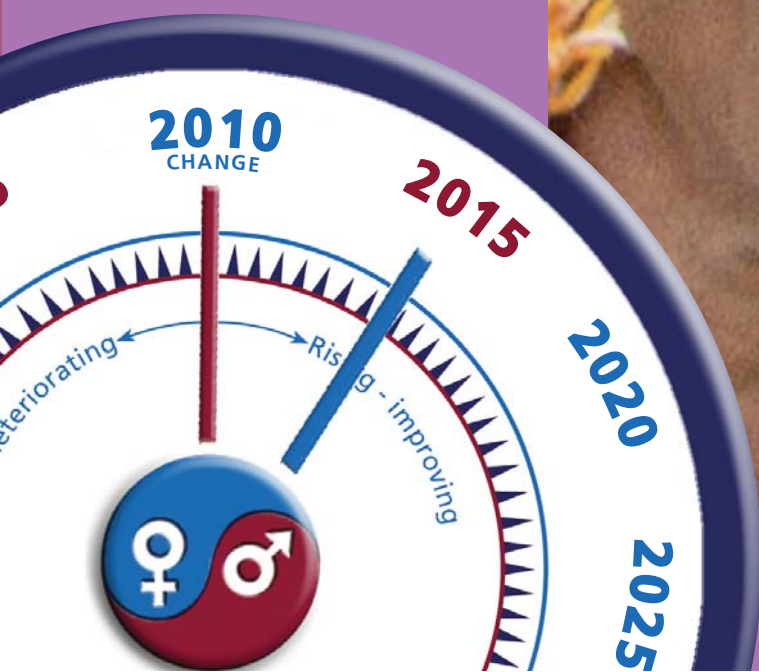


SADC GENDER PROTOCOL **2010**

BAROMETER

MALAWI





UKaid
from the Department for
International Development

The Southern Africa Protocol Alliance comprises:

- Action Aid Africa Regional Office
- African Court Coalition
- Association of Local Authorities, Namibia
- African Fathers Initiative
- African Women Economic Policy Network
- Botswana Council of NGOs (BOCONGO)
- Coordinating Assembly of Non Governmental Organisations, Swaziland
- Christian Council of Churches (Mozambique)
- CIVICUS
- Council of Churches (Zambia)
- Federation of African Media Women - SADC
- Federation for the Promotion of Women and Children (FPFP)
- Gender Advocacy Programme
- Gender and Media in Southern Africa Network
- Gender Links
- Institute of Security Studies (ISS)
- Justice and Peace
- Malawi Council of Churches
- Media Watch
- Media Institute of Southern Africa
- NANGOF Trust, Namibia
- NGO Gender Coordination Network, Malawi
- NGO Coordinating Council, Zambia
- People Opposing Women Abuse (POWA)
- SAMDI
- Southern Africa HIV and AIDS Information Dissemination Service (SAfAIDS)
- South Africa Local Government Association (SALGA)
- Southern African Research and Documentation Centre - WIDSAA
- Society for Women and Aids in Africa - Zambia (SWAAZ)
- Trade Collective
- Western Cape Network on Violence Against Women
- Women's Coalition, Zimbabwe
- Women, Land and Water Rights Southern Africa (WLWWSA)
- Women & Law in Southern Africa
- Women in Law and Development in Africa
- Women in Networking (WIN), Mauritius
- Women in Politics Support Unit (WiPSU)
- Womensnet
- Young Women Christian Association- Botswana
- Zimbabwe Women Lawyers Association
- Zimbabwe Women Resources Centre

Associate Members:

- African Women and Child Feature Service
- Everything is Possible
- Inter Press Service (SA)
- Swedish Co-op Centre
- University of Botswana
- University of Gothenburg

Partners:

- FEMNET
- UNECA Africa Centre for Gender and Social Development
- African Union Women, Gender and Development Directorate
- United Nations Fund for Women (Southern Africa)

The Southern African Gender Protocol Alliance vision is of a region in which women and men are equal in all spheres. The Alliance promotes and facilitates the creation of gender equity and equality through lobbying and advocacy towards the achievement of the 28 targets of the SADC Protocol on Gender and Development by 2015. Gender Links coordinates the work of the Alliance.

