA's strategic vision of *Harnessing Regional Resources to Meet Africa's Development Priorities* accords special emphasis on its most precious resource – its people. We are therefore justifiably proud of the contribution that SADC's men, women, girls and boys have made

and empowerment of women. We are accordingly committed to integrating these fundamental ideals into the programmes and activities of ECA-SA in order to fast track the attainment of regional integration, sound macro-economic policies and democratic governance which are truly noble objectives.

ECA will continue to support regional economic communities, national gender mechanisms, civil society organisations and private sector institutions engaged in promoting and advancing gender equality and empowerment. Indeed, we are proud of our efforts which have contributed to a more democratic, equitable and prosperous region, where there have been visible gains in improved gender parity and greater economic and political opportunities for all citizens, irrespective of gender.

I sincerely hope that the SADC Gender Champions celebrated in this historic publication will continue to inspire all Africans to promote gender equality and development, which is a prerequisite for realising the continent's vision for greater integration and prosperity. For its part, ECA remains committed to accompanying SADC's efforts in achieving this noble ideal.





THE REGIONAL INSTITUTIONS...

Building Bridges For Networking

FEMMES AFRICA SOLIDARITÉ - (FAS)



'CONFLICT CAN DESTROY COMMUNITIES, DIALOGUE CAN REBUILD THEM.' In an environment where most international peace-building is targeted towards governments and warring parties, Femmes Africa Solidarité (FAS) is a women's non-governmental organisation opting to focus on the human rather than the military dynamics of security. Although not based within the Southern Africa region, (its Africa office is based in Dakar, Senegal) its work encompasses the entire continent as it believes that excluding women from the political stage compounds the multiple factors which cause conflict and political instability in Africa. Thus through mobilizing, supporting and recognizing the daily contributions of women and civil society throughout the continent towards establishing sustainable peace, it aims to engender the peace process in Africa.

Since its 1996 inception, FAS has developed and advocated for measures to ensure that national and international legislation in Africa protects women's rights. To this end, in ensuring women's interests are thoroughly articulated and represented, it lobbies at institutional, sub-regional, regional and international levels to encourage the development and implementation of policies which promote gender mainstreaming, adopt the principle of gender parity and engage the full participation of African women in all decision-making processes. Further, in pursuit of justice against perpetrators of war crimes and violators of women's human rights, FAS has participated in the drafting and implementation of the protocol to the African Charter on Human and Peoples' Rights and the Rights of Women in Africa, which includes a clause to address the culture of impunity.

Additional interventions include organising peace and solidarity missions to conflict-torn regions to share experiences and assess the role of women in conflict resolution and peace building. It also conducts training workshops specifically adapted to the needs of grassroots women in the areas of reconciliation, civic education, conflict resolution, negotiation and leadership. Working in tandem with grassroots women's organisations, it supports local efforts and movements rather than competing with them, aiming to strengthen the capacities of grassroots women's organizations to fully participate in democratisation, the processes of peace-building and conflict resolution in their respective communities and countries. Noting that women are disproportionately affected by violent conflicts, rather than only perceiving women as passive victims, FAS further works to foster, strengthen and promote the role of women in the prevention, management and resolution of conflicts on the African continent as it realises "women are also active agents with skills, strengths and the ability to bring about change."

GENDER LINKS

Described as a “small organisation with large footprints” and credited with “creating a gender and media movement in Southern Africa”, Gender Links (GL) is a Southern African non-governmental organisation committed to a society in which women and men are able to realise their full potential and participate equally in all aspects of public and private life. Founded in 2001 and headquartered in Johannesburg, South Africa, it works within the framework of strengthening democracy by ensuring the equal and effective participation of all citizens especially women, whose views and voices have been marginalised. With offices in Botswana and Mauritius, it works with over 45 partners and 114 associates in the 15 SADC countries and typically operates as a four-pronged programme.

Firstly, under the ‘Mirror on the Media’ programme, it works to sensitise the mainstream media to the under-representation of women’s views and voices in the media. Working with other regional networks, it conducts electronic and print media-monitoring for identified events such as the ‘16 Days of Activism Campaign on Violence Against Women’, resulting in the production of the organisation’s media literacy kit catering for a range of audiences including schools and the general public. Secondly, through its Gender Justice programme, it connects activists and the media in campaigns to end gender violence.




These campaigns have evolved into National Action Plans to end gender violence in nine Southern African countries while with its partners, it is currently working on devising indicators for measuring the extent of gender violence in the region to enable the monitoring of changes over time. Thirdly, in 2003 GL embarked upon a Gender and Governance programme that combines research and advocacy around women indecision-making with media training on gender and elections. As well as enhancing the communication and media skills of women in politics, GL’s governance programme has a strong focus on local government as a way of ensuring that gender is mainstreamed where it matters most, on the ground. Fourthly, through its Write About Rights programme, GL uses its flagship Opinion and Commentary Service that links activists and decision-makers with the mainstream media. Through first hand accounts, the stories provide an avenue for voices seldom heard in the media, such as those caring for people living with HIV and AIDS, survivors of gender violence and women councillors. In 2005, GL and several regional non-governmental organisations audited the Southern African Development Community (SADC) Declaration on Gender and Development. The audit led to a campaign to increase the target for women in decision-making positions from 30 to 50 percent and elevate the declaration to a protocol. Additionally, the organisation co-ordinates the Southern Africa Gender Protocol Alliance that successfully lobbied for the SADC Protocol on Gender and Development, a ground-breaking sub-regional instrument with 28 concrete targets for achieving gender equality in the region by 2015. In 2007, Gender Links received a commendation in the Driver of Change Awards for its work in championing women’s rights in the region.



OPEN SOCIETY
INITIATIVE FOR
SOUTHERN AFRICA
-
(OSISA)

Driven by the vision of a vibrant Southern Africa in which people, free from material and other deprivation, understand their rights and responsibilities and participate democratically in all spheres of life, the Open Initiative for Southern Africa (OSISA) was established in 1997. With language rights and gender and women's rights as cross-cutting, its niche is in its pursuit of open society ideals while maintaining political independence. Based in Johannesburg, South Africa, and operating in 10 Southern Africa countries, to achieve its vision for the region OSISA has adopted the strategy of building and reinvigorating the women's movement across the region to effectively advocate for gender equality and respect for women's rights. The organisation works along six thematic areas of two programmes each, being Information and Communication Technologies, two frontline rights programmes of Human Rights and Democracy Building and and two public policy programmes of and . The organisation works to ensure that women and men are provided with the same entitlements in all aspects of human endeavour encompassing economic, social, civil and cultural rights. Furthermore, given the high levels of violence and HIV and AIDS that disproportionately affect women in the region, OSISA seeks to promote women's rights to dignity, bodily integrity and respect.

In 2006, OSISA commissioned research to ascertain the state of the women's movement over the two preceding decades. Results indicated a dwindling vibrancy and energy attributed to the lack of a clear, concise and common agenda. The movement had taken on an elitist air, losing touch with many of the challenges faced by the majority of African women. There was also duplication of organisational efforts, donor fatigue and reduced resources since most funding was moved to tackle the HIV and AIDS pandemic. Further, it was concluded and acknowledged that simply achieving equality in decision-making positions is not enough and no single strategy can be effective to reinvigorate in a sustainable fashion the women's movement in the region and build institutional capacity to support gender equality. Hence, OSISA moved from the approach of embedding women's rights almost exclusively within its Human Rights and Democracy Building programme to ensuring a more systematic, coherent and comprehensive effort. It embarked on a dual approach that focuses on women's rights and empowerment in communities and mainstreaming gender equality into its own and its partners' organisational processes and activities. Additionally, it shaped its gender and women's rights strategy to focus on three key areas: capacity building, leadership development & mentoring and advocacy & networking. Specifically, it offers support ranging from financial and technical backstopping to facilitating partners' processes and activities including facilitating access to international and global sources of funding. Also, it has continued to provide spaces and platforms for women in the region to network and establish the important synergies that make their work and efforts more effective, such as solidarity missions to women in governance-crisis, politically unstable and conflict-torn areas where among other initiatives, mobile courts are set up to take a judicial system to the people. OSISA pledges to continue to strive to reinvigorate the women's movements in Southern Africa to ensure that gender equality and women's rights are not pushed to the margins of the region's development agenda.



