

Swaziland Country Progress Report

ON THE IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION 2015

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Foreword:

¹See Annex 1 for List of Institutions consulted.

Foreword:

Swaziland has ratified the 1995 Beijing Declaration and Platform for Action, the Declaration has twelve thematic areas that each member state is required to implement. Swaziland has produced the five yearly progress reports to assess progress of its implementation since 1995. Following the ratification of this instrument, the country established the Gender and Family Issues Department as a national machinery to accelerate progress towards attainment of gender equality and empowerment of women in the country. The country has developed and approved the national gender policy which provides guidance and strategic direction on implementation of gender issues across all sectors of national development policy, programmes and projects. Mainstreaming of gender is fundamental for sustainable national development whose implementation is premised on a coordinated multi-sectoral and integrated approach.

The report seeks to highlight the progress that the country has made since the last review undertaken in 2009. This report identifies actions taken, achievements and major challenges/constraints encountered in the implementation of the Beijing Declaration and Platform for Action as well as future actions that needs to be undertaken in each thematic area to accelerate implementation.

It is envisaged that the achievements made and challenges encountered as well as proposed future actions underscored in this report will stimulate all stakeholders to intensify action towards realization of the Beijing Declaration and Platform for Action outcomes by 2015 and beyond. It will also inform the national strategy and vision 2022 development agenda.



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ACRONYMS:

ACTESA	Alliance for Commodity Trade in Eastern and Southern Africa
ANC	Ante Natal Care
APEC	Action Plan for Elimination of Child Labor
ARV	Ante Retro Viral
BPFA	Beijing Platform for Action
CANGO	Coordinating Assembly of Non-Governmental Organizations
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
COMESA	Common Market for East and Southern Africa
COMRAP	COMESA Regional Agro Inputs Programme
CSO	Civil Society Organization
DPM	Deputy Prime Minister
EBC	Elections Boundary Committee
EU	European Union
FAWESWA	Federation of African Women Educationalists Swaziland
FEMCOM	The Federation of National Associations of Women in Business Eastern and Southern Africa
FLAS	Family Life Association of Swaziland
FODESWA	Federation of Disabled Swaziland
FPE	Free Primary Education
GBV	Gender Based Violence
GFID	Gender and Family Issues Department
HIV	Human Immune Deficiency Virus
HTC	HIV Testing and Counselling
ICT	Information Communication and Technology
IDE	Institute for Distance Education
MDG	Millennium Development Goals
MICS	Multi Indicator Cluster Survey
MNHC	Maternal, Neonatal Health Care
MOET	Ministry of Education and Training
MOLSS	Ministry of Labor and Social Security
NCP	Neighborhoods Care Points
NCCU	National Children's Coordination Unit
NDS	National Development Strategy
NGOs	Non-Governmental Organizations
NERCHA	The National Emergency Response on HIV and AIDS
OVCs	Orphans and Vulnerable Children
PEP	Post Exposure Prophylaxis
PRSAP	Poverty Reduction Strategy Action Plan
PMTCT	Prevention of Mother to Child Transmission
PPTPS	Prevention of People Trafficking and People Smuggling Act
SACU	Southern Africa Customs Union

SDG	Sustainable Development Goals
SERPAC	Swaziland Economic Research Policy Analysis Commission
SCOT	Swaziland College of Technology
SHAPE	Schools Health and Population Education
SHIES	Swaziland Household Income and Expenditure Survey
SHIMS	Swaziland HIV Incidence Measurement Survey
SMME	Small Micro and Medium Enterprises
SODV	Sexual Violence and Domestic Violence Bill
STI	Sexually Transmitted Infections
SWAGAA	Swaziland Action Group Against Abuse
TSC	Teaching Service Commission
UNCT	United Nations Country Team
UNECA	United Nations Economic Commission for Africa
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNGASS	United Nations General Assembly Special Session
VAW	Violence Against Women
VOCTIM	Vocational and Commercial Training Institute
WHO	World Health Organization

Background:

- 1.1.1 The Beijing Declaration and Platform for Action of 1995 is a global call to action for Governments, the private sector, civil society organizations, development partners and all concerned global citizens to end gender discrimination and promote women's rights.
- 1.1.2 The Platform for Action is regarded worldwide as a powerful agenda-setting instrument for the empowerment of women. It calls for mainstreaming gender in all policies, legislation, programmes and projects while making concrete suggestions on measures to be taken to implement the twelve critical areas of concern.²
- 1.1.3 Governments are called upon to reinforce and strengthen their efforts to create an enabling environment for women's empowerment in their countries. They are entreated to accede to and ratify any international human rights instruments and labor conventions in particular those that relate to women and children.
- 1.1.4 The implementation of the Platform for Action by sovereign State contributes to the full enjoyment of women's rights and the achievement of equality and sustainable development.³ This is realized through enactment of national laws, formulation of policies, strategies, programmes and development priorities.
- 1.1.5 The Government of Swaziland recognizes the important role-played by civil society organizations in the economic, social and political advancement of gender equality in the country. The Government further established effective mechanisms to ensure solid partnerships between Government and civil society that will contribute to the significant implementation of the policies and measures as outlined in the Platform for Action. In this regard, Government has established a Gender and Family Issues department that coordinates, monitor and assess progress in the advancement of gender and family issues at national level.
- 1.1.6 The Government of the Kingdom of Swaziland's Fourth Report highlights achievements, opportunities and challenges in the implementation of The Platform for Action. It spans the five-year period from 2009-2014. This national review builds on previous reports submitted in 2000, 2005 and 2010. Information and data from these previous reports is only referred to in the context of progress achieved over time. All previous reports are available on: www.un.org/women.
- 1.1.7 This report is made in relation to the commitments made by the Government to operationalize the Beijing Platform for Action and its twelve critical areas of concern.

²1. Women and Poverty; 2. Education and Training of Women 3. Women and Health 4. Violence Against Women 5. Women and armed conflict 6. Women and the Economy 7. Women in power and decision-making 8. Institutional mechanisms for the advancement of women 9. Human rights of women 10. Women and the media 11. Women and the environment 12. The girl child

³ Beijing Platform for Action – page 22 section 9

The report looks into the legislative, policy and institutional frameworks that have been developed and approved, concrete programmes, strategies and actions that have been undertaken by the Government and civil society organizations. It also stipulates recommendations on the way forward for accelerating the implementation of the Platform for action over the next five year period.

2: Section One: Overview analysis of achievements and challenges since 1995

2.1. Major Achievements:

2.1.1 The Government of the Kingdom of Swaziland is State Party to a number of International Treaties that are gender related. The Government further adopted a National Constitution that is aligned to the international Treaties. For instance, Chapter three of the National Constitution has a "Bill of Rights" which provides for the respect and protection of human rights and the Rights of Women. The alignment of National Laws with the provisions of the Constitution of 2005 is work in progress. In this regard several pieces of legislation have been passed by Parliament as follows:⁴ Further developed and implemented respective plan of Actions and their Monitoring and Evaluation Strategies.

- i. The Sexual Offences and Domestic Violence Draft Bill prohibits violence in all spheres, so as to adequately provide for dealing successfully with sexual offences and domestic violence
- ii. The Child Protection and Welfare Act of 2012. This act seeks to promote protection and welfare of children.
- iii. The Deeds Registry Act has been amended to ensure joint ownership and title to property by both spouses.
- iv. The People Trafficking and People Smuggling (Prohibition) Act of 2009. This act seeks to prevent human trafficking and provide holistic services to victims.
- v. Drafting of the Citizen's Economic Empowerment Bill

2.1.2 The Government of the Kingdom of Swaziland has considered Gender and Family Issues as one of the priority areas in the Swaziland Development Index, Vision 2022. This means that all national planning and budgeting has to mainstream gender and family issues. In this regard it will cater for both human and financial resources.

2.1.3 Gender sensitive policies and strategies developed and approved since 2009 include:

⁴ See Annex 1 for the Comprehensive List of Legal, Policy and Strategic Frameworks since 1995

- i. The Extended National Multi-Sectoral HIV Strategic Framework 2014-2018 of 2013
- ii. The National Strategic Framework and Action Plan on Trafficking in Persons 2013-2015 of 2013;
- iii. The Disability Policy of 2013.
- iv. The Sexual and Reproductive Health Policy of 2013.
- v. The Education and Training Sector Policy of 2011.
- vi. The National Gender Policy of 2010.
- vii. The Health Sector HIV Response Policy of 2010
- viii. The Children's Policy of 2009.
- ix. The National Social Development Policy of 2009
- x. Information Communication and Technology (ICT) Policy of 2006
- xi. Drafting of the Legal Aid Policy

2.1.3 Establishment of institutional mechanisms that contribute to gender equality in the country has also been a major achievement. Government has established the Gender Coordination Unit in 1997 and the Unit has subsequently been elevated to the Gender and Family Issues Department in 2014. Several other entities have been created as follows:

- i. National Gender Focal Teams located in Government Ministries, the private sector and civil society organizations to mainstream gender in various national sectoral policies, planning frameworks and programmes;
- ii. Establishment of the National Children's Coordination Unit in the Deputy Prime Minister's office;
- iii. Establishment of an integrated service delivery One Stop Center for survivors of violence;
- iv. Establishment of the Domestic Violence, Child Protection and Sexual Offences Unit in 24 police stations in all four regions of the country;
- v. Establishment of the People Trafficking Secretariat in the Prime Minister's Office;
- vi. Establishment of the Commission on Human Rights and Public Administration.
- vii. Establishment of Child Friendly Courts in the three Regions of the country.

viii. Establishment of a Micro-Finance Unit.

2.1.4 At the level of programme implementation major successes have been achieved as follows:

- i. Free Primary Education (FPE) for all Swazi children;
- ii. The ranking of Children in Swaziland has moved from number 59 to 9
- iii. Equitable access to education for boys and girls
- iv. Establishment of Swaziland Women's Economic Empowerment Trust (SWEET)
- v. Reduction in maternal mortality
- vi. Higher antenatal care attendance rates
- vii. Reduction in PMTCT levels to less than 2%
- viii. Increased participation of women in decision-making structures in various sectors.