© Copyright Southern Africa Gender Protocol 2010
Barometer - Malawi

Gender Links
9 Derrick Avenue
Cyrildene, 2198
Johannesburg, South Africa

Phone: 27 (11) 622 2877

Fax: 27 (11) 622 4732

Email: alliance@genderlinks.org.za

Websites: www.genderlinks.org.za

www.sadcgenderprotocol.org

Editors: GL Executive Director, Colleen Lowe Morna,
Communications manager, Danny Glenwright,
and Alliance and Partnerships manager,
Mukayi Makaya Magarangoma

Photo by Fletcher Gong'a

Design/Layout: Top Art Graphics & Promotions cc

Unless otherwise specified, all tables and figures

© Gender Links.

Sponsor: UKaid

Tables

Table 1:	SADC Gender Protocol Score Card for Malawi	7
Table 2:	Analysis of gender equality clause in the Constitution of Malawi	13
Table 3:	Remaining discriminatory legislation	14
Table 4:	Access to justice	15
Table 5:	Marriage and family laws; the boy and girl child	17
Table 6:	Representation of women and men in key party structures	19
Table 7:	Gender in political party manifestos	20
Table 8:	Key voting data	20
Table 9:	Votes for presidential candidates	21
Table 10:	Seats by women in each political party	22
Table 11:	Women in national assembly since 1994	22
Table 12:	Global and regional ranking of women parliamentarians	23
Table 13:	Women and men in cabinet	23
Table 14:	Women and men in the public service	23
Table 15:	Enhancing participation by women in public life	24
Table 16:	Drop out rates by standard and sex in 2008	26
Table 17:	Pass rates	28
Table 18:	Women and men in economic decision-making	32
Table 19:	Conditions of employment	37
Table 20:	GBV response and support	38
Table 21:	Key gender, HIV and AIDS indicators	48
Table 22:	Summary of key quantitative findings for Malawi Media Houses	53
Table 23:	Summary of key findings	57
Table 24:	National Gender Machinery and processes	62

Figures

Figure 1:	Proportion of women and men in SADC parliaments	22
Figure 2:	Proportion of girls and boys in primary schools	25
Figure 3:	Percentage of learners by gender	26
Figure 4:	Percentage of tertiary learners by gender	27
Figure 5:	Literacy levels of women and men	27
Figure 6:	Proportion of women and men teachers in the region	28
Figure 7:	Proportion of women and men in government economic decision making positions by country	32
Figure 8:	Population infected by HIV in Southern Africa	47
Figure 9:	Proportion of women and men infected by HIV	48
Figure 10:	Percentage of those receiving ARVs	49

Annexes

Annex A:	List of documents accessed and reviewed	64
Annex B:	Analysis of gender equality clauses in the Constitution of Malawi	65
Annex C:	List of interviews	66

Acknowledgements

This report is the Malawi country report of the regional 2010 Barometer, a follow up to the 2009 baseline study for the SADC Protocol on Gender and Development conducted by the Southern African Gender Protocol Alliance. Emma Kaliya, Programme Manager, Malawi Human Rights Resource Centre, compiled the report.

The following people contributed to the report; Victor Maulidi, the Acting Network Coordinator of the NGO GCN, for his input into the work and for supporting logistical processes, Mercy Makhambera, Harry Chidengu Gama and all Ministry of Gender officials, in particular Regina Kananji, Reine Ngozo, Charles Chabuka and Gedion Kachingwe, Charles Gawani for input and further analysis, Katie Wang for supporting the editorial work; all the resource persons whose names are listed at the back of the document; and in particular, special thanks go to all the people who opened up to provide information or reference documents that have been reviewed to make this study possible.

UKAid from the Department for International Development (DFID) funded this report.



Emma Kaliya, Chairperson NGO Gender Coordination Network, at the launch of the 2010 Barometer launch, Windhoek, Namibia.