Founded in 1995 by five men and now with approximately 1500 members, the Padare Men's Forum on Gender is based in Zimbabwe. It takes its name from a Zimbabwean tradition where men gather to discuss community issues and make decisions whilst excluding women and children from the process. The forum's goal is to subvert this exclusively male tradition and bring men together to discuss cultural and social issues and challenge prevailing sexual attitudes and behaviour related to gender justice and equality.

Believing that attitudes about gender and 'acceptable' roles for men and women are acquired at an early age and reinforced throughout life in both tacit and explicit ways, it seeks to initiate change in attitudes and behavior. During the sessions,

boys and men are encouraged to talk about their upbringing and the disadvantages of patriarchy and challenge the destructive concept of manhood that men make all decisions, need many sex partners and don't feel comfortable discussing their sexuality. In dealing with these expressions of sexuality, including cross-generational sex, polygamy, the 'inheritance' of widows by the deceased's family, pledging young girls

into marriage, the cultural practice of 'dry sex' or the commonly held belief that condom use is only for sex with prostitutes, Padare acknowledges that discussing these issues can in fact help prevent HIV and AIDS infections.

It achieves its objectives by holding education programmes in schools, at sports events, pubs and churches while also encouraging male parliamentarians to generate gender-sensitive legislation. It helps to prepare wills to protect the rights of widows and their children. In addition, it trains young men to share in tasks typically assigned to women such as caring for community members with AIDS and in its Out-of-School Programme, provides voluntary home-based care for people living with AIDS. According to the organisation, this care work helps break down gender stereotypes, accords men a chance to experience a nurturing role and gives a break to women and girls who have long shouldered this workload, often at the expense of their own opportunities for gainful employment or education. While Padare recognizes that femininity is often associated with weakness and dependence especially in rural areas where there is limited access to empowering information and other resources, these notions keep women subordinate and disempowered. It is emphatic that prevailing notions can be changed through open dialogue with women and critical self-examination by men themselves. By creating this support group for men who are committed to change, the forum enables men to question and reject gender stereotypes and roles that privilege men and oppress women and to identify and challenge structures and institutions perpetuating gender inequality in society.

PADARE: MEN'S FORUM ON GENDER

SOUTHERN AFRICAN RESEARCH AND DOCUMENTATION CENTRE – (SARDC)

The Women in Development Southern Africa Awareness (WIDSAA) Programme is a regional knowledge hub on gender and development trends. Established in 1994, WIDSAA is the gender programme of the Southern African Research and Documentation Centre (SARDC) and serves as a catalyst and information service in the formulation of policy affecting women in southern Africa. Alongside its national partners throughout southern Africa, SARDC-WIDSAA raises awareness of the circumstances and role of women in the region through a periodical "The GAD Exchange", and the production of gender profiles of each SADC country. The publications have proved to be dependable knowledge resources for policy makers, development planners, media, parliamentarians, academics and the public at large. In Botswana, Namibia and South Africa, they are used as prescribed textbooks for gender and development studies in universities. Additionally, SARDC-WIDSAA produces the SADC Gender Monitor which tracks progress towards gender goals in the region. SARDC-WIDSAA further offer technical expertise in research and knowledge management, information packaging and repackaging, and has been involved in all key regional processes around gender, including monitoring and evaluating progress towards SADC declarations, protocols and targets.

"KNOWLEDGE FOR DEVELOPMENT!"



In 1988, a workshop was held in Nyanga, Zimbabwe, which brought together scholars and activists from six Southern African countries. After discussions concerning the legal situation of women in those countries, the Women and Law in Southern Africa Research and Educational Trust (WLSA) was created and established.

In attendance were Botswana, Lesotho, Mozambique, Swaziland, Zambia and Zimbabwe. The gathering posed the main question, why women were experiencing problems in areas in which laws in these countries provide redress. Was it due to ignorance of the law, attitudes of the people, or did the answer lie elsewhere? The question set the stage for action-oriented research defining the organisation's main objective and mission which is to improve the socio-

legal, political and economic position and situation of women and children in Southern Africa. The attending female lawyers and social scientists were concerned that in independent Southern Africa there was need for explanation of the laws governing women's lives and for reform of those laws they considered oppressive. From the onset WLSA was determined to make the law work for women by challenging the legal systems and customary laws in each country.

Subsequently, over the years, WLSA has evolved from a single programme with one employee per country based at university campuses in the six founder countries, to an organisation operational in seven countries including South Africa which joined after its independence.

Providing consultancy at national and regional level in the areas of Gender, Law, Human Rights and Women's Rights, WLSA holds six programmes: Action Research, Information Dissemination & Documentation, Legal Advice & Services, Lobbying & Advocacy for Policy, Legal Reform & Change, Networking and Training & Education on Women's Rights as Human Rights. It conducts research intended to inform and influence actions taken to improve the legal position of women and incorporate the findings of the research through educating women about their legal rights, providing legal advice, questioning and challenging the law as well as instigating campaigns for changes in the law and policies. Keeping in tune with issues on the ground requiring dire redress, over the years WLSA has studied and researched topics including Maintenance Law, Inheritance Law, Family and the Legal Status of Women in the Family, The Administration of Justice Delivery Problems and Constraints and Women, HIV/AIDS and the Law.

Today, regionally, WLSA functions as fully fledged secretariats and fulltime employees comprising teams of highly motivated female lawyers and social scientists well known for their quality research and for being at the cutting edge of gender justice debates in their respective countries.



WOMEN AND LAW IN
SOUTHERN AFRICA
RESEARCH AND
EDUCATIONAL TRUST
-
WLSA



WOMEN IN LAW
AND
DEVELOPMENT IN
AFRICA

(WiLDAF)

Comprising over 350 organisations and 1000 individuals in 31 African countries, Women in Law and Development in Africa (WiLDAF) is a network of African based individuals and non-governmental organisations using the law as a strategic tool to promote and protect women's rights. Founded in 1990, the focus of WiLDAF is Women and Good Governance. By ensuring that women are aware of and fully utilize their rights for self and societal development, the organization works on the ratification, domestication and implementation of international and regional human instruments on the rights of women. Though the organisation works throughout the continent for the Southern Africa region, WiLDAF is active in the Southern Africa Gender Protocol Alliance.

The protocol aims to provide expertise to the SADC Secretariat as well as lobby at national level for the upgrading of the and . Still, with long term experience of training, lobbying and advocating for the full realisation of women's rights in Africa, while attending and addressing specific and regional campaigns, WiLDAF still believes in the unification of the continent's agenda for women hence initiatives such as the Solidarity of African Women's Rights for the signing and ratification of the protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa. To achieve its objectives, central to the organisation's strategy is effective communication with its partners, members and focal points. Consequently, WiLDAF produces a newsletter entitled WiLDAF news. Available in hard copy and electronically and translated into English and French, the publication hosts expert presentation of papers and legal opinions at various women's legal rights, development and democracy forums at national, regional and international levels.

WOMEN'S LAND AND WATER RIGHTS IN SOUTHERN AFRICA

(WLWRSA)

Despite women forming the majority of farmers, in terms of access to, control and ownership of land, they are marginalised. This was the premise against which the Women's Land and Water Rights in Southern Africa (WLWRSA) was established. Founded in 2002 and based in Zimbabwe, the regional organisation was established to contribute to poverty reduction, by focusing on land and water as important and inseparable resources which form the basis for successful agricultural production, leading to food security and sustainable livelihoods.