2.2 Major Challenges and Setbacks

2.2.1 Conceptualisation of the Concept of Gender and Development impedes progress in the implementation of the Beijing Declaration and Platform for Action. Lack of Gender Statistics to inform programming on gender and development issues. Lack of formal designation of Gender Focal Points in Government Ministries and Non-Governmental Organisations as they will be giving priority to their core mandates. Inadequate human resource within the GFID has hampered on implementation of the Beijing Declaration and Platform for Action. Economic crisis coupled with the ranking of the country as a middle income economy has adversely affected the implementation of the Beijing Declaration and Platform for Action resulting in restrained funding sources. Access to resources remains critical for successful implementation of programmes to address, in particular, the key challenge of socio-cultural transformation that would lead to women's empowerment and gender equality.

3.1 Constitutional and Legislative Developments

3.1.1 Swaziland's Constitution was promulgated in 2005. It provides a Bill of Rights and has entrenched the principle of equality before the law and non-discrimination. It recognizes the rights and freedoms of women in various areas of human development. Government and civil society entities undertake to educate the public on citizen's rights as enshrined in the Constitution and to make the public aware of the supremacy of their Constitutional rights. In this regard Government has undertaken to revise various pieces of legislation that can protect disadvantaged groups from abuse and discrimination. A Law Review Commission is therefore a necessity and will be given due consideration by Government to move this process

forward.

3.1.2 Legislative frameworks that have been passed by Parliament since 2009⁵ include the following:

- i. The Child Protection and Welfare Act - The Child Protection and Welfare Act was promulgated in 2012.
- ii. The Deeds Registry Act – the Act has been amended to ensure co-ownership of property by both spouses.
- iii. The People Trafficking and People Smuggling (Prohibition) Act of 2009.
- iv. The Sexual Offences and Domestic Violence Bill although passed by both Houses of the 9th Parliament, has been withdrawn because could not be completed has to be re-piloted in the 10th Parliament.

3.1.3 Laws and regulations that remain in place and are currently under review include:

- i. The Marriage Bill – The Bill has been presented to the relevant Office of the responsible Ministry for review and subsequent submission to Parliament.
- ii. The Administration of Estates Bill – The Bill has been presented to the relevant office of the responsible Ministry for review and subsequent submission to Parliament.
- iii. The Transnational Crime Bill – consultations are ongoing on drafting of the Bill.
- iv. The Employment Bill - The Bill is still under review under the auspices of the Ministry of Labor and Social Security.
- v. Citizens Economic Empowerment Bill – consultations are ongoing on drafting of the Bill.

3.1.4 Examples of International Conventions and Protocols ratified:

- i. Convention on the Rights of People with Disability of 2012
- ii. Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography of 2012.
- iii. Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa of 2012
- iv. SADC Protocol on Gender and Development of 2012
- v. 33 ILO Conventions ratified since 1978 including the Equal Remuneration Convention 1951 C100 of 2012

⁵ Other legislative frameworks and policies adopted since 1995 - 2008 are included in Annex 1

4.1 National Budget Allocation for gender equality and women's empowerment

- 4.1.2 National budget analysis indicates that the GFID is allocated a budget of >>>>>over a three year period. This represents >>>>percent of the national budget. Due to continued lack of funding which was also exacerbated by the global economic recession, Government has not been able to increase the national budget for the GFID. Sectoral budget allocation for gender equality and women's empowerment is not disaggregated to the extent that the allocations are easily identifiable within the different sector budgets.
- 4.1.3 Gender Focal Teams are being capacitated on how they can go about implementing gender responsive planning and budgeting in their sectors. The Department of Gender and Family Issues will undertake follow up training to ensure that the officers have the practical skills to implement the approach. Due to this being a recent initiative there are currently no results that can be shared from this process.

5.1 Mechanisms for dialogue between Government and Civil Society

- 5.1.1 The Government has established the National Reporting Team on Gender, which is comprised of government, civil society and private sector representatives. The Team's main function is to facilitate sectoral reporting on gender activities in the National Gender Policy Action Plan. The DGFI convene national preparatory committees for commemoration of annual international events such as International Women's Day (March 8); International Day of the Girl Child (October 11) and the 16 Days of Activism against Violence (November 25;– December 10). The committee comprised of representatives from Government, Private Sector, Gender Consortium and the UN Gender Theme Group.
- 5.1.2 From the civil society sector, the Gender Consortium is the main coordinating mechanism on gender equality and the empowerment of women. The Consortium is an extended arm of government in the implementation of the gender equality programme in the country. The consortium meets quarterly to debate topical gender issues, advocate for legal reform and gender mainstreaming activities.
- 5.1.3 In addition, government sectors are expected to create Project Management Committees for all projects, which are supported either by Government or the donor community. These committees bring together relevant stakeholders in that particular field of cooperation including civil society and the private sector; examples include the Swaziland Environment Authority Inter-Sectoral Committee which provides policy and strategic guidance on various matters related to the work of the Authority. The Committee includes community based and women's organizations. The Ministry of Health works with the Civil Society SRH Task Force, which monitors implementation of the Maputo Plan of Action and is coordinated by FLAS. Government established the Smart Partnership Secretariat to facilitate national dialogue on cross-sectoral development issues at regional and national levels. The

dialogues involve representatives from government, private sector and civil society organisations to deliberate on issues of national development.

6 .1 Bilateral, sub-regional and regional cooperation on exchange of experiences on implementation of the Platform for Action.

6.1.1 Swaziland as a member of several sub regional and regional bodies including Southern African Development Community (SADC), Common Market for East and Southern Africa (COMESA), the African Union (AU) and Commonwealth is committed to regional cooperation and integration in the economic, social and political spheres. The Country has ratified the SADC Protocol on Gender and Development that provides the standard guide for member states regional cooperation on gender equality and women's empowerment. Swaziland has inter alia participated in SADC processes to formulate and approve several strategies and policy documents, which are directly related to furthering the objectives of the Platform for Action. These include:

- i. Strategy for Mainstreaming Gender in the Organ on Defense, Peace and Security;
- ii. Strategy on Promotion of Women in Cross Border Trade;
- iii. SADC Strategy to address Gender Based Violence.
- iv. SADC Strategy to address Gender Based Violence in situations of armed or other forms of conflict.
- v. Ten Year SADC Strategic Plan of Action on Combating Trafficking in Persons, especially Women and Children.
- vi. SADC Gender Workplace Policy of 2009
- vii. SADC Framework for achieving gender parity in Political and Decision Making positions by 2015

6.1.2 Swaziland regularly participates in information sharing forums to track the progress made regarding the implementation of the international, regional and sub-regional treaties on Gender and Development. These forums include among others, the Commission on the Status of Women (CSW), MDG Post 2015 Development Agenda, International Conference on Population and Development (ICPD) +20 and the Campaign on Accelerated Reduction of Maternal, Newborn and Child Mortality (CARMMA). Ministers Responsible for Gender and Women's Affairs meet annually to share information and deliberate on pertinent policy issues. Gender Departments

or Units and Civil Society representatives meet prior to the meetings of Ministers to provide the technical input for the Ministers meetings. These forums provide for cross-fertilization of ideas on the promotion of gender and women's empowerment.

6.2 Role of the Millennium Development Goals (MDGs) in facilitating the implementation of the Platform for Action.

6.2.1 The Millennium Development Goals have been widely publicized and embraced as the main framework under which all policy formulation and strategic thinking revolve. The Beijing Declaration and Platform for Action thematic areas are strategically linked with the MDGs. The Ministry of Economic Planning and Development coordinates national sector forums to monitor progress on implementation of the MDGs and compile national reports. All relevant Government and Civil Society organizations participate in the preparation of the MDG national reports. Reference to the MDG Reports is common practice as they detail up to date information on progress made by the country in the various indicators, which are also linked, to the National Development Plan. The regular review of the Goals provide an opportunity for assessment of progress made. In this regard opportunities for advocacy are created to ensure accelerated action for the Goals that are not likely to be met. Advocacy for enhanced implementation of the MDGs in-turn benefits the Beijing Declaration and Platform for Action thematic areas. Government and its partners have put concerted actions to ensure achievement of all the goals particularly Goals 1, 2, 3, 4, 5, and 6. The UN Agencies play a pivotal role in providing financial and technical assistance in the implementation of these international instruments.

7. Section Two: Progress in the implementation of the Critical Areas of Concern of the Platform for Action since 2009

7.1. Women and Poverty

7.1.2 The National Development Strategy Vision 2022 provides the guiding framework for macro-economic policy and strategy formulation. It mainstreams gender in several sections and also has a dedicated section on gender and women's empowerment. Its overall objective is to eradicate extreme poverty by 2022. The strategies for reducing and eventually eradicating poverty are articulated in the Poverty Reduction Strategy and Action Plan (PRSAP) 2006⁶.

7.1.3 According to the Swaziland Household Income and Expenditure Survey (SHIES, 2011), the proportion of the population defined as poor fell from 69.0% in 2000/01 to 63.0% in 2009/10 with 29% living in extreme poverty. In terms of rural/urban

⁶pp54para 2 and 3

distribution, poverty has also declined in both urban and rural areas of the country - from 80% to 73% in rural areas and from 36% to 31% in urban areas. About 80% of the people still depend on subsistence agriculture. Women constitute ...% of the rural population and ...are regarded as subsistence farmers. They constitute ...% of those living in poverty. In addition, the Swaziland Household Income and Expenditure Survey 2010 indicate that male-headed households are on average less poor than female-headed households.

7.1.4 Government has revised several laws (see section 3.1 above) and remains committed to “review and repeal all discriminatory laws that promote the minority status of women in accordance with the Constitution”⁷. In addition the following policies and strategies have been approved and are being implemented:

- i. Small, Micro and Medium Enterprise Policy of 2009 for creating a conducive environment for the population to start businesses;
- ii. Investor Roadmap of 2012 is an analytical synopsis of the legislative, procedural and regulatory challenges that impact on Doing Business in Swaziland for both local and foreign investors;
- iii. Economic Recovery Strategy with the objective to create an overall macro-economic environment conducive to broaden economic growth. The strategy includes structural reforms that will address structural long term problems in order to achieve sustainable development;
- iv. Disaster Risk Management Policy of 2011 targets vulnerable groups to mitigate the effects of natural disasters including drought and flooding;
- v. Establishment of the Micro Finance Unit in the Ministry of Finance in 2010
- vi. Draft Microfinance Policy – still under consultation
- vii. Public Private Partnership Policy of 2013

7.1.5 Cooperatives Society Act of 2003 has enabled organizations to capitalize on an enabling environment to start cooperatives in different areas including the Lutsango LwaKaNgwane Savings and Credit Cooperative for rural women. These services have the purpose of supporting their members to save and invest. The farmers’ cooperative movement is one of the most successful to the extent that they have moved beyond subsistence farming to cash crop farming and are successful entrepreneurs in the sugar cane industry. It is through the agriculture sector that women have also been recognized for their efforts. The yearly award ceremony for Women Farmer of the Year – started by a businesswoman has succeeded in motivating more women to participate and move beyond subsistence to commercial farming. In addition, the private sector Business Woman of the Year has been ongoing for ten years and recognizes women’s achievement in business.