Photo: Colleen Lowe Morna

Acronyms

AFORD:	Alliance for Democracy	MHRR:	Malawi Human Rights Resource Centre
ART:	Antiretroviral therapy	MPP:	Malawi People's Party
ARVs:	Antiretroviral drugs	MRFC:	Malawi Rural Finance Company
CHAM:	Christian Health Association of Malawi	MSMEs:	Micro, Small and Medium Enterprises
CIDA:	Canadian International Development Agency	MoGCCD:	Ministry of Gender, Children and Community Development
CRECCOM:	Creative Centre for Community Mobilization	NAC:	National AIDS Commission
CSOs:	Civil Society Organisations	NABW:	National Association of Business Women
DG:	Director General	NAF:	National HIV/AIDS Action Framework
DHS:	Department of Health Services	NAGBV:	Network Against Gender Based Violence
DPP:	Democratic Progressive Party	NGOs:	Non-governmental organisations
EMIS:	Education Management Information System	NGOGCN:	NGO Gender Coordination Network
FAWEMA:	Forum for African Women Educationalists in Malawi	NSO:	National Statistics Office
FPTP:	First Past the Post	ORT:	Other Recurrent Transaction
GDI:	Gender-related Development Index	OVC:	Orphans and Vulnerable Children
GBV:	Gender Based Violence	OVOP:	One Village One Product
GEMSA:	Gender and Media Southern Africa	PDVA:	Prevention of Domestic Violence Act
GRB:	Gender responsive budgeting	PLWHAs:	People Living with HIV and AIDS
HIV:	Human Immunodeficiency Virus	PMTCT:	Prevention of Mother to Child Transmission
HCT:	HIV Counselling and Testing	PPE:	Presidential and Parliamentary Elections
MARDEF:	Malawi Rural Development Fund	PSI:	Population Services International
MAFUNDE:	Malawi Forum for Unity and Development	PR:	Proportional Representation
MCP:	Malawi Congress Party	SADC:	Southern African Development Community
MDGs:	Millennium Development Goals	STIs:	Sexually Transmitted Infections
M&E:	Monitoring and Evaluation	TA:	Traditional Authority
MEC:	Malawi Electoral Commission	TBA:	Traditional Birth Attendant
MEGEN:	Men for Gender Equality Now	UDF:	United Democratic Front
MESN:	Malawi Electoral Support Network	UNDP:	United Nations Development Programme
MGDS:	Malawi Growth and Development Strategy	UNFPA:	United Nations Population Fund
		UNICEF:	United Nations Children's Fund
		VAW:	Violence Against Women
		VSUs:	Victim Support Units
		WTO:	World Trade Organisation
		YEDEF:	Youth Enterprise Development Fund

Executive summary

Malawi's progress in meeting the 28 targets set forth in the SADC Protocol is mixed. Overall, the country scored 57%, which is slightly higher than the regional average of 54%, but shows that there are still major gaps to be overcome to reach the 2015 targets.

Malawi is getting closer to meeting the education and training targets with a score of eight in this area. Another key achievement is towards improving the status of women in the area of governance; specifically there has been a continuous increase in the participation of women in the political process. The adoption of integrated approaches to reduce the level of gender-based violence with many stakeholders, including community action groups, working tirelessly towards this goal is also to be commended.

But Malawi is far from meeting other goals, including those for productive resources and employment/economic empowerment in which scores range from two to six.

Objectives

The overarching goal of the research was to determine how much progress, if any, Malawi has made to date with regards to the 28 specific targets in the Protocol since it was adopted in 2008. Other objectives of the research were to document measures that have been put in place to accelerate the implementation of the Protocol and to establish the status of Malawi's ratification.

Methodology

Research for this publication ranged from compiling general information about the geography, demographics, and political and economic conditions of Malawi to gathering specific data on the status of Malawian women and girl children in the areas set forth in the SADC Protocol on Gender and Development. This included constitutional and legal rights; governance; education and training; productive resources and employment, economic empowerment; gender based violence; health; HIV and AIDS; peace building and conflict resolution; media; information and communication and implementation of the Protocol.

The research methodology involved reviewing various documents; internet research; interviews with stakeholders involved in gender equality, such as Women Empowerment and the National Gender Machinery. The documents accessed and reviewed include government policies, like the Malawi Growth and Development Strategy (MGDS), the National Land Policy, the National Gender Policy, and the National HIV and AIDS Policy. Information was also gathered from other non-governmental organisation reports, such as the Malawi Human Rights Resource Centre's 2009 Gender Based Violence Survey and the 2010 Workplace Survey conducted by the NGO Gender Coordination Network (NGOGCN). Other documents referred to include government reports, presentations from a stakeholders' meeting, and political party manifestos.

Interviews were conducted with various officers from the Ministry of Gender, Children and Community Development (MoGCCD), as well as an officer of the Ministry of Industry and Trade. Staff members of different national NGOs, like the Malawi Human Rights Resource Centre (MHRRRC), NGOGCN, Malawi Electoral Support Network (MESN), PACENET, and Centre for Youth and Children's Affairs provided information, reference documents, and/or input.