In advocating for women's land rights at national and regional levels, it engages with regional and Pan African blocks to address the issues of integration of land and water for food security and to create a conducive legal and policy

framework to promote and protect women's land and water rights in the sub-region.

With values of Equality, Equity, Dignity, Professionalism, Commitment and Non – Partisanship, the organisation achieves its objectives through four units which are Research & Documentation, Advocacy & Information, Food Security and Monitoring & Evaluation and seven identified programmes which are Research & Documentation,

Food Security, Integration of Land and Water Resources, Capacity Building & Training, Advocacy & Lobbying, Information & Communication and Monitoring & Evaluation. Further, for its success, the organisation's mandate is effected by four strategic goals namely to Integrate land and water resource rights in women's agricultural development, Enhance women's access to, control and ownership of land and water rights in Southern Africa through national, sub regional and continental policies, Contribute to the promulgation, harmonization and implementation of gender sensitive legislation on land and water resources at the national, regional and continental levels and Enhance the capacity of the organization.

“WOMEN FOR LAND AND WATER RIGHTS, TOWARDS FOOD SECURITY AND SUSTAINABLE LIVELIHOODS!”



THE NATIONAL INSTITUTIONS

Building Paths To Integrate Gender In Development

*Of the 15 member states kindly note that national institutions from Angola, Mauritius and Seychelles are not reflected in this publication.



DITSHWANELO HUMAN RIGHTS CENTRE

Seeking to affirm human dignity and equality irrespective of gender, ethnicity, religion, sexual orientation, social status or political convictions, the Ditshwanelo Human Rights Centre is an advocacy organization with a key role in the promotion and protection of human rights in Botswana. Established in 1993, in pursuit of this mission the organization sets out to educate, research, counsel and mediate on issues of human rights, with emphasis on the marginalized and the disempowered members of society such as the Basarwa or San (Bushmen) as the indigenous people of Botswana living in the Central Kalahari Game Reserve, other ethnic minorities including immigrants and refugees, domestic workers, gays and lesbians, those living in abject poverty, have limited access to justice and facing the death penalty.

Grateful to the many donors, individuals and volunteers for their contributions to the organization's success and survival, and with a foundation and focus on human rights which is a less well supported issue, Ditshwanelo further prioritizes most of its work on the groups who are most vulnerable such as children and young people in raising awareness of their rights and in ensuring that they, as the next generation, have an understanding of other people's rights and their own responsibilities. Human rights are indivisible.



DEMOCRATIC REPUBLIC OF
CONGO

WOMEN AS PARTNERS FOR PEACE IN AFRICA (WOPPA)

- DRC CHAPTER

Established to promote the involvement of women in the peace building process, Women as Partners for Peace in Africa (WOPPA) began its operations in 2001 through the United States Department of State International Visitors Project called 'The Great Lakes Initiative: Women as Partners for Peace.'

As mostly women are victims of war, the main activity of WOPPA is networking to strengthen the work of organisations that support women participating in the peace process. It promotes these women and peace initiatives by mainstreaming the participation of women at all levels including at policy and program levels. It does so through coalition building and networking, while specifically, the WOPPA DRC office runs programs aimed at transforming conflict through peace building and bridging the gap between policy and implementation, as well as training, lobbying and capacity building of members on conflict resolution.

Through their networks, over the years, WOPPA has managed to bring together several organisations working on women and peace to align their programs for effective implementation of the United Nations Security Council Resolution 1325 adopted by member states in 2000. This resolution seeks to integrate and promote women's involvement, representation and active participation in conflict and post-conflict processes. Alongside this, WOPPA further constantly encourages other non-governmental organizations to join in women-oriented peace initiatives.



LESOTHO

LESOTHO PLANNED PARENTHOOD ASSOCIATION

Guided by the principles and objectives of the International Planned Parenthood Federation (IPPF), the Lesotho Planned Parenthood Association (LPPA) envisions a healthy Lesotho with a zero HIV infection rate where every person can exercise their right to dignity. A non-governmental and non-profit making sexual and reproductive health organisation, the LPPA strives to become a leading, thriving and driving force towards a healthy Lesotho through its commitment to the provision of quality sexual and reproductive health information and services to men, women, youth and marginalised groups, prevention and mitigation of HIV/AIDS, strategic partnerships with communities and stakeholders, its role as a catalytic partner in advocating for sexual and reproductive rights and needs-based and sustainable programmes. It strives to achieve its objective through its core values of equity, respect & integrity, quality standards, evidence-based interventions, accountability & transparency, zero tolerance and universal recognition of rights. It recognises the need for good systems and protocols for management and staff as well as for programme implementation. Its strategic framework revolves around the five A's - Access, Adolescent, HIV/AIDS, Abortion and Advocacy, the LPPA focuses on Sexual and Reproductive Health (SRH) in a society where there is universal access to quality sexual and reproductive health information and services free from fear, stigma, discrimination and any other barriers and where young people grow to enjoy their youth, fully participate in the control of their destiny and are able to make informed decisions.



MADAGASCAR

**FEDERATION OF THE
PROMOTION OF
WOMEN
AND
CHILDREN**

The Federation of the Promotion of Women and Children is an organisation working for the promotion of women and children in Madagascar. The objectives of the Federation are to promote and defend the interests of its members, improve the quality of life of women and children, sensitise and inform women and children about their rights, protect the women's rights, create income sources for women, give vocational training, develop a national and international network and take an active part in economic and social development. Currently comprised of an affiliated fifty associations including the regional networks of Gender and Media in Southern Africa and Gender Links, a non-governmental organisation in South Africa, the federation is a member of the Southern African Gender Protocol Alliance, whose objective was to lobby for the signature of the SADC Gender Protocol signed by SADC heads of state at their 2008 summit. The adoption of the Protocol was not the end for the Alliance, but rather the beginning of a new phase to advocate its ratification, and most importantly, implementation.



MALAWI

NON-
GOVERNMENTAL
GENDER
COORDINATION
NETWORK
-
NGOGCN

Amid the need to address gender issues, the NGO Gender Co-ordination Network (NGOGCN) has grown to be a network enhancing the great strides in gender interventions in Malawi. With a current membership of 34 active civil society organisations, the network was formed in 1998 by development partners and the Malawian Government through the Ministry of Women and Child Development, to strengthen the capacity of non-governmental organisations to actively promote gender equality in Malawi. Specifically, the network works to improve gender equality and equity through advocacy and lobbying, develop the organisational and human capacities of various actors to effectively deal with issues of gender equality and equity, ensure efficiency in communication and information flow of the NGOGCN, establish and maintain a well developed organisational and management structure that will act as a nerve center for the network's activities and support and sustain them. To achieve these objectives, the network works through five thematic areas being 50:50 Women in Politics and Decision Making, Child Rights, Gender Based Violence, Gender Related Laws and Agriculture and Women Economic Empowerment. To their credit, NGOGCN has a number of successful projects. These include Profiling of Aspiring Women Candidates for the 2004 Presidential and Parliamentary Elections resulting in the increased number of women parliamentarians, Prevention of

Domestic Violence Bill 2006 which later passed as law, The Wills and Inheritance (Amendment) bill and Other Gender Related laws, participation in the national Constitutional Review and the Gender Based Violence workplace survey. Additionally, the network has participated in regional and international forums, such as the Commission on the Status of Women, Beijing Plus +10 in 2005, World Social Forum, SADC Alliance on the SADC Protocol on Gender and Development and the HIV and AIDS Global Fund Initiative. Further, it has coordinated international events at national level including International Women's Day, 16 Days of Activism against Gender Based Violence, Day of the African Child and World Rural Women's Day. Believing in the values of transparency, accountability and integrity the NGOGCN cites its comparative advantage as a local and clear understanding of the social, cultural and political context of gender related issues and takes pride in the proactive involvement of its members and committees and not simply and solely being dependant on the network's secretariat