⁷ ibid pp. 143 Section 9.3.8

- 7.1.6 In addition to a strong movement there are also relatively successful micro- credit schemes implemented by non –governmental organisations. Such schemes are implemented through the country. The Women’s Finance Trust is instructive in the coverage of its schemes and the types of services and amounts of money it distributes to women’s groups. In the last financial year it distributed a total of over E3, 000,000⁸ to mainly rural women. The Trust is also in consultation with several banks to provide loans for women who need them.
- 7.1.7 Government has also established a Financial Services Regulatory Authority, which regulates the financial industry thereby creating a conducive ground for women’s access to finance.
- 7.1.8 In 2000 the Government legalized The Regional Development Fund has been established to alleviate and eventually eradicate poverty in all the four regions of Swaziland. The Fund is managed by the Ministry of Tinkhundla Administration and Development to serve different associations in all 55 Constituencies (Tinkhundla Centres). The data on its distribution is however not disaggregated according to the sex of the members of the associations to be able to discern the number of women who have actually benefited. It can be inferred therefore that some women’s organizations have benefited from the Fund.
- 7.1.9 The private sector has other initiatives that avail funds to start a business such as Swaziland’s Beverage’s Kick Start, the Youth Fund and the Inhlanyelo Fund. All these pockets of funds are geared towards alleviating poverty in the country.
- 7.1.10 As part of the actions to enable women to have access to loans, the Swaziland Women’s Economic Empowerment Trust (SWEET) has been created to form a Women’s Bank. The initiative encourages all women particularly those in the low-income bracket to buy shares, which are currently selling at E500 (US\$5.00) per share. Its main objective is to provide financial services in order to change the face of poverty particularly amongst women. The private sector has programmes such as Junior Achievers and ENACTUS, which train young people on entrepreneurial skills.
- 7.1.11 Government has also prioritized social grants for the elderly, people with disability and orphans in reducing absolute poverty levels as noted in Vision 2022. . These grants are used to cover social needs for the above mentioned groups and purchasing consumable items such as food and clothes. A large number of

⁸ 1 US\$: E10

beneficiaries (39%) are able to pay for utilities such as electricity or other types of fuel.

7.1.12 Income generating projects are still popular in the country as they assist communities and women, in particular, to overcome the basic challenges related to lack of income and contribute to the reduction of poverty. In this instance therefore, income-generating projects still play a major role in alleviating poverty in the country. Such projects include: community gardens, mushroom growing, vegetables, pottery, sewing, piggery, goat farming, weaving, handcraft and waste recycling.

7.1.13 Main challenges for this sector includes:

- i. Weak National Monitoring and Evaluation (M&E) systems to tracking and assessment the impact of programmes intended to alleviate poverty.
- ii. Strengthened stakeholder coordination – identify relevant Ministry to establish a well-coordinated stakeholder forum in order to facilitate better sharing of information and experiences. Inadequate access to productive assets such as land and credit facilities.
- iii. Implementation of the Land Use Plan so that all land is put into proper use for maximum productivity.

7.1.14 Key strategies to address challenges

1. Implementation of the Constitutional provision for free access to land without being assisted by the male relative.
2. Increase equitable access to credit facilities.
3. Strengthening stakeholder coordination forum in order to facilitate better sharing of information and experiences.
4. Strengthen M&E systems to track progress in alleviation of poverty in the country.

7.2 Education and Training of Women

7.2.1 The Government of the Kingdom of Swaziland recognizes that education is a basic human right. The National Gender Policy of 2010 has a thematic area on Education and Training which *“ensures equitable access by girls and boys, women and men to education, training... and control over resources for improved quality of life”*. Furthermore, the Education and Training Policy of 2011, makes reference to equal access for all to a quality education and training system in line with MDG goal 2 on universal access to education.

7.2.2 The Education and Training Policy of 2011 has ensured the adoption and implementation of gender sensitive educational guidelines and programmes addressing gender stereotypes in education. There is parity in access at primary school level because of the Free Primary Education (FPE) and Orphans and

Vulnerable Children (OVC) grant. Over the years enrolment rates in both primary and secondary schools have improved.

- 7.2.3 The Ministry of Education and Training has reviewed and developed a gender sensitive primary school curriculum. The Education Sector Policy approved in 2011 also includes Information Technology to equip students (boys and girls) with Information, Communication and Technology (ICT) skills. In addition, the Ministry is taking the necessary measures to ensure that girls do take science and mathematics subjects in schools. Government is also developing programmes to improve schools infrastructure in rural areas so as to make education accessible to all especially children living with a disability.
- 7.2.4 In line with the Millennium Development goals on empowerment of Women, and the Constitution S29 (6) which provides *“Every Swazi child shall ...have the right to free education in public schools at least up to the end of primary, beginning with first grade”*. In 2010 Government launched the State funded Free Primary Education (FPE) for Grades 1 and 2. As a result the number of children has increased by over 5000 in these grades. The programme is designed to include a new grade every year so that all grades are covered by 2015. This means that the country will achieve the MDG3 related to equal access to education because of the net attendance rate of 97% in primary school.
- 7.2.5 The FPE is complimented by the introduction of the Orphan and Vulnerable Children (OVC) Grant which provides financial assistance to OVCs for their secondary and high school enrolment. This has proved invaluable in maintaining the enrolment of children in schools.
- 7.2.6 The Government has also embarked on a programme of recognising Schools as Centres for Care and Support (Inqaba), a mechanism which has improved children’s access to services like nutrition support, clean water drinking sources, hand washing facilities, accessible toilets and hygiene education. The programme has six pillars aimed to enhance the learning environment for all children. The six pillars are: Protection and Safety, Psychosocial Support, Food Security, Water and Sanitation, Health and the pillar on Prevention of Violence and HIV through Life skills Education. For the children in upper primary (grades 3 -7), government is providing education grants, which are intended to enable needy children to access financial resources for school fees.
- 7.2.7 The National Plan of Action for All Children 2011-2015 is the overall responsibility of government to provide minimum standards and guidelines for civil society, the community and all other duty bearers to monitor and respond to the situation of children. Activities at national and regional level have contributed to fulfilling Swaziland’s commitment to the United Nations General Assembly Special Session (UNGASS) Declaration of Commitment with a view to the development of a National Plan of Action for Vulnerable Children. This document is in line with the UNGASS goals 65, 66 and 67 which directly target orphans and other vulnerable children. It urges member states to develop national policies and strategies that build and

strengthen the ability of governments, communities, and families to support vulnerable children infected and affected by HIV/AIDS and to implement these policies and strategies. Other projects include:

- i. Happy, Healthy and Safe (SRH, life-skills and gender)
- ii. Young Ambassadors for Positive Living (YAPOL)
- iii. Girl Empowerment Clubs (SWAGAA; FAWESWA)
- iv. Children's Clubs in (Life-skills)
- v. Guidance and Counseling (ETGPS)- Toll Free Line 9664
- vi. Take your Daughter to Work

- 7.2.8 The Government has instituted Vocational Skills Training in schools to increase access for both male and female students. Through the establishment of the career guidance and counselling programmes in all schools, awareness is created on all the vocational options available to allow females to have the choice of entering into traditionally male vocations. Government owned vocational centres of study such as Swaziland College of Technology (SCOT) and Gwamile Vocational and Commercial Training Institute (VOCTIM) have registered increased numbers in female enrolments for technical subjects, architecture, computer science and engineering. Enrolment rate as of 2012 is as follows:
SCOT: 31% females and 69% males; VOCTIM: 9% females and 91% males
- 7.2.9 The Vocational Education and Training (VET) programme was established to provide for a gender open VET including promotion of female preferred trades. Vocational Training becomes an important element in eradicating inequality among learners as the financing of vocational training is a joint venture between the Government, the employers and their enterprises, through jointly managed financing schemes.
- 7.2.10 The Sebenta National Institute provides literacy classes for women and young learners. In addition, Skills Training for learners are offered to encourage self-employment (construction, embroidery, fencing and carpentry). The Sebenta Non-Formal Upper Primary Education (NUPE) programme allows learners to complete primary education. Sebenta promotes life-long learning, beyond adult education. Currently, the literacy level is 89.1%
- 7.2.11 The Teaching Service Commission (TSC), established by Government to provide uniform conditions of service and improved services for all. It also aims to improve gender balance in administrative positions in schools and empower teachers through frequent workshops on regulations, policy and procedures governing the teaching profession.
- 7.2.12 According to the Teaching Services Commission, 84 % of the administrative teaching workforce was male, with women taking up only 16 percent of the posts. To address this, the TSC, in its Development Plan of 2007-2011, incorporated gender mainstreaming as a key strategy. The Plan noted with concern the low numbers of women in administrative positions and set the target of increasing this number by

5% at the end of the plan period. As a consequence of the commitment, in 2011 the sector had surpassed the target to 33%.⁹

7.2.13 At University level, the enrolment statistics indicate gender parity although there are remarkable differences in enrolment in science whereby females is half that of males (253 males and 127 females). Another notable difference is with regard to enrolment in Distance Education whereby females are almost three times higher than that of males (1106 females and 437 males).

7.2.14 Table 1 Enrolment at the University of Swaziland

Faculty	Male	Female
Agriculture	444	317
Commerce	312	285
Education	159	177
Health Sciences	121	196
Humanities	237	337
Science	253	127
Social Science	347	315
Institute of Distance Education	437	1106
Post-Graduate Studies	25	25

Source:

7.2.15 Government has undertaken extensive capacity building of educational planners, curriculum developers, teachers, inspectors of schools and all educational managers on gender concepts. This has been reflected in the study materials used in schools, which include gender concepts.