MOZAMBIQUE

MULEIDE

Founded in December 1991, Muleide is a non-governmental organisation with the objective of improving the status of women in Mozambique. Making information accessible, acceptable and appropriate to women to enable them to fully exercise their rights, Muleide is particularly concerned for women not to lose the gains they made during the independence struggle. With special attention to health, technology and development, the organisation meets its objectives through facilitating the delivery of technical support to women advocacy initiatives by providing advocacy training, assisting and developing advocacy strategies, mentoring and facilitating linkages with other feminine organisations to act collectively. Activities by Muleide include training of trainers on human and women's rights, domestic violence and training at the grassroots level in the prevention of STDs (sexually transmitted diseases), HIV and AIDS. Through mobilizing communities to identify HIV and AIDS related challenges and establish projects aimed at reducing the effects of and spread of the pandemic, Muleide further raises awareness amongst women of their sexual and reproductive health rights. Knowledge and information dissemination is power.



NAMIBIA

**MULTI-DISCIPLINARY
RESEARCH CENTRE –
GENDER TRAINING
AND RESEARCH
PROGRAMME**

The Multi-disciplinary Research Centre (MRC) of the University of Namibia aims to serve the people of Namibia. In collaboration with the university's faculties, line Ministries, other relevant centres and non-governmental organisations, the key mission of the MRC is to promote, conduct, and coordinate research, provide consultancy, advisory and other services to the community and the transmission of the accumulated body of knowledge through teaching and research. Established in 1993, the MRC hosts a Social Science Division (SSD) and Gender Training and Research Programme (GTRP) and offers an array of gender-related study, such as Gender and Ethics, Social Contemporary Issues including HIV and AIDS, Women's Property and Inheritance Rights Study, the Young Researchers Programme, the Gender Analysis Component for the four year degree course and offers a Masters Scholarship in Gender Studies. Since 1995, the GTRP has conducted several programmes and research on an array of topics including initiation rites, commercial sex workers and women's property and inheritance rights aimed at developing gender awareness at local, regional and national levels. In addition, it holds ongoing Gender Mainstreaming Workshops, offers a Specialized Diploma in Gender and Development and conducts research on women's participation in the liberation struggle of Namibia. The latter is aimed at analysing and documenting in print and electronically, the participation of women in the liberation struggle of Namibia. Among its many avenues to disseminate information, the GTRP is also instrumental in creating and raising awareness via radio to reinforce networking in Southern Africa.



SOUTH AFRICA

GENDER ADVOCACY PROGRAMME

—
GAP

South Africa's Gender Advocacy Programme (GAP) has adopted the role of 'policy midwives'. Based in Cape Town, GAP is a non-profit, lobbying organisation striving for gender transformation in South Africa. With its origins in the grass roots, GAP believes that lobbying civil society, political structures and decision makers for a gender just society, will empower marginalised communities and particularly women, to gain social, economic and political equality. Committed to maintaining professional integrity and excellence, honouring diversity, accountability and the cause of gender equity, it sees its position as bridging the gap between women in civil society and structures of governance and to increase the participation of women in policy formulation and decision-making. Thus, integral to its work is communication and networking with legislators and policy-makers so that legislation and state policy reflect the needs of women be they urban or rural. As the organisation serves as a conduit between key decision-makers and the marginalised, it further seeks to ensure women have equal access to and fully participate in structures of power and decision-making at all levels of government, political parties and communities. Consequently, it makes a concerted effort to interact with relevant role players to strengthen attempts to influence government policy, legislation and decision-making processes. Among several of its activities, GAP facilitates interaction between decision-makers and women from civil society, conducts research and training in order to facilitate, mobilize, link and empower women and helps translate legal language to enable women to advocate and lobby for themselves for equity in all spheres of South African society.



SWAZILAND

**SWAZILAND
ACTION GROUP
AGAINST
ABUSE
-
SWAGAA**

Their successes include the enactment of the Sexual Offences and Domestic Violence Bill and the ratification of child friendly courts and the domestic violence unit within the police force. Launched in 1990 and managed by voluntary members who opted to pay a membership fee for the organisation's survival, the Swaziland Action Group Against Abuse (SWAGAA) is a non-governmental organisation, which seeks to address the issues of sexual and physical abuse and its demoralising effects on the survivors of abuse, their families and friends, be they sexual, physical, emotional or financial. As their contribution to the eradication of gender based violence in Swaziland, the volunteers provide support and counselling to survivors and are involved in abuse-related education and research. In 2000, SWAGAA underwent expansion and introduced a toll-free counselling line and Child Abuse Programme. The increased capacity, including the number of its volunteer counsellors, resulted in over 4000 abuse cases being reported in both 2000 and 2001, by telephone and in person. Focused on prevention, education in communities and other organised settings, in 2006, SWAGAA conducted an evaluation that recommended that it concentrate more of its efforts on raising awareness and prevention initiatives to reduce the spread of abuse and HIV/AIDS and mainstream gender in all its programmes. This has given rise to new innovative programmes that include couples counselling, family counselling, case management, children counselling, girls' empowerment clubs, self help groups for the economic empowerment of women, male involvement and therapeutic counselling and community child protection committees also known as Lihlombe lekukhalela. With a continued goal to improve programmes to meet the needs of survivors, in addition to the head office in Manzini, SWAGAA has nine satellite offices, offering counselling services not only in urban settings but also in the rural areas.



TANZANIA

**TANZANIA
GENDER
NETWORKING
PROGRAMME**

-
TGNP

In existence since 1993, the mission of the Tanzania Gender Networking Programme (TGNP) is to contribute to social transformation leading to the creation of a vibrant Tanzania. An activist, non-governmental organisation with a vision for a Tanzania where gender equality, social equity, equal opportunity, access to and control over resources for all citizens is paramount, through policy advocacy and the mainstreaming of gender and pro-poor perspectives, the TGNP strives to enhance gender mainstreaming at all levels in society from the grassroots to the highest levels of national policy-making and legislation. By focusing on the practical promotion and application of gender equality, social equity and women's empowerment, to achieve its vision and mission, the TGNP apportions its work into five specific programmes which are Activism, Lobbying and Coalition Building, Analysis, Research and Publications, Feminist Information Centre, Gender Training Institute and Programme Support Management. Consequently, the identity of the TGNP is premised on the transformative feminist conceptual framework and ideology that recognizes the interface between the oppression of women and girls and other social groups such as African people exploited and oppressed by class, race, ethnicity, corporate globalization, age, rural-urban divide, education and other exclusionist social relations. For effective and systematic realisation of its goals, the TGNP affirms its core values of equity, equality and social justice, feminist leadership, participatory organisation and decision making, the recognition of the rights of all people in all their diversity, transparency, collective and individual accountability and integrity, the commitment to equality, team spirit, solidarity, and professionalism, nurturing and caring for self-fulfillment and growth



ZAMBIA

**THE NON-
GOVERNMENTAL
ORGANIZATIONS
COORDINATING
COUNCIL
-
NGOCC**

An umbrella organisation of 106 non-governmental and community-based organisations, the Non-Governmental Organisations Co-coordinating Council popularly called NGOCC, actively addresses gender and development by playing a leading role in women's empowerment and the advancement of women. In existence since 1985 with a presence in all the nine provinces of Zambia, NGOCC takes gender equality and equity as its focus in all its programmes which include coordinating and creating synergies of member organisations and initiating, developing and maintaining Women Centres throughout the country. A dominant voice and pressure group in Zambia's political arena, NGOCC works on the premise that women constitute more than half of Zambia's population. Therefore the importance of the role of women must be cardinal to the country's development and thus it is central to the organisation's agenda. The organisation envisions "A society where women fully participate and benefit from social, cultural, economic and political development" and in realising the said vision, set its mission "To champion women empowerment, gender equality and equity through coordinated institutional and capacity development to advocacy and linkages with local and international partners". NGOCC is determined to uphold women's human rights and ensure that the empowerment of women is done through concerted action on peace, equality and development. Women's rights are human rights and are inalienable and indivisible.



ZIMBABWE

**THE ZIMBABWE
WOMEN'S
RESOURCE
CENTRE AND
NETWORK
-
ZWRCN**

With a vision to see women enjoy the benefits of actualizing their full potential, the Zimbabwe Women's Resource Centre and Network (ZWRCN) prides itself on its strategic interventions and projects such as the Eve Zinanga Memorial Lecture and the associated scholarship fund, that aim to empower and promote women and redefine feminism and the women's movement in Zimbabwe. An information based organization with a focus on the collection, analysis, processing and dissemination of information on gender and development, the ZWRCN encompasses the fundamental principles of women's rights and works towards the elevation of women in relation to their economic empowerment. Bearing a successful track record on strengthening inter-organizational networking and connecting other stakeholders in the gender and development field, the ZWRCN further hosts its traditional Gender and Development Talks (GAD Talks) where discussions are tabled on topical issues relating to women in a 'free space'.

These discussions draw both women and men from within the network, to partners, beneficiaries and visitors to Zimbabwe, to identify new concerns, seek consensus and validate research findings. The GAD Talks are also one of the important tools to strengthen networking activities. Further, the Zimbabwe Ministry of Women's Affairs Gender and Community Development identified the ZWRCN to lead the documentation and information dissemination group of the government's Domestic Violence Rollout Strategy and Action Plan. The organization plans to continue increasing its outreach and networking through its website's e-discussions and partnering with government ministries, media houses, United Nations agencies, other non-governmental organizations, civil society and human rights organizations at local, national, regional and international levels.



THE MEN...

...with the understanding to
push for gender equality

MALAWI

Despite a myriad of scorn and criticism including some of the opinion that he really did not believe in the emancipation of women and only aired these views because he was employed to do so, Marcel has been steadfast in his belief in gender equality. Earlier campaigns in which he was involved, include tackling the debate on tradition versus modern day attire in urban areas where men repeatedly taunted and questioned whether it was right for women to wear trousers or mini skirts. Six years after a series of mobile campaigns in favour of a woman's right to dress as she pleases, women in Malawi can wear what they like and are at no loss of being admired and appreciated. Attributing this change in attitude as a major achievement in which he has been involved as it crossed into areas of tradition, Marcel is even more gratified that the close of this debate has enabled men in his country to now ask more serious gender and development questions. An accomplished policy advocate and trainer, his knowledge, experience and skill resulted in him being asked by the non-governmental organization Gender Coordination, to be a part of the team charged with the responsibility to devise strategies that would influence legislators to consider passing the Prevention of Domestic Violence bill. The founding Executive Director of the Active Youth Initiative for Social Enhancement, a non-governmental organization committed to the youth's active and constructive contribution to national and global development through their participation on issues of HIV and AIDS, Youth Sexual and Reproductive Health, environment and natural resources management, Human Rights and Democracy Promotion and Protection, Gender and Women's Empowerment with a focus on the girl child, child protection, youth exchanges and youth economic empowerment, Marcel believes that to enlist more men, would create a more equitable society.



MARCEL
CHISI



MAURITIUS

"Since time immemorial women around the world have proved they have the ability to take decisions." So says Somduth, citing 19th century women Queen Elizabeth I, Jean d'Arc and modern age Shrimati Indira Gandhi, Golda Meir and Margaret Thatcher. Currently he is President of the Mauritius Sanatan Dharma Temples Federation, a social organisation with a women's wing that through its field work and regular seminars aims to encourage and create awareness among women to fight for gender equality. He believes that the lack of higher academic education amongst women, the physical difference between the sexes, the perception of women as the feebler partner whose family role is solely reproductive, have all contributed to gender being viewed as a 'woman's issue.' A retired government officer, he further believes that to abolish discrimination, it is imperative that traditional and religious leaders are brought to the fore to work in close collaboration, prepare education and training programmes and accord women the opportunities to show their competence in shouldering responsibilities at all levels.



SOMDUTH
DULTHUMUN



NAMIBIA

When this African man married eight years ago, he defied tradition by taking on his wife's maiden name. A Gender Equality Practitioner and host of a live radio show, he has for the past five years conducted several workshops and seminars on relationship therapy, gender and media activism and believes that though gender equality was initially perceived as a cause solely towards the emancipation of women, a more appropriate understanding is that gender equality is for the empowerment of women and enlightenment of men. A former pre-med student and computer networking expert, Ngamane attributes his education, exposure and experiences as ingredients that continue to avail to him opportunities to contribute to the empowerment of his country. He cites his passion for gender equality, relationship building and constructive management as his contribution towards his country and urges society and the continent at large to continue reexamining priorities and values with regards to our cultural, traditional and religious norms in order to mainstream gender equality. "Leveraging the power balance in society can ultimately elevate women from domesticity and subservience and encourage Africa's economic emancipation."



NGAMANE
KAUAIHE-UPI



SEYCHELLES

A senior government official as Minister of Foreign Affairs for the Seychelles, Patrick takes pride in his country's political commitment at the highest level towards spearheading gender equality initiatives, citing various initiatives enshrined in their constitution. Under Article 33 of their Charter of Fundamental Human Rights and Freedoms the Seychelles constitution provides compulsory and free education for boys and girls for a minimum period of ten years starting in the second year of crèche up to fourth year of secondary education. Additionally, the country boasts of tangible statistics to support its commitment towards gender equality as women in the Seychelles constitute 29% of Cabinet Ministers, 42% of Principal Secretaries, 24% of Parliamentarians and 60% of all District Administrators. Further, as part of its gender equality strategy to mainstream gender in the media, the government is working in collaboration with non-government organizations such as GEMPlus (Gender and Media Plus) and the United Nations Population Fund which declared gender equality "first and foremost a human right", while a Gender Unit has been set-up and maintains a website on gender issues in Seychelles. However, noting that 60% of all those living with HIV and AIDS are women, he is concerned that despite positive achievements in gender equality over the years, Southern Africa still faces a number of challenges related to the HIV/AIDS pandemic which may threaten to reverse the gains achieved and continue to compromise the lives of women in Southern Africa. "With the spread of this pandemic, policies should be developed to address the challenges in a more gender sensitive manner and further a more serious approach should be taken to addressing the unequal participation of women in politics and decision-making positions at all levels in Southern Africa." He believes that this low participation of women in these positions is a result of perceptions that a woman's place is at home, women are generally less academically educated, decisions that families sometimes make that when faced with financial constraints they tend to opt for boys over girls to send to school and that gender is primarily a women's issue. Further, Patrick attributes the perception that gender is a women's issue to the fact that men have always played the dominant role in society with women seen as the weaker sex and women having to fight for each and every human right such as equal pay for equal work, education and the right to vote. As women are the gender being disadvantaged, they are the ones who actively bring these inequalities to the fore. However, with the rapid advance of women taking over more traditional male roles, the balance in power may now well be shifting to the other side and he cites the example that in his country domestic violence no longer equates battered women but battered men as well.

While more men now readily believe in gender equality and would never themselves dream of discriminating against women, unfortunately not enough men come to the podium to actively promote gender equality. Consequently, he believes that perceptions on gender being solely a 'woman's issue' will only truly change once the balance in gender power begins to shift to the side when men start feeling that are the ones being disadvantaged. Hence, to change this perception, "the mindset of women and men must be changed, by mainstreaming gender in all aspects of life, particularly in the education system, the health sector and all decision-making positions."