7.2.16 The Ministry of Education and Training has taken cognizance of the special needs of children with disability and is in the process of ensuring that all new schools are disability friendly. Efforts are also made to include disability friendly structures whenever resources are available to renovate facilities. This is particularly important because research shows that there is a significant difference between people living with disability and those living without. Approximately one out of six individuals with disabilities has not received any formal education, while the corresponding figure for non-disabled is approximately one in ten.¹⁰

⁹ See Table 1 under Women in Power and Decision Making section

¹⁰FODSWA and SINTEF: Living Conditions among People with Disabilities in Swaziland A National Representative Study

7.2.17 In terms of the multi sector collaboration, the Ministry of Education and Training has partnered with the Forum for African Women Educationalists – Swaziland (FAWESWA), which aims to eliminate gender disparities in schools, particularly access of girls to education, good performance, and retaining girls in school until they complete. The Ministry also partners with organizations such as Save the Children, Family Life Association of Swaziland (FLAS), Swaziland Action Group Against Abuse (SWAGAA) and the School Health and Population Education programme (SHAPE) among others.

7.2.18 Challenges faced in this area include:

- i. Prevailing resistance by teachers and parents to re-admit girls who drop out of school due to pregnancy despite that the Education Sector Policy allows girls who drop out of school to be re-admitted. They maintain that the said students will be a bad influence to others in the school.
- ii. Gender based violence and abuse of students by teachers remain a concern for the educational sector.
- iii. There is no legislation that compels families to send children to school despite the introduction of the FPE programme.
- iv. There are several instances where schools require students to pay additional fees for various school related projects such as building funds and school trips. This negates the purpose of Free Education. In some schools students are sent home if they cannot afford to pay the required fees. There is still inadequate sex disaggregated on access to services.

7.2.19 Strategies to address challenges include:

- i. Operationalize the case management protocol to manage school related gender based violence as well as improve safety and protection in and around schools for girls in particular.
- ii. Establish empowerment clubs for boys to help in the elimination of violence in schools and upscale ongoing programmes for girls.
- iii. Improve and invest in data to better identify marginalized groups and provide appropriate programme interventions with a special focus on children and families living in the streets and children living with disability.
- iv. Support and upscale adolescent programmes and life skills to students to enable them to make informed and healthy choices.
- v. The Ministry of Education and Training should allocate sufficient funding to ensure that school facilities are disability friendly.

7.3 Women and Health

7.3.1 The Government of the Kingdom of Swaziland is committed to ensuring quality health care for all its citizens and reducing maternal death from pregnancy

complications and childbirth. There has been improved performance on some of the indicators such as the Ante Natal Care (ANC) attendance, skilled birth attendance, facility deliveries and reduced mother to child transmission. Figures show the following:

- i. ANC attendance for the first visit is 97%, while birth attendance by skilled personnel has increased to 82%.
- ii. Facility deliveries are now at 80%
- iii. Mother to Child Transmission (PMTCT) at 6-8 weeks has been reduced to less than 2%.

7.3.2 Swaziland is among the few countries that launched the Campaign for Accelerated Reduction of Maternal Mortality in Africa (CARMMA) by the African Union in May 2009 to create national awareness and mobilize domestic partners and resources for Maternal, Neonatal Health Care (MNHC) in line with the six CARMMA pillars. The Government has created five facilities as models for centers of excellence in the integration of Sexual and Reproductive Health (SRH) and HIV service intervention

7.3.3 Swaziland has repositioned its health care services to ensure the integration of family planning with HIV service provision. The Government has committed to strengthening the SRH programme by allocating adolescent and gender focal persons in SRH coordinating offices to implement the SRH strategy. Working documents are in place to guide health care workers for service provision. Community mobilization for increased utilization of family planning services and male involvement in family planning has been introduced.

7.3.4 The Ministry of health has increased HIV prevention, care and treatment services since 2006. Broadened access to ART and HTC, in particular, has accounted for a substantial portion of the leveling of HIV prevalence. 7.3.5 Government has created the Public Sector HIV and AIDS Coordinating Committee (PSHACC) housed in the Ministry of Public Service. The aim of this programme is to promote healthy employees in the context of the HIV and AIDS pandemic in all ministries and establish the 'workplace wellness programme. The private sector is also executing the same programme whereby, more than 20 private sector executives recently met with the Swaziland Business Coalition on HIV and AIDS (SWABCHA) to assess the Private Sector Response and the workplace wellness services they provide. The dialogue, which sought to review the workplace wellness programme, reported that the workplace wellness programme was already bearing tangible results. Reports indicated that there are reduced rates of absenteeism, a decrease in staff mortality rates, and less stigma surrounding HIV and TB in the workplace. The number of workplace wellness programmes being was also identified as strength, in addition to the noticeable effect the programmes are having in the workplace. Participants expressed the need for an increased number of management awareness dialogues on the dynamics and benefits of workplace wellness programming. Attendees felt that management participation in programmes of this nature encourages other employees to participate.

- 7.3.5 The wellness programme has incorporated new issues such as tuberculosis, sugar diabetes, hypertension, cancer and stress. The M&E System has been developed through a highly consultative process to monitor implementation of the 2011 – 2014 Public Sector HIV/AIDS Coordinating Committee (PSHACC) Strategic Plan. The Prevention of Mother to Child Transmission (PMTCT) of HIV initiative is the key intervention for pregnant women to stay healthy and deliver HIV free babies. Key successes are as follows:
- i. PMTCT, STI and ART services are decentralized to peripheral clinics reaching a total coverage of 88%;
 - ii. 86% of HIV positive pregnant women are receiving ARV prophylaxis;
 - iii. PMTCT coverage is now 88% reaching most of the delivery facilities.
- 7.3.6 A Commission on Information and Accountability for Health Strategy 2013 has been developed which looks into coordination of resource allocations for maternal, child and neonatal health.
- 7.3.7 Through the implementation of the National Health Policy of 2007, eligible children, elderly persons, orphans and people living with disabilities are able to access free health services. Public Health Care services are free for all citizens.
- 7.3.8 The Ministry of Health has trained close to 100 health care workers on the response to gender based violence and has equipped some facilities with trained personnel and equipment to be able to respond to the needs of clients in collaboration with the Deputy Prime Minister's Office. The programme is implemented in five pilot centers.
- 7.3.9 In collaboration with NGOs the Government is also reaching out to adolescents with sexual and reproductive health services particularly those who learn of their HIV positive status late in life
- 7.3.10 Research that has been conducted in this sector includes:
- i. Stigma Index of 2010
 - ii. Multi Indicator Cluster Survey of 2010
 - iii. Swaziland HIV Incidence Measurement Survey of 2012
 - iv. INTEGRA – assessing the benefits of integrating SRH and HIV interventions.
 - v. Sectoral stakeholder consultative meetings conducted to inform the 2013 national report on International Conference on Population and Development (ICPD).
- 7.3.11 The Ministry of Health continues to be allocated the largest sector budget notwithstanding the economic recession. This is also evident from the multiple infrastructure development initiatives including construction of clinics and hospitals.
- 7.3.12 Challenges in the health sector include:

- i. Adolescent information and services are still inadequate with social norms as barrier regarding access to sexual and reproductive health services e.g. condom use;
- ii. Gender dynamics emanating from unequal power relations between men and women still affect decision making in accessing services and resources for health;
- iii. Young people living with disability are not adequately catered for at health care centers and also do not have easy access to services depending on their disability status.
- iv. Health care services are still relatively far from some communities and therefore making accessibility difficult.
- v. Health care conditions for health personnel to be placed in rural clinics need to be improved.

7.3.13 Key priorities to address women and health concerns for the country on sustainable development include:

- i. Promote full implementation of both MDGs and International Conference on Population and Development (ICPD) Programme of Action to address gaps on women's health.
- ii. Strengthen maternal neonatal and child health services
- iii. Scaling up access to family planning by women living with HIV
- iv. Strengthen integrated approach to address violence and promote gender equality and equity measures.
- v. Introduce life skills education including comprehensive sexual and reproductive health education for young people.
- vi. Ensure inclusion of people living with disabilities in all health related planning and programming processes.

7.4 Violence against Women

7.4.1 The incidence of violence persists in society and it pose a threat in pursuit for a violent free society. Women and children are the most vulnerable groups. The national surveillance report shows that **1 in 3 females** reported that they had experienced some form of sexual abuse prior to age 18 years. It further shows that **79%** and is committed by people known or related to the victim. The Government has made significant strides in policy and legislative reform on addressing the challenges of gender-based violence. The National Gender Policy approved in 2010 outlines key thematic policy objectives and strategies to address gender based violence. Secondly the Sexual Offences and Domestic Violence (SODV) Bill of 2013 has been approved by Parliament. The Bill prohibits violence in all spheres, strengthen and consolidate common law and statutory provisions so as to adequately provide for dealing successfully with sexual offences and domestic violence. In line with the tenets of the Bill, a Draft National Strategy and Action Plan to End Violence is being developed. . The process involves government, private sector and the civil society organizations.

- 7.4.2 The Government, and civil society partners, has adopted an integrated programming approach as part of its service delivery response. Services include: shelters, special health and counseling services, hotlines, victim support units at police stations, special training for law enforcement personnel, members of the judiciary, health-care providers including doctors and welfare workers.
- 7.4.3 The Government manages a halfway house for orphaned children, currently constructing a facility for vulnerable groups and a proposed retirement village. A number of privately owned shelters also cater for women, children and orphans that have experienced gender-based violence. Government also issue protection orders in some reported cases.
- In an effort to increase reporting of cases of violence, a number of hotlines were established as follows:
- i. Royal Swaziland Police - 9999, 999
 - ii. Ministry of Education and Training - 9664,
 - iii. Anti-Human Trafficking Unit- 975,
 - iv. Emergency Preparedness Response Unit- 977,
 - v. Swaziland Action Group Against Abuse - 95,
 - vi. Nhlanguano Aids Training and Information Center (NATICC) - 8009001
- 7.4.3 The Ministry of Education and Training in partnership with civil society organizations has introduced girl's empowerment clubs as a pilot project. The clubs are made up of students and led by a teacher who takes on the role of mentor and guide. The young girls are taught about self-esteem, gender based violence, and various aspects of family life education including sexual and reproductive health and rights.
- 7.4.4 The Government has also introduced a One Stop Centre for abused women and girls. It provides a variety of services in addition to psychosocial and legal counselling, court preparation, access to Post Exposure Prophylaxis (PEP), pregnancy tests and other related services. Various civil society organisations have integrated economic empowerment programmes into their support systems for abused women to become more economically independent.
- 7.4.5 Police Department established the Domestic Violence and Victim Support Centres in all Police stations throughout the country to ensure that women and children receive a sensitive reception when reporting abused cases. The child friendly courts have been established to provide specialized trial of children's cases. In addition, a National Surveillance Network has been created to monitor and report cases of abuse at community level.
- 7.4.6 A number of community interventions have been supported and community networks are trained on recognizing, addressing and prevention of violence. Government has taken integrated measures to prevent and eliminate violence against women by initiating meaningful consultation and dialogues with different stakeholders. These include: chiefs, customary court officials, civil society experts, advocates, and members of the judiciary. These forums were intended to identify

and implement collaborative measures to ensure that customary law is not applied in a manner that undermines gender equality or contravenes other human rights.