PATRICK PILLAY



SOUTH AFRICA

Warm, humorous and people centered, Mbuyiselo is author of a weekly column called Man to Man Talk for the South Africa Sunday Sun and a frequent radio and television commentator on issues relating to the abuse of women and children in South Africa. Working in community based structure building, he is a founder member of the South African Men's Forum and currently the secretary general of the Forum, while his involvement with the forum has spanned from the dawn of his country's democracy to date. Previously, he worked extensively as the dissemination officer for the International Red Cross in South Africa and in 2008, as a one man coordinator, joined the Sonke Gender Justice Project. He is also a member of the national steering committee for the planning of the annual activities for the 16 Days of activism against violence against women and children campaign and in 2007, during a Women's Day celebration speech his then President of State singled him out for special praise and expressed his appreciation for his work done with men for gender equality in South Africa.



MBUYISELO
BOTH A



SWAZILAND

“Mass media is like the church, which must sing the hymns of gender equality at all times as part of its mission.” Raised by his grandmother who brought him up single-handedly and instilled a value system that women are great and if empowered society is empowered, Comfort, a theologian, believes this affirmed his values that people are born equal and do not need artificial support and dependency to face life’s struggles and challenges. “Women’s brains are equally capable just like their male counterparts and there is no need to think that their brain matter has some discrepancies and cannot rise up to any challenge.” However he says “the struggle for advocating for such a mind set is made difficult by our Swazi way of life that continues to view women as ‘nothing else but ‘like children’ who still need to be led, controlled and be subjected to male domination.” Yet in his resolve to advocate for gender equality, this former bank clerk has from the onset of his career in broadcasting and for the past 15 years, worked relentlessly through the mass media by assisting media practitioners to avail opportunities and create space to discuss gender related issues. He says the creation of such spaces reflects the reality that men and women both make the news, thus need to be treated equally. He is passionate about the need to have a holistically gender mind frame and be forever sensitive when tackling such issues through the media by allowing multiple voices to be heard on any subject matter. A Chairperson, board member and trustee of several organizations, in partnering with other gender activists in Swaziland, he is happy that as National Director for the Media Institute of Southern Africa- Swaziland, that the organization is opening spaces for equal opportunities for all and despite at times being called names for supporting the gender struggle, says the truth of the matter is that there is light at the end of the tunnel and that change is possible in our times. “Do not leave the world the way you found it -make a difference. Women are speaking out and thank God, some men are joining the struggle.”



COMFORT
MABUZA



ZAMBIA

“Isolating men as enemies and perpetrators of gender inequality will not help the gender-equality fight and men will only develop more resistance to gender concerns. Men must be part of the solution, thus fighting the beast in its own belly” says Lameck. A University graduate with further studies in Women and Development, as far as he can remember he has believed in fighting injustice and social exclusion especially among women. A firm believer that sustainable development can only be achieved if gender inequality and the empowerment of women as issues are addressed he works for a local non-governmental organization Women for Change, fighting poverty in communities and especially amongst rural women. By and large in sensitizing the grassroots, traditional leaders, academicians, technocrats, policy makers and other sectors of society on gender and importance of empowering women, it is his belief that gender mainstreaming as a strategy is a means to an end to achieving gender equality but can only be effective if first and foremost gender sensitization occurs to all sections of society. He further acknowledges that numbers alone are not enough without personal conviction and can not over emphasize the need for society to adopt gender as mainstream. This he notes will curb and reduce a range of issues including property grabbing from a widow, early marriages and certain other customs and traditions such as sex-cleansing. That are not only harmful to women but also perpetuate unproductive subordination. Citing one of his greatest personal achievements as the realization and increasing appreciation especially by his fellow men folk to stop trivializing gender, Lameck is aware that there is still much more to be done and that this continues to be his motivation. Gender is not merely a women’s issue, men’s involvement is critical.



LAMECK
SIMWANZA



ZIMBABWE

Zimbabwean Trevor Davies is the pan African Director of the African Fathers Initiative, an institutional base for the generation, collection and dissemination of knowledge and skills about responsible and involved fatherhood all across Africa. Emphasizing the benefits of father-involvement, the Initiative prefers to focus and encourage men to participate actively in the care of children, as against merely focusing on highly visible cases of abuse and neglect. Trevor is further a longstanding photojournalist on gender issues which earned him a 2008 award for Photojournalism at the Gender and Media Awards administered by Gender Links South Africa. He also provides training in a variety of issues including gender and governance, media, HIV and AIDS and 'Business Unusual' looking at women and the economy, reaching thousands of young activists and practitioners over the years and mainstreaming gender in their thinking and actions.



TREVOR
DAVIES







THE WOMEN...

...pioneering gender
equality and development

ANGOLA

A three-star General and the only woman in her country holding this rank, Luiza has dedicated her career to defending her country and uplifting her compatriots through service in the defence force, the political and public arena. She began her career as a freedom fighter and member of the MPLA (Popular Movement for the Liberation of Angola) political party, in the revolution and independence struggle against colonial Portuguese rule. As an army Captain she served as head of the telecommunications department of the Presidency of Angola co-ordinating the communication between the president and the 18 provinces of Angola, as well as all foreign entities and responsible for all communication on presidential trips. Still a member of the MPLA, politically she is an elected official in the capacities of member of the political bureau and the party's central committee and is a member of parliament currently serving on the sub-committees of health and environment, social action, employment and reformed freedom fighters, family, childhood and women promotion. Her public service roles have seen her represent several organisations for the advancement of women such as being the Secretary-General of the Angolan Women Organization and as a member of the International Democratic Women Federation, International Socialist Women, Pan African Women Organisation and previously as a co-ordinator of the United Nations African Mothers Association where she continues to participate. Once a freedom fighter, always a freedom fighter!



LUZIA PEREIRA
DE SOUSA



BOTSWANA

A lecturer at the University of Botswana, Department of Sociology, Elsie Alexander has taught Gender Studies, Rural Sociology, Development Sociology, Social Change, Social Structure and Introduction to Sociology. For more than twenty years Elsie has been a civil society activist in particular for the women's movement in her country and throughout Southern Africa. For two years she served as the Coordinator of the Women's Affairs Department where she developed a draft National Policy on Women in Development and positively contributed to policy and legal reform in Botswana and the Southern African Development Community (SADC) region. In addition, she was part of the team lobbying and negotiating for the establishment of a Gender Unit at the SADC Secretariat and participated in the Regional Advisory Body that developed the SADC Gender and Development Programme. She has also been an active member of the SADC Gender Protocol process since its 2005 inception and is a member of the SADC Gender Protocol Alliance that developed the SADC Gender Protocol and advocated for the adoption of the protocol in 2008, a milestone achievement for the region. Elsie was the first Chairperson of the Botswana National Council on Women, first Coordinator of the Women in Law in Southern Africa Research Trust (WLSA), currently the Chairperson of the Women's NGO Coalition, the Vice Chairperson of the Gender Policy and Programme Committee (GPPC) at the University of Botswana, a board member of Women in Law in Development in Africa (WILDAF) and a Member of Emang Basadi in Botswana. She continues to be the focal person for the SADC gender protocol implementation and monitoring process.



ELSIE
ALEXANDER



DEMOCRATIC REPUBLIC OF CONGO

Synonymous with women and peace in the Democratic Republic of Congo is the name Florence Boloko. Over the past decade, she has actively been involved in women and peace initiatives in her country, playing a critical role, especially in the implementation and popularisation of the United Nations Security Council Resolution 1325 which calls for integration of gender into all peace-making, peace-keeping and peace-building efforts in conflict and post-conflict countries. Standing out for her role in giving prominence to the atrocities of war and its impact on women in the DRC, she has contributed immensely in her capacity as a representative of Union Nationale Des Associations Familiales and as an active member of the Women's Network, in shaping and engaging women in the Permanent Framework for Dialogue for Congolese Women. Multi-lingual in six languages, a teacher of French and contributing author of five publications including 'The National Union of Women 1996-2003', Florence also runs the publication 'Women and Human Rights in DRC'.

Florence is co-founder and Deputy General Secretary of Common Cause, a non-governmental organization that serves as a platform for the promotion of Women's Rights and Women's Participation. As a National Expert in Gender, she helps to build capacities of the Ministry of Gender, Family and Children and of the General Secretariat at the same Ministry and is a member of over 20 organisations working towards social responsibility.

A prominent actor on the national, regional, continental and international scene, Florence has participated in over 25 international fora and conferences including primarily those championing issues of women and peace in Africa and the development of the implementation strategy for the SADC Gender Policy. Florence has been and is at the heart of most initiatives in the DRC and post-conflict African countries fostering closer co-operation between civil societies, governments and Regional Economic Communities to develop strategies for peace-keeping, peace-building and awareness on violence against women in conflict and post-conflict countries.



FLORENCE
BOLOKO



LESOTHO

Personally noting that gender equality is one of the most pervasive areas of discourse in development, Matseliso has made it her business to mentor and empower women to be assertive, confident and competent, while instrumental in encouraging young men to believe in gender equality. A Senior Researcher with a Public Administration background, in 1992, she intensely lobbied and convinced the University of Lesotho Senate to approve a Gender and Development Research Programme to integrate a gender perspective in research projects and build a critical mass of women researchers in Southern Africa. Since establishing and directing the Gender and Development Research programme from which some of the regional gender and/or women's programmes have drawn lessons of experience, she has individually and with other women helped establish a network that influences policy and fights for the rights of female students and staff. Closely monitoring women's fair representation in structures or committees be they at grassroot or village level to national organisational level, she has taken up gender concerns on the merits of gender balance for good governance in striving to change policy and law reform. This passion saw her lobby for the adoption of a 30% female quota for the 2005 Lesotho local government elections resulting in over 50% of women in local government leadership. A published author of research reports, articles and seven books, Matseliso has further contributed to developing literature on gender and development in Lesotho and the region particularly in the areas of elections, leadership and decision-making, gender urbanisation, planning and housing. In recognition of her work in gender, Matseliso has been a guest lecturer on the Economic Development of Women in Southern Africa and was awarded an Associate Fellowship by the African Gender Institute, University of Cape Town and an exchange fellowship to the Gender Center in Sweden to transfer and share gender knowledge to others, breaking the notion that non-Africans "are knowers of who we are."



MATSELISO
MAPETLA



MADAGASCAR

With postgraduate qualifications in Social Economics and Administration, Ialfine uses the strength of thought, planning and participation learnt in academia coupled with practicality, to be involved in the promotion of women and children. In 2004, she created the Federation of the Promotion of Women and Children which today is affiliated to 56 other associations. Since then, on a campaign towards breaking stereotypes, as Project Leader, Ialfine has served on the 'Equality of Sex,' development tool and 'Arms Against Poverty', which photographed and researched men and women in role reversals of work historically associated with a particular sex. She further was actively involved in the 2007 creation of a Listening Centre in partnership with the Madagascar Ministry of Health offering legal council on issues of health, family planning and social protection.



IALFINE
TRACOULAT



MALAWI

A multi-disciplinary lawyer, Seodi is an experienced legal anthropologist and writer on women's rights and the law. Currently the National Co-coordinator of the Malawi branch of Women and Law in Southern Africa Research and Education Trust, she previously served as a Commissioner on the Special Malawi Law Commission on Gender Related Laws and as a regional legal and gender expert for the upgrading of the Southern African Development Community Declaration on Gender and Development to its Protocol status. In 2007, she was the Dame Nita Barrow Distinguished Visitor at the Ontario Institute for Studies in Education, Centre for Women's Studies in Education, University of Toronto where as part of her visitorship she designed, directed and taught a course on Women's Rights and HIV/AIDS in Malawi and Southern Africa. A recipient of the 2004 Malawi Human Rights Commission award for her contribution to the advancement of women and children's rights, Seodi has been influential in achieving ground-breaking new law through the conception and subsequently the 2006 enactment of the Prevention of Domestic Violence legislation in Malawi.



SEODI
WHITE



MAURITIUS

“The world is witnessing an unprecedented opportunity to achieve gender equality with increased impetus and commitment at international, regional and national level.” As Head of the Gender Unit in the Ministry of Women’s Rights, Child Development and Family Welfare of Mauritius, Mohni Bali is encouraged by her government’s creation of a National Gender Policy Framework under the National Gender Machinery, which sets the guidelines for all Ministries and government departments to engender their sectoral policies, serving as a tool for gender mainstreaming. She is, however saddened at the feminization of poverty and cites the dire need for a major attitudinal overhaul especially at grassroots level. Acknowledging that gender is still mistakenly perceived as solely a ‘woman’s issue’, she implores member states of the Southern African Development Community to engage in more sustained gender awareness to demystify that perception and urges traditional leaders to take on a more active role in promoting the balance of the sexes. She is confident in her role in advocating for gender parity across the board and for equitable representation of more women in politics and other decision-making bodies, believing that “women can go a long way to influence decision-making in addressing women’s strategic needs.”



MOHNI
BALI



MOZAMBIQUE

A teacher by profession, Rafa currently serves as Executive Director of MULEIDE, a non-governmental organisation with the objective of improving the status of women in Mozambique. A trained community and social development worker with a focus on gender, democracy, good governance, legal and human rights, she has further worked as a co-coordinator for campaigns on food crisis and several activities related to education on domestic violence and HIV and AIDS. Alongside advocating on issues pertaining to women, she is a founder member of the Anti Sexual Abuse Campaign RedeCame – Rede Contra Abuso de Menores, a network against child abuse. Multilingual, Rafa has served as a translator and believing in team spirit, aims to continue facilitating linkages with other feminine organisations to act collectively over the 11 provinces in Mozambique and throughout the region.



RAFA
MACHAVA



NAMIBIA

Upon her return from exile in 1978, Otilie realised that despite their immense contribution to her country's independence, women were yet to be accepted and treated as equals by their male counterparts. Consequently, in 1979 she established her country's first women's organisation, the Namibian Women's Association (NAWA). Cooperating with other bodies, NAWA successfully advocated for three laws and following the 1995 Beijing Conference on gender, implemented the Affirmative Action for the Girl Child project to empower young girls and encourage their choosing of careers traditionally dominated by men. In 2002, she established the Namibian Girl Child Organisation. A teacher by profession, she is emphatic that NAWA is neither a political party nor a branch of a church and as chairperson prides herself in delivering on the organisation's motto 'Equal Rights for Women!' A mother of three, she one day hopes to establish the African Girl Child Organisation and while she has initiated and established several projects, she is quick to note with humility that at all times she has worked as part of a community-based group and believes that the onus for the emancipation of women, is primarily dependant on women, what they do for themselves and for other women.



OTILIE GRETE
ABRAHAMS



SEYCHELLES

“As a woman I should always be strong and proud and stand up not only for myself but for my family and for other women,” says Florence, a teacher, head teacher and parliamentarian. Always considered a good leader, over the years her outspokenness led her to be a member on various women’s committees striving to bring women to the forefront and fight the indifference of men resulting in many women looking up to her for support, guidance and advice. In the late 1970s with her career in full swing, she as a member of the Teachers Union had a platform to raise her voice higher where women’s issues were concerned. As a member of parliament for many years, Florence did a lot to improve the plight of women and girls in her constituency. Since the formation of the Association of Women Parliamentarians in 2000, Florence has been chair of the association which includes women of both the ruling party to which she belongs and the opposition party. Together they have organised various activities involving women of all walks of life and have visited and brought moral support to women detainees and rallied behind women farmers and encouraged them to form their own association. Never afraid to voice her views when it comes to defending women and their rights, and seeking ways to improve their conditions, she believes that while Seychelles has done a lot to improve the plight of women where boys and girls are given the same opportunities in education and professional training and women have all the rights to make their own career choices and decisions when it comes to marriage, sex and buying or owning property, she says women are still missing when it comes to national decision-making, only featuring on boards and committees that hardly have a voice. She believes much more could be done to change this, but only if the authorities had the desire and will to do so.