- 7.4.7 The Government of the Kingdom of Swaziland enacted a Prevention of People Trafficking and People Smuggling (PPTPS) Act of 2009 to prevent human trafficking and provide holistic services to victims. The ACT was promulgated and came into effect in March 2010. The Act covers both internal and transnational forms of trafficking and provides for victims restitution through the forfeiture of offenders property. Through the enactment of this law, and the establishment of a Special Unit, government is committed to vigorous anti trafficking law enforcement, improved victim protection measures and a wide scale public education campaign on human trafficking as a human rights issue.
- 7.4.8 The PPTPS Secretariat was established under the Prime Ministers portfolio, which indicates the importance placed by Government on human trafficking. The Secretariat works with an interagency task force, which comprises, the Ministry for Justice and Constitutional Affairs, Ministry of Home Affairs, Ministry of Foreign Affairs and International Cooperation, the Director of Public Prosecutions and civil society representatives. The Government of Swaziland has demonstrated increased capacity in protecting trafficking victims and identified seven victims during the reporting period. The government assisted multi-purpose shelters that are run by civil society through provision of professional services, health care and counseling.
- 7.4.9 During the reporting period, the government's Interagency Task Force established and trained emergency response teams in Swaziland's four regions, intending to coordinate the government and civil society response to trafficking cases at the local level. The workshops conducted focused on identifying and working with victims, cooperating with civil society, investigating and prosecuting trafficking cases, and trial preparation. The government is currently drafting a formal referral process to guide officials in transferring trafficking victims from detention to shelters. The teams also trained staff of the 55 Constituencies (Tinkhundla centers) throughout the country to proactively identify instances of human trafficking within their routine work.
- 7.4.10 Challenges in this sector include:
- i. The country has yet to fully align different pieces of national legislation
 - ii. Capacity for service providers in handling GBV cases such as the health sector officials, police, education sector, judiciary and civil society actors.
 - iii. Weak coordination mechanisms for GBV response.
 - iv. Prevailing social attitudes that a woman should be beaten if she erred.

- v. Social attitudes deter women from reporting their cases to the leadership structures as they are predominantly men who may reflect patriarchal ideology.

7.4.11 Strategies include:

- i. Finalization and implementation of the draft national anti-trafficking action plan;
- ii. Establish a platform to; investigate and prosecute trafficking offenses; convict and punish trafficking offenders; proactively identify trafficking victims among vulnerable groups;
- iii. Institute a formal referral system for victims of abuse;
- iv. Institute a unified system for documenting and collecting data on human trafficking cases for use by law enforcement, immigration, labor, and social welfare officials;
- v. Conduct campaigns to educate the public about the dangers and risks of human trafficking in Swaziland and neighboring countries.
- vi. Institute the Law Review Commission to synchronize conflicting laws. Align different pieces of legislation with the Anti-Trafficking legislation.
- vii. Continue to strengthen capacity building for service providers and law enforcement agents.
- viii. Strengthen coordination mechanism on violence
- ix. Establish Family Courts.
- x. Enact the Sexual Offences and Domestic Violence Bill.

7.5 Women and armed conflict

- 7.5.1 Swaziland is a peaceful country. Swaziland's traditions, norms and values promote societal cohesiveness and enable the country to promote peace and resolution of differences of opinion through dialogue.
- 7.5.2 The Government and civil society partners acknowledge that the high levels of domestic violence in the country are of grave concern and are symptomatic of broader issues of peace and security especially at the family level. Part of Government's response to this concern is the inclusion of a Family Issues component to the then Gender Coordination Unit, which is now the Gender and Family Issues Department.
- 7.5.3 Regarding the broader issues of peace building, several trainings on gender and peace building have been organized in the country. These capacity building initiatives have focused in particular on violence free elections. The success of the capacity building sessions is evidenced by the fact that international election observer bodies have always declared Swaziland's national Parliamentary elections as peaceful.
- 7.5.4 At the level of civil society an African Women's Peace Foundation was launched in 2013. Its main objectives are to network and share information on peace and conflict

resolution both nationally and continentally; explore the causes and drivers of conflict and gender based violence as well as build African women's capacity for peace building and conflict resolution. The Foundation acknowledges the important role that women play in peace building processes and notes that Swazi women have the capacity to participate in the continental processes especially in the context of Swaziland's own peace record.

7.5.5 As the Foundation was launched recently there are no specific results to report.

7.6 Women and the Economy

7.6.1 Establishment and implementation of policies and programmes '*aimed at redressing social, economic or educational or other imbalances in society*'. The Employment Act of Swaziland 1980 section 89, stipulates that women and men should have equal access to employment in all sectors of the economy by forbidding discrimination in employment (on the basis of race, colour, religion, status, gender, national origin, political affiliation or social status). It also provides for equal work for the same value and all employees are eligible for paid maternity leave and that there should be no discrimination due to pregnancy. This is in line with the ILO Convention on Equal Pay for Equal Work of the same value which the country has ratified.

7.6.2 The Employment Act is currently being reviewed and consultations are on-going with relevant parties for discrepancies to ensure alignment with the Constitutional provisions.

7.6.3 Commerce Industry and Trade has created a conducive policy environment for the operation of the Small, Micro and Medium Enterprise (SMME) programme. The Ministry has developed and approved a SMME Policy in 2011 and is currently in the process of drafting the Citizen's Economic Empowerment Bill. These frameworks will go a long way in supporting entrepreneurs to maximize their opportunities for economic empowerment. With regard to women's participation in policy formulation; women are represented through women's organizations, which are conversant with the technical matters at issue level. The Association of Domestic Workers has been registered as a Union with the Ministry of Labour and Social Security (MOLSS), which will address issues of exploitation at work for domestic workers.

7.6.4 The Constitution allows for all citizens to enjoy the right to property including access to land and inheritance. The review of the Marriage Act, which is still in progress, will facilitate ease of access and ownership to property by both spouses within the regime.

7.6.5 With regard to access to resources and markets the Government has included women entrepreneurs in international trade fairs to be able to access international markets. Women have continued to be resilient and formed associations that enable them to access finance and credit from the banking sector. Banks do not have explicit policies that discriminate against women with regard to access to credit and finance. Women

who are employed are better able to access loans and credit because they are able to prove their credit worthiness.

- 7.6.6 Strengthening of women's networks and economic capacity is an ongoing process and has been advanced particularly in the private sector. Several private sector companies now support Business Women's Forums where women are trained in key areas of business engagement such as accounting, drawing up of feasibility plans, accessing credit as well as fulfilling state obligations such as tax returns. The Forums also provide leadership and management training as well as a space for networking and linking their members to bigger and better resourced companies to provide support and mentorship.
- 7.6.7 A Swaziland Chapter of The Federation of National Associations of Women in Business Eastern and Southern Africa (FEMCOM) was launched in December 2011. The main objective of FEMCOM is to promote programmes that integrate women into trade and development activities in the region, in particular, in the fields of agriculture, industry, trade, services, fishing, mining, energy, transport, communications and natural resources. Under this arrangement business women in Swaziland have been mobilized and exposed to programmes that will enhance their businesses through linkages with other networks and international markets.
- 7.6.8 COMRAP, Alliance for Commodity Trade in Eastern and Southern Africa (ACTESA) and FEMCOM also provide a forum for COMESA member States to deliberate on appropriate programmes that will integrate women into trade and development through COMRAP activities within the region. Strategies of how to transform from "Woman Farmer" to business woman are shared.
- 7.6.9 Other empowering programmes supported by COMRAP included training of more than 200 women agro-dealers from rural and urban settings. COMRAP has the overall objective of contributing to improving rural food security and livelihoods in the COMESA region through training and capacity building of national and regional input providers and harmonization of related regional legal frameworks. In each country, COMRAP partnered with a local institution that ensured, inter alia, that no less than 40% of participants in any training were women. During the evaluation of the programme Swaziland was cited as best practice because of the high number of women who had participated – during the selection Swaziland broadened the definition of agro-dealer to include "the informal sector" so that women would qualify.
- 7.6.10 Women are also actively engaged in the transport business, cross border traders association, informal traders association, market women. Municipal councils have also relaxed their regulations of forcibly removing street vendors and have instead built shelters in various strategic places to enable women and some men to sell their goods.
- 7.6.11 Employment segregation has been largely eliminated in the country, as there is an increasing comparability between men and women in various sectors. (See details in

7.7 Women in Power and Decision Making

- 7.7.1 The Government of the Kingdom of Swaziland recognizes the significance of including women in politics and decision making positions. However, the international target of 30% women representation in politics by 2015 will not be achieved. A study on Women in Decision Making has been conducted to determine the status of women representation in different sectors as well as ascertaining perceptions on women representation in decision making structures. The Government is in the process of developing a national strategy on women's participation in politics and decision-making as well as a related advocacy strategy. This will be a key instrument to be used for advocating for increased levels of participation and representation of women in all sectors.
- 7.7.2 Regarding representation in politics, the national Constitution makes provision for the election of additional women into Senate and the House of Assembly to ensure that women constitute at least 30% representation as stipulated in Sections 86, 95 and 96 of the national Constitution. **Section 86** states that *"where at the first meeting of the House after any general elections it appears that female members of Parliament will not constitute at least thirty percent of the total membership of Parliament, then, and only then, the House shall form itself into an electoral college and elect not more than four women on a regional basis to the House in accordance with the provisions of Section 95(3)"*. Women's groups are duly engaged in consultation with Parliamentarians on how best to effect this Constitutional right.
- 7.7.3 In the September 2013 national Parliamentary elections only one woman was elected into Parliament. The elected members of Parliament elected five women to Senate fulfilling the full compliment as stipulated in the Constitution as noted above. An additional five were appointed by His Majesty making the total number of women in Senate ten (10) out of a possible number of 30. His Majesty King Mswati 111 subsequently nominated three women making the total of four out of sixty-five seats in the House of Assembly.
- 7.7.4 Currently all recruitments in the public service are made on the basis of a competitive and transparent process, which is based on merit and competency. It is however acknowledged that more needs to be done to promote and provide for equal representation of women in the different spheres including the private sector as noted in the following figures:

Table 1 Public Sector

Sector	Female	Male
Cabinet Ministers (21 ministries)	5	16
Principal Secretaries	3	16
Under Secretaries	10	13

Sector	Female	Male
International Organizations - Ambassadors	3	12
Regional Administrators	1	3
Regional Education Officer	3	1
Senior Inspector of Schools	11	8
Regional Inspectors	17	13
Head teachers	291	539
Urban Councils	19%	81%
National Regulatory Authority CEOs /Managing Directors	4	2
Electoral Commission	1	3
Commission on Human Rights and Public Administration	3	2
Public Commissioners	6	7
Judiciary (Judges)	23%	77%
Judiciary (Magistrates)	62.537.5%	37.562.5%
Other Senior Government Officials e.g Directors and Chief Economist	15	
Women in SMMEs	150	
PRIVATE CORPORATIONS		
Management	21%	79%
Board of Directors	19%	81%
Chief Executive Officers	20%	80%

Source : Study on Women in Decision Making

7.7.5 As noted in the above table private sector Senior Executive positions (Executive Directors, CEOs) are still the preserve of men, while women are predominantly in staff administration, specialist and support functions. Of the 35 (thirty-five) private blue chip companies¹¹ profiled (across the banking, retail, manufacturing, processing, transportation and logistics, sugar millers, insurance) sector only one is headed by a woman.

7.7.6 Government and civil society organizations have continued to engage women to increase their participation in politics and decision making. Civil society organizations prepare materials and conduct training workshops to educate women on effective participation and campaigning.

7.7.7 While there is no enacted legislation that specifically deals with affirmative action, the Employment Act (1980) was amended in 2009 to include the Code of Good

¹¹Standard Bank, Nedbank, FNB, CocaColaSwd, Swd Breweries, Cadbury, Rhodes, RSSC, Illovo, Aon, Old Mutual, Metropolitan, Unitrans, Ngwane Mills, FridgeMaster, Galp, Afrosim, PriceWaterhouse Coopers, KPMG, MTN, Swaki, Salgoacor, Pick n Pay Group, Engen, African Alliance, SAPPI, Peak Timbers, Spintex, Nampak, Universal Milling, DHL., Parmalat, Alexander Forbes, Swaziland Building Society.

Practice on Equal Employment in the workplace, which provides *guidelines* on equal employment opportunity programmes, policies and procedures in the workplace.

7.7.8 Challenges include:

- i. Prevailing attitudes about women's access to politics and decision making positions.
- ii. Lack of confidence among potential women to inspire for high level positions.
- iii. Societal attitudes that women's place is in the home.
- iv. Unequal power relations between men and women in society.

7.7.9 Strategies

- i. Develop an advocacy strategy to promote participation of women in politics and decision-making.
- ii. Involve all sectors of society in advocacy campaigns and activities to promote women representation in decision-making structures.
- iii. Encourage men to engage fully in gender equality and women's empowerment programmes so as to create a more conducive environment for women to participate in decision making positions.
- iv. Promote gender sensitive socialization at family level to instill a notion of equal opportunities between males and females.

7.8 Institutional Mechanisms for the advancement of women

7.8.1 At the level of Government, the National Gender Machinery was established in 1997 as the Gender Coordination Unit with Legal Notice No.. ???It was located in the Ministry of Home Affairs. However, following the realignment of government portfolios in the 2008 Parliamentary elections, the Unit was elevated to the Deputy Prime Minister's Office and took on the added portfolio of Family Issues. It was elevated to Departmental status in 2014 and became the Gender and Family Issues Department. It was strategically placed in the DPM's office to assume political authority to mainstream gender at national level and to interact with other Government Departments and have decision making power on all matters related to gender.

7.8.2 The Department has several functions, which include:

- i. Coordinate all gender related activities in the country working with various institutions and organizations on actions that promote gender equality and women's empowerment.
- ii. Facilitate the creation of a conducive family environment to restore values of home as a place of peace.
- iii. Provide policy direction, guidance on gender and family related issues in the country.
- iv. Report on a regular basis on the progress made on gender equality and

empowerment of women at national and international levels.

- v. Establish Gender Focal Teams in all Government Ministries.

7.8.3 Key achievements of the national machinery to date include:

- i. Facilitating the ratification of two (2) international treaties without reservations. (Note that it is from 2009 to date)
- ii. Approval of the National Gender Policy in 2010 to facilitate gender mainstreaming in sectoral legislation, policy and programming;
- iii. Development and approval of the National Gender Policy Action Plan and Monitoring and Evaluation Framework;
- iv. Establishment of Gender Focal Teams in some Government Ministries and civil society.
- v. Establishment of the National Reporting Team on Gender to facilitate coordination of the action plan;
- vi. Compile and submit the First, Second CEDAW Reports;
- vii. Development of CEDAW Training of Trainers Training Manuals for Parliamentarians and the Judiciary;
- viii. Translation and interpretation of CEDAW into SiSwati to ensure access by wider sector of society;
- ix. Development and implementation of a three year Gender Programme (focusing on implementation of CEDAW) eg. training for different sectors such as Parliamentarians and the Judiciary;
- x. Development of the Women's Parliamentary Caucus Action Plan to promote gender equality and equity in political sphere;;
- xi. Conducted and launched a study on Women in Decision Making Positions to inform the development of an advocacy strategy;
- xii. Establishment and launch of the Swaziland Men Engage Network and development of the Men Engage Action Plan to promote male involvement in gender and women's empowerment programmes;
- xiii. Conducted a Study on Gender Analysis of the Infrastructure Development Project to inform introduction of Gender Responsive Planning and Budgeting ;
- xiv. Initiated an induction training for Gender Focal Teams on Gender

Responsive Budgeting;

- xv. Alignment of the National Gender Policy Action Plan indicators with the SADC Protocol on Gender and Development Indicators;
- xvi. Development of the National Strategy and Action Plan to End Violence ;
- xvii. Establishment of the National Surveillance Network to capture trends on violence in the country to inform response;
- xviii. Gender and Development and the Protocol on the African Charter on Human and People's Rights on the Rights of Women in Africa). Commemoration of internationally recognized days such as International Women's Day (March 8), International Day of the Girl Child (October 11) and the 16 Days of Activism against Violence (November 25 – December 10).

7.8.4 A Monitoring and Evaluation Framework for the National Gender Policy Action Plan has been developed and approved. In order to be effective at monitoring, evaluating and managing information of the different processes in the Framework, the Department will require a monitoring and evaluation officer to take the necessary responsibility.

7.8.5 Challenges for the Mechanism include:

- i. the mandate of the Department is huge and requires a full staff complement and adequate financial allocations. This becomes more important in the context of the addition of the Family Issues portfolio to its mandate.
- ii. section to the portfolio of work. Insufficient monitoring of gender activities in the country to measure progress in line with the National Gender Policy Action Plan – Monitoring and Evaluation framework.
- iii. Weak institutional mechanism for coordination and mainstreaming gender issues in the country.

7.8.6 Key strategies to address challenges

- i. Increase human resource for effective mainstreaming and coordination of gender issues in the country.
- ii. Increase financial resources for implementation of gender mainstreaming activities.
- iii. Strengthen institutional mechanism for effective coordination of gender activities.

7.9 Human Rights of Women

7.9.1 A major success in the implementation of the Platform for Action is the promulgation of legislation that provides for the protection of women in particular:

- i. The Sexual Offences and Domestic Violence Bill ,

- ii. The Child Protection and Welfare Act 2012
 - iii. The review of the Deeds Registry Act 2010.
- 7.9.2 Swaziland ratified the SADC Protocol on Gender and Development and the Protocol on the African Charter on Human and People's Rights on the Rights of Women in Africa in 2012. Swaziland ratified CEDAW in 2004. CEDAW has been used strategically as a policy-planning tool to guide the development of the National Gender Policy and the National Strategic Framework and Action Plan on Trafficking in Persons.
- 7.9.3 A Legal Aid draft Bill is under consideration in the Office of the Attorney General in which women and children have been classified as vulnerable groups. In order to promote access to justice by groups that cannot afford the costs related to the courts, Government has recognized the absence of a legal aid framework for indigent citizens and intends to establish a legal aid service through enactment of a Legal Aid Bill, which is currently under consideration in the Office of the Attorney General. In the Bill women and children have been classified as vulnerable groups. The University of Swaziland through the Law Department now provides free legal assistance to indigent clients and such services are provided at a small scale as it is provided by lecturers who have ongoing responsibilities as lecturers.
- 7.9.4 In addition, a key milestone of the UN Joint Programme on Gender is supporting the establishment of a government legal aid service by 2015. The Ministry of Justice and Constitutional Affairs and the University of Swaziland (Law Department) are the main implementing partners in this regard.
- 7.9.5 The program also supports training on gender based violence and women's rights to the judiciary, law enforcement agents, health officials and service providers, community care givers and other key stakeholders involved in providing services to survivors of gender based violence.
- 7.9.6 The Government has also established the Commission on Human Rights and Public Administration as per Section 164 of the national Constitution. The Commission deals with all matters pertaining to violations of human rights particularly where public officials are concerned. The Commission inter-alia tasked with institutional strengthening and systems setting.
- 7.9.7 With regard to achieving legal literacy, civil society organizations are active in the human rights arena through the gender forum, gender consortium, and establishment of the national surveillance system on violence. They are engaged in creating public awareness on human rights and legal aid training for community groups. They conduct civic education on the tenets of the constitution, inheritance rights, land and property rights. They also provide support to communities and women in particular on their right to access clean water and sanitation facilities.

- 7.9.8 The Ministry of Education and Training in collaboration with non-governmental organizations has established programs for both students and teachers on girls' empowerment. This initiative seeks to create safe spaces for girls in schools on various issues including sexual and reproductive health and gender based violence. The programmes provide training in self-assertive skills, leadership and self-esteem as well as addressing socio-cultural stereotypes. It also creates opportunities for mentorship of the young girls by their teachers.
- 7.9.9 Besides target-specific training for the general public both Government and non-governmental organizations host weekly radio programmes some of which focus on the linkages between gender based violence, HIV and AIDS and the impact of social practices. In addition there are regular articles in the national newspapers.
- 7.9.10 The Deputy Prime Minister recently launched the Men Engage programme, which brings together Government organizations and civil society organizations which aims at involving men in supporting health and reproductive health, HIV prevention, human rights and reducing violence at all levels. The programme trains men as community facilitators and motivates them to take positive action to address the scourge of gender-based violence. It includes research, anger management, interrogating notions of masculinity and femininity and training men as caregivers and shared responsibilities.
- 7.9.11 Both Government and civil society have regular campaigns and educational activities, which seek to educate the public on various stereotypes as well as highlighting their negative consequences. Such programs while inclusive of men and boys especially target women and girls to empower them to challenge such stereotypes. Such examples include interventions by The National Emergency Response on HIV and AIDS (NERCHA), the Ministry of Health. The community intervention structures have also undertaken awareness workshops on the importance of shared responsibility for care giving.
- 7.9.12 Challenges that still need to be addressed in this area include:
- i. The poor implementation and enforcement of applicable Women to access justice
 - ii. Lack of mainstreaming of human rights in some pieces of legislation, sectoral policy frameworks and programmes.
 - iii. There is a lack
 - iv. The duality of legal system means that in practice customary law always supersedes civil law.
- 7.9.13 Key strategies to address the challenges
- i. Capacity strengthening of the judiciary and law enforcement agents. .

- ii. Continue advocacy for the Establishment of a Law Review Commission to align contradictory legislation with the National Constitution.
- iii. There is need to codify Swazi Law and Custom as stipulated in the National Development Strategy.

7.10 Women and the Media

- 7.10.1 10.1 The Government approved the Information Communication and Technology (ICT) Policy in 2006 through a Parliamentary promulgation. The Policy indicates that communication technologies have enormous potential to benefit girls and women in terms of enhanced income-generation opportunities, employment, and improved quality of life. The Policy takes into account the needs of women, as well as men, at all levels. The policy also addresses gender related issue such as access constraints, prohibitive costs, sustainability and poor infrastructure for ICT use.
- 7.10.2 The Government has also identified the various sectors that will have key responsibility for implementation of the Policy. The peculiar needs of both sexes, able and disabled people will be considered in the drive towards ICT literacy. Equal access to ICT will be ensured for men and women, boys and girls, able and disabled people. The use of ICT applications for sensitization and information sharing in addressing social issues of national importance such as reproductive health, HIV and AIDS and violence will be exploited.
- 7.10.3 The National Gender Policy has a thematic area on Information, communication and Arts which recognizes information as one of the strongest tools for empowering women. It calls for increased participation, access and control of all forms of media and communication. A key strategy to achieve the above is the empowerment of media personnel through enhancing their skills and knowledge in order to promote gender sensitive reporting. It also calls for the promotion of women's participation in senior management positions.
- 7.10.4 In this regard the Government, and its partners,¹² has worked with both state run and private media houses to mainstream gender and to develop and implement gender policies. The 'Gender Links' project on Centers of Excellence (COEs) has trained Heads of all the media houses on gender sensitive reporting and the

¹² The main gender and media partners include Gender Links, Media Institute of Southern Africa (MISA) – Swaziland chapter, Gender and Media Southern Africa (GEMSA)

implications of negative and stereotypical reporting. The project also undertakes media monitoring in order to assess the visibility of women's perspectives and voices in the media. The project promotes increased levels of women's participation in leadership positions. Out of five media houses three are in the process of developing gender policies to guide their operations. Progress has been made to combat negative images of women by agreeing on voluntary codes of conduct. This is exemplified by the standard of reporting particularly in the print media and the national Television station.

7.10.5 The media houses have also been trained in gender responsive budgeting and developed an action plan on how to mainstream gender budgeting. Follow up still needs to be done as most of them have indicated that they do not have the resources to implement the action plan.

7.10.6 There is still only one mobile network provider in the country making use of cell phones very expensive for many people. Notwithstanding a large number of the population owns a mobile phone even though this data is not disaggregated by sex. Other mobile operators will be allowed through the establishment of the Swaziland Communications Commission (SCC) as Multinational Telecommunications Network (MTN)'s monopoly was revoked in 2008.

7.10.7 In a study conducted by Federation of Disabled Swaziland (FODSWA) in partnership with (SINEF) reveals that people with disability were found to have less access to radio and television, which are also two of the three most common information sources for most Swazi's. In this regard, Government is committed to ensure that all citizens benefit equally from the benefits of information technology. The Digital Migration Policy will open up airwaves to enable access to radio and television programs for the disabled.

7.10.8 Challenges include

- i. in some instances irrelevant people attend the sessions and this result in gender insensitive reporting.
- ii. Lack of resources has forced some organizations to close their ventures such as the Swaziland Media Women Association (SMEWA) and the internationally renowned Media Institute of Southern Africa (MISA).

- iii. Limited access to information and technology

7.10.9 Strategies to address challenges.

- i. Gender Focal Person within the Information and Media houses for enhanced gender sensitive reporting.
- ii. Gender links when collecting data for media monitoring should do this in conjunction with the Statistics Department in order to have the heads of media houses on board.
- iii. Training workshops should be classified according to the levels of leadership in the media houses (i.e. top management, middle management and officers).
- iv. There is need to train whoever is responsible for releasing gender sensitive information to package it in a manner that everyone will understand to ensure wider access.
- v. There is need to increase access to internet given that only 18% percent of the population accessed the Internet in 2011.
- vi. Revive the Swaziland Media Women Association and MISA.

7.11 Women and the Environment

7.11.1 The National Gender Policy has a thematic area on Environment and Natural Resources which puts more emphasis on the management of the environment and natural resources with particular interest in energy conservation and environmental degradation. It further states that women are the hardest hit by the effect of environmental mismanagement because of the gender roles that they play in resource mobilization and utilization. They depend greatly on the environment for their basic needs such as fuel, water, food and medicine.

7.11.2 Swaziland has ratified at least 20 Conventions related to the Environment including the Convention on Biodiversity 1994, the Kyoto Protocol 1996, and the United Nations Framework and Convention on Climate Change (UNFCCC):

7.11.3 The Swaziland Environmental Authority mandated with the responsibility of coordinating, regulating and formulating policy on all matters relating to environment ensures that all initiatives are fully understood and implemented by beneficiaries. In this regard all community related programmes are implemented

with community-based organizations that have the knowledge of circumstances and conditions at the local level.

7.11.4 Civil society organizations including women's groups are invited to participate in all policy formulation processes. Efforts are being made to translate documents into vernacular but funds to enable this process are difficult to access. Civil society groups are also involved in educating members of the public on gender and climate change.

7.11.5 The Swaziland National Trust Commission conducts training and mitigation programmes taking into account indigenous knowledge systems and practices. Residents of locals where projects are to be implemented are given first preference for employment. Women are involved as part of the wider community involvement in tree planning and cultivation of permaculture gardens.

7.11.6 Swaziland has school health and social studies programmes which include caring for the environment. Young students are educated on keeping their surroundings clean, proper disposal of rubbish and ways in which they work with their communities to mitigate soil erosion.

7.11.7 The private sector has also supported various waste recycling initiatives including the establishing and supporting Environment Clubs. The environmental awareness organization known as Clean and Beautiful Swaziland Forum has launched the Schools Environmental Awards Programme. This programme seeks to motivate secondary level pupils to carry-out environmentally friendly projects and activities that help themselves, their school and communities. Many students have income generating activities such as recycling cans and bottles, which are sold back to the local beverages company. Both girls and boys participate in these initiatives.

7.12 The Girl Child

7.12.1 Swaziland has developed policies that ensure the participation of all children, including the girl child, in all spheres of life. Different sectors have developed particular policies and legislation to ensure that children fully participate where necessary. The children's rights to social and economic participation are

promoted in the country. Children are encouraged to participate in cultural events (girls participate in Umhlanga¹³ ceremony). There are also initiatives aimed at promoting their participation in entrepreneurship projects. At community level children are encouraged to attend community meetings and form social clubs, their participation in decision making level remains minimal.

7.12.2 The Constitution in Section 32 abolishes the status of illegitimacy of persons born out of wedlock; which has tended to affect children negatively. The Government has put in place legislation and a policy framework which protects children directly or include provisions that safe-guard children's interests. These include the Child Protection and Welfare Act of 2012, the Sexual Offences and Domestic Violence Bill, Children's Policy (2009), the National Plan of Action for all Children (2011-15), the Education Sector Policy of 2010, the National Gender Policy of 2010 and the Swaziland National Health Policy among others. The country has ratified 21 global and regional conventions in addition to the enactment of the national laws and policies to protect all children.

7.12.3 Cultural practices that impact negatively on the development of the girl child include early marriages, which take the form of (kwendzisa, kulamuta and Inhlanti). The overall rate for child marriages is low at 2% of all girls married before the age of 18 years – (6.3% of girls are in urban areas and 13% in rural areas) MICS 2010. The enactment of the Child Protection and Welfare Act of 2012 endeavors to eliminate such harmful practices and the law if effectively administered will protect all girls from such practices.

7.12.4 The Government of the Kingdom of Swaziland, in an attempt to promote and protect the rights of the child has established programmes to increase awareness of their needs and potential. This is done in collaboration with development partners and civil society organisations. In 2013, Government (through the National Children Coordination Unit - NCCU) implemented a Comprehensive Sexuality Education Campaign in collaboration with UNDP, Ministry of Education and Training and Ministry of Health. Girls Empowerment Clubs have also been set up in various schools. A programme to support children who learn of their HIV status accidentally or when they are older is also providing immeasurable support to HIV positive adolescents¹⁴. Other events include celebration of the Day of the African Child in June.