FLORENCE
BENSTRONG



SWAZILAND

A lawyer in the field of human rights and democratisation, Sizakele has been instrumental in reinvigorating the women's movement in Swaziland with a focus on "bringing young women to the movement". Having worked with different organisations in Swaziland and the SADC Region on women's empowerment, human rights and developing capacity building programmes on gender, her work has further involved legal education for various stakeholders in particular those involved at policy level such as parliament. She has succeeded in contextualising the CEDAW, African Protocol on Women's Rights and the SADC Protocol and linking them to the constitution of Swaziland and has further advocated and spearheaded a number of projects on women's rights issues in particular calling for the reform of laws, practices and policies that discriminate against women at all levels



**SIZAKELE
HLATSWAYO**



SOUTH AFRICA

Ivy League graduate, Colleen serves as Executive Director of Gender Links, the Southern African NGO that promotes gender justice and equality through the media, governance and justice sectors. An equality trainer, researcher and writer, she has edited extensively on gender issues in Southern Africa and began her career as a journalist specialising in reporting on economics and development. Formerly Africa Editor of the New Delhi-based Women's Feature Service, she served as founding Chief Executive Officer of the South African Commission on Gender and at the dawn of her country's independence in 1991, she joined the Commonwealth Secretariat as a senior researcher on the Africa desk after serving as Chief Programme Officer of the Commonwealth Observer Mission to South Africa. She is a recipient of several awards including those from the Woodrow Wilson School of International Relations, the Newswomen's Club of New York, the Mail and Guardian newspaper in South Africa and in 2007, was runner up in the Media Woman of the Year Award made by South Africa's Media Magazine.



COLLEEN
LOWE-MORNA



TANZANIA

Author of the Beijing Platform of Action for Tanzania's Country Action Plan, Ruth is a feminist activist and has made valuable contributions in furthering gender equality and women's empowerment in her country, the SADC region and beyond. Having earned a Professorship in her country, she has worked as Team Leader in developing the Tanzanian chapter of the African Gender Index, while regionally Ruth has trained the Government of Namibia Budget staff on Gender Budgeting, developed a Gender Training Manual for the Government of South Africa, supported the Government of Mozambique in mainstreaming gender in their budgets and served as Team Leader of an evaluation of Engendering SADC Parliaments, Co-coordinator Gender Programme - Southern Africa Political Economy Series Trust and Regional Co-coordinator for mainstreaming gender in the Country Action Plan in Education for All in nine African countries under the Forum for African Women's' Educationists. She has authored several publications including *Activist Voices*, *Feminist Struggles for an Alternative World* and *The Implementation of Quotas: African Experiences*. She is further a member of the (NEPAD) Gender Task Force and African Union (AU) Women Advisory Council and serves as Chairperson of the Tanzania Gender Network Programme.



RUTH
MEENA



ZAMBIA

Campaigning for media freedom from a gender perspective and the freedom of expression, Jennifer is the current Programme Specialist for Gender, HIV & AIDS and Governance for the Media Institute of Southern Africa (MISA). Through her guidance, MISA has worked on a number of projects and activities that focus on gender and the media in collaboration with various national and regional partnerships. These partnerships have led to work focusing on redressing the gender imbalances not only within the media institutions themselves but also on efforts to assist the media find ways of better reporting on issues of gender inequality, HIV and AIDS. Jennifer is also the Deputy Chairperson of Gender and Media in Southern Africa (GEMSA), a regional network dedicated to redressing gender imbalance in the media and from its humble beginnings, was one of the women who participated and supported the SADC Protocol on Gender and Development.



JENNIFER
MFUNE



ZIMBABWE

Patience emphatically and unequivocally declares that she reserves the right to question discrimination and inequality in a society that still will not accept the reality of social difference. Currently with the Southern African Research and Development Centre and having written and continuing to write on the plight of women in the Southern African region, Patience believes that through this, she has in a small way contributed towards highlighting the African Woman today. She further believes in the right for every person not to be tied down by patriarchal norms and values, and for women to ensure that they are not always ensnared by their sex and idealistic norms of what this should mean in their lives. For this, she unapologetically acknowledges that she is often called a rebel but states, “there remains so much that needs to be done to assure respect and dignity for women, and wherever the struggle is today, for indeed it is a struggle, I intend to be a part of it.”



PATIENCE
ZIRIMA

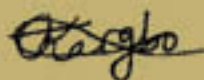


We applaud all efforts made by each candidate featured in this publication. This is indeed a tribute to them as individuals and to the constituencies they represent. The publication has by no means exhausted all the hard work taking place in every sector where gender equality cuts through to bring balance to development, nor has it exhausted every champion (both seen and unseen) who continue to put his and her energies to balancing the historical scales that have resulted in massive gender inequalities and gaps in Southern Africa. No one publication can sufficiently showcase and reveal the massive amount of work currently taking place in the SADC region.

It is our hope that in profiling the human side to development, SADC and ECA have contributed towards encouraging and boosting the morale of those men and women who are at the cutting edge of development. This joint publication marks the beginning of similar work to be undertaken on a routine basis to document, acknowledge and salute the hard work undertaken by men, women and institutions to promote gender equality and empowerment of women in the SADC region. SADC and ECA remain committed to supporting gender equality and empowerment of women initiatives that are geared towards attainment of Millennium Development Goals and economic development of the Southern Africa region. Celebrating these achievements gives us a rare opportunity to recognize the efforts big and small made on a daily basis by individuals in different capacities to improve the lives of men, women and children in this region.

We are therefore indebted to the champions featured in this publication whose work addresses the most profound gender inequality issues like increasing poverty, gender based violence, HIV and AIDS, sexual and reproductive rights, land, health, economic and property rights, human and women's rights as well as inclusive constitutionalism.

This publication is therefore a tribute to past and present gender activists who paved a way to the achievements that we see today. We are mindful of the sacrifices they have made to confront issues that are at times sensationalised, sidelined and overlooked. Congratulations on a recognition well deserved!



JENNIFER KARGBO
Director, ECA – Southern Africa



MAGDELINE MADIBELA
Head Gender Unit, SADC Secretariat

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SPECIAL GRATITUDE TO MARSHA MOYO AS THE AUTHOR COMMISSIONED FOR THIS PUBLICATION.

Marsha Moyo is an award-winning singer, songwriter and author. She initially served in the corporate world as a senior marketing executive then in 2001, authored *Zambia Women Celebrated* on the achievements of several women in her country. In 2002, Marsha entered the entertainment industry and her musical pursuits have seen the release of her critically acclaimed debut album *Dark Child*, the epic single *Women Celebrated* and the award-winning sophomore album *The Fine Print*. Among several notable accolades, she is the world's first recording artist to perform at the Burj-al-Arab, Dubai, UAE, the only 7-star hotel in the world and in 2008 she was appointed her country's first United Nations honorary appointee and first-ever celebrity jointly appointed by all UN agencies resident in a single country in this case the 13 in Zambia, to represent UN ideals and advocate for the UN 2015 Millennium Development Goals for Zambia. In November 2009, she performed at the opening of the Africa Development Forum ADF - VI under the theme: 'Action on Gender Equality Empowering Women.'

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