¹³ Annual cultural event also called the Reed Dance.

¹⁴ See Annex – Compassionate Swaziland

- 7.12.5 The Ministry of Education and Training has introduced a Life-Skills programme in the curriculum. The Ministry also has addressed education access barriers through the introduction of Free Primary Education and is piloting Guidance and Counseling programme in the schools with a view of up scaling and encouraging girls to take up entrepreneurship opportunities. The capacity development program in schools for girls doing science, mathematics and technology subjects is conducted in collaboration with civil society and the corporate organizations. The program entitled "Take your Daughter to School" is reinitiated by the Ministry and the DPMs office (Gender and Family Issues Department and NCCU) in 2013. The country has made great strides in eliminating gender disparities, for instance, education enrolment rates are equitable, in actual fact girls are higher than boys at 52 % girls - 48% boys.
- 7.12.6 The country has strategies in place to address issues of discrimination on the girl child in health and nutrition. The National Health Policy enables the health sector to provide free services to eligible children. The policy further obligates the Government to provide a subvention to civil society organisations offering services deemed important according to established guidelines, and subject to the availability of resources (NPA 2011 – 2015). The Ministry of Education and Training through its child feeding schemes provides support to all children in public schools to meet this right. Feeding is provided in public schools for both boys and girls every school day.
- 7.12.7 The Ministry of Health provides equitable access to health care services for boys and girls and there are health facilities that are specifically meant to serve women and children. There are Neighborhood Care Points, (NCPs) and Social Centers in the 12 towns, established throughout the country to cater for children in the informal education sector.
- 7.12.8 Government has ratified the relevant ILO Conventions on Child Labor and has developed the Action Programme on the Elimination of Child Labor in Swaziland (APEC) (2013). APEC provides the framework for working together and provides an opportunity to coordinate the different stakeholders in children's welfare and development.
- 7.12.9 The Teaching Service Commission (TSC) in the Ministry of Education and Training has taken measures to suspend, punish and dismiss all those who are making schools unsafe places for children. In addition the Department of Guidance and Counseling, has put together a program called Schools as Centers of Care and Support. In this program, schools are considered as a fortress (Inqaba) where

parents are encouraged to provide equal treatment and care for their children. They are encouraged to build peaceful families and protect children from all forms of violence both in the home and in schools. The MOET has also introduced a programme to sensitize all teachers on alternative forms of discipline to eventually eliminate the use of corporal punishment.

7.12.10 A large community volunteer cadre 'LihlombeLekukhalela' ('shoulder to cry on') has been trained. These volunteers provide support and counseling for children in any difficult circumstances.

7.12.11 The rights and protection of the family is provided for in the Constitution under Section 28. The family is regarded as the first line of support and protection for children in Swaziland. Government, through the DPMs office Gender and Family Issues Department and the Social Welfare Department have put in place programmes to strengthen the role of the family so as to improve the status of children. In addition, the Government has also added the Family Issues portfolio in the former Gender Coordination Unit, which is now called the Gender and Family Issues Department.

7.12.12 Members of the Lutsango LwaKaNgwane regiment are also encouraged to provide motherly love and training to children in child headed homes. The International SOS Children's villages also provide a safe and protected family environment for children (both boys and girls).

7.12.13 Challenges include:

- i. Prospects for some girls to attain their full potential are hampered by teenage pregnancy and early child marriages.
- ii. Due to financial constraints non-governmental civil society organizations are unable to scale up successful programmes due to financial constraints.
- iii. The creation of the National Children's Coordination Unit has not been fully functional to maximize the potential it has for the protection of children.
- iv. Children's participation in the socio-political sphere is still very limited.

7.12.14 Strategies include:

- i. Upscale programmes and projects that are successful and make a meaningful difference in children's lives such as the "Schools as Centres of Excellence", 'Inqaba' and life skills programmes.
- ii. Government should strengthen the NCCU in order to have it fully operational.

8.1 Reversal of progress and setbacks

8.1.1 Analysis by Government¹⁵ shows that even before the global economic downturn started, the Swazi economy had been inundated by underlying long-term structural weaknesses coupled with the spread of HIV and AIDS, which had slowed GDP growth and the capacity to create employment. The real GDP growth has been fluctuating but generally downward since 2000.

8.1.2 Overall, the economy of Swaziland has been greatly affected by the global crisis, and the resultant fiscal crisis, which was triggered by a significant reduction in Southern African Customs Union (SACU) transfers to Swaziland in 2010. The medium term outlook is generally still precarious as Government is striving to attain fiscal sustainability while at the same time trying to create the right conditions and undertake reforms to stimulate economic growth and increase employment. SACU receipts are the largest component of the government revenue base; and there has been a significant rise in SACU receipts for the 2012/13 fiscal year, which is reflected in the three quarters of 2012 (MEPD 2012). Current forecasts suggest that in 2013/14 SACU receipts will decline by an estimated 14% (MEPD, 2012).

8.1.3 This decline has affected the rate at which employment opportunities and infrastructure can take place. It has impacted negatively on the pace at which government has been able to implement various developmental commitments including poverty reduction. In its efforts to meet the poverty goal, government intensified the distribution of social grants for the elderly and other vulnerable groups such as orphans.

¹⁵Government of the Kingdom of Swaziland (2011).Fiscal Adjustment Roadmap (FAR), 2010/11-2014/15.

- 8.1.4 Similarly many infrastructure development projects, which were meant to create employment, were put on hold. The Government continued to prioritize the health and education sector during this difficult time ensuring that citizens continued to enjoy a relatively good state of health and access to education. It was also during this difficult fiscal period that Free Primary Education was introduced. This ensured that poor families were still able to take their children to school. In addition with all the financial challenges, Government continued to support the feeding schemes in public schools.
- 8.1.5 The DGFI's allocation for both personnel and programming was neither increased nor decreased during this period of austerity. Civil society organizations seem to have been affected more adversely given their dependence on donor funding. As noted earlier some organizations had to close office due to lack of funding and many others had to scale down their operations substantially.

9 Section Three: Data and Statistics

- 9.1.1 Gender indicators with which to measure gender equality in the country, are reflected in the National Gender Policy Action Plan Monitoring and Evaluation Framework 2011-2013. The absence of a monitoring and evaluation section, make tracking progress a challenge for the national machinery.
- 9.1.2 The Gender and Family Issues Department is in consultation with development partners and the UN family to develop a Gender Index to inform planning and programming on gender. Development of national gender indicators and align them with the international gender indicators.
- 9.1.3 The Central Statistics Office (CSO) in partnership with the Ministry of Labor and Social Security will be collecting data on assets and ownership at household level. This data will provide useful information in the context of women's access to and benefits of resources. The Department will collaborate with the CSO in this regard to ensure that the necessary gender dimensions are incorporated in the study.
- 9.1.4 The responsibility for collecting national data lies with the CSO. However, due to limited capacity in the CSO, it welcomes initiatives that are sector specific. CSO staff members provide technical support as requested. CSO is also tasked to ascertain the costs of conducting time use surveys and how this data would be used. Such studies

will address the continuing challenge of the disproportionate responsibility for care work done by women. It will also in part indicate the success of gender equality and women's empowerment initiatives in transformation gender relations at household level, it at all.

9.1.5 The Gender and Family Issues Department has commissioned the development of an integrated strategy on ending violence against women. This strategy will inter alia include the United Nations Statistical Commission indicators on ending violence against women to the extent that Swaziland has the capacity and the expertise to collect data on the said indicators.

9.1.6 Ministry of Economic Planning and Development is currently conducting a mid term review of the NDS and PRSAP. As both these policy frameworks include gender strategies, actions and indicators, useful data will be generated to position gender equality dimensions in the revised processes and documents.

10 Section Four: Emerging priorities

10.1.1 Development of the necessary instruments to support the Gender and Family Issues Department to fulfil its mandate. These include: a gender strategy for the public sector, strategy to support implementation of the Family Issues Section on its roles and functions, developing the gender development index, recruitment of a full complement of staff to inter alia- activate for law reform, ensure effective coordination, monitoring and evaluation of gender data, and establishment of information management and dissemination systems on gender and women's empowerment.

10.1.2 Review of discriminatory pieces of legislation should be undertaken in line with the different policy frameworks including the national Constitution. In this regard the importance of a Law Review Commission to facilitate this process is noted.

10.1.3 Establish a functional and effective multi-sectoral coordination mechanism to address gender based violence.

10.1.4 Review and strengthen ongoing initiatives for women and girls with disability and women living with HIV and AIDS.

10.1.5 Explore innovative strategies for resource mobilization for gender equality and women's empowerment programmes.

10.1.6 Strengthen sexual and reproductive health programmes ensuring access of such services for young people and adolescents.

10.1.7 Ensure gender is mainstreamed in all strategies and programmes related to the economy to reduce the levels of poverty in the country; thereby also ensuring women's access to opportunities, resources and benefits.

11 National Priorities and recommendations on Sustainable Development Goals (SDGs) and the Post -2015 Development Agenda

11.1.1 National consultations were held to determine the country's input to the ongoing discussion on the SDGs post 2015. The main recommendations for Swaziland relating to gender equality and women's empowerment included:

- i. Mainstreaming gender equality in all the SDGs.
- ii. Ensuring that there is a stand-alone goal on Gender Equality and Women's Empowerment.
- iii. Ensuring that the gender equality goal includes indicators to capture gender based violence and violence against women in particular.
- iv. Paying greater attention to improved quality of life of the population –for example, emphasis should be placed on the quality of education and health services provided rather than just access

12. Section Five: Recommendation

The Swaziland Government has made remarkable progress in the implementation of the Beijing Declaration and Platform for Action as outlined above. However there is need to work on the following recommendations to attain gender equality and empowerment of women which is an integral part of Swaziland's Vision 2022 that is aligned to the African Union Vision 2063.

The proposed recommendations are as follows:

- I. There is a need to strengthen the Department of Gender and Family Issues in order to carry out its mandate effectively.
- II. Institutionalize Gender Focal Points in all Government Ministries in order to mainstream gender in sectoral plans and programs effectively.
- III. Institutionalize Gender Responsive Budgeting in all government departments.

- IV. Establishment of the Gender Commission that will oversee the operations of gender and family issues in the country.

2014

2015