Key challenges

Poverty: Malawi remains one of the poorest countries in Africa with an estimated per capita income as of 2000 of USD170 per annum. Poverty levels in Malawi are high with 65.3% of the population of about 13 million defined as poor. Poverty levels are worse in rural areas. The adult literacy rate is at 62% with fewer women than men able to read and write. In Malawi, incomes are very low and unevenly distributed. The gap between the haves and the have-nots is one of the highest in the world. About 34% of households in Malawi are female-headed. (UNDP, 2001) Female-headed households generally tend to be poorer than male-headed households because there are gender disparities in education, resources, and access to opportunities. (HIV.VAW Survey Report 2006)

HIV and AIDS: Since the first reported case of AIDS in Malawi in 1985, HIV prevalence has increased significantly, particularly among persons aged 15-49. The Malawi National AIDS Commission (NAC) reported an HIV prevalence rate of 16.2% in 1999, which since 2007 has come down and stabilised at around 12% for the adult population in the 15-49 year age group. About 88% of all new HIV infections in Malawi are acquired through heterosexual intercourse and 10% via mother to child transmission. It is also estimated that 67,000 people die of AIDS every year. (Raising Malawi, 2009)

The National HIV Prevention Strategy (2009-2013) indicates that the prevalence rate is higher among females, at 13%, than males, at 10%. Infection rates are high in the 15-19 age groups, with more girls infected than boys (6.2% for females and 0.4% for males). Women and girls are increasingly bearing the brunt of the epidemic due to several factors, including cultural and socio-economic factors. HIV and AIDS has had a devastating impact, particularly on children. The 2008 UNAIDS report estimates that 640,000 children are orphaned, having lost both parents to the disease. This has consequently increased the number of child-headed households, making these children equally vulnerable to the epidemic.

Maternal mortality: Malawi's health status indicators are very poor. Malawi's health system is failing to cope with the country's increased maternal mortality rate. Compared to other countries in the region, Malawi's maternal mortality ratio is alarmingly high. Direct estimates of maternal mortality from Department of Health Services (DHS) data show that in 2000 the ratio has come down from 1,120 deaths per 100,000 live births to 807. This, however, does not necessarily mean that Malawi will be able to meet the 2015 SADC Protocol and Millennium Development Goals (MDGs) targets.

Gender-based violence (GBV): Despite existing efforts, GBV still remains a problem. It is the most telling indicator of the gender gap in Malawi.

Way forward

Recognising that these gaps exist, Malawi is eager to improve on the current situation. The Protocol's

provisions are being taken very seriously by the President, the National Gender Machinery, and Civil Society Organisations (CSOs). Key next steps include:

- **Ratification:** For Malawi to comply with the provisions of the Protocol, ratification and domestication of it needs to be lobbied and advocated for by the NGOs which are involved in pushing forward the gender agenda in Malawi.
- **Awareness raising:** The Protocol needs to be translated into local languages so that it can be distributed countrywide. Community mobilisation campaigns should be conducted nationwide to raise awareness on the specific provisions of the Protocol, thereby allowing communities to appreciate the importance and relevance of the protocol.
- **Resources:** The main challenges in meeting the 28 targets have come about because of insufficient resources, whether financial or human. Related to this problem has been the difficulty of ensuring gender-responsive budgeting, which depends on the political will of state parties. Gender budgeting initiatives in Malawi have stalled since 1996.
- **Policies and practice:** the reality of the status of women and girl child still does not match the policies that are in place, i.e. while there are laws that promote equal access to, and retention in all, levels and types of education, the number of girls in higher levels of education, starting from secondary school, is disproportionately lower than that of boys.
- **Incorporation of the SADC Protocol targets into all policies:** Finally, the National Gender Machinery and NGOGCN should hold high-level orientation meetings for policy makers and opinion leaders to ensure that they will incorporate these 28 targets into their planning processes for the nation.



Table one: SADC Gender Protocol Score Card for Botswana

SPECIFIC TARGETS TO BE ACHIEVED BY 2015	SCORE /10	COMMENT
ARTICLES 4 - 11: CONSTITUTIONAL AND LEGAL RIGHTS		
✓ Endeavour to enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices.	5	The Malawi Constitution is very clear on equality between men and women. However, practice on the ground has yet to catch up, remaining a challenge.
✓ Review, amend and or repeal all discriminatory laws.	7	While some discriminatory laws have been reviewed, they still await Parliamentary approval.
✓ Abolish the minority status of women.	5	The Constitution does invalidate all discrimination and the minority status of women, but practice is not in line with such provisions.
ARTICLES 12-13 : GOVERNANCE (REPRESENTATION AND PARTICIPATION)		
✓ Endeavour to ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.	7	Although Malawi does not have any legislated provision on affirmative action or a quota, it seems very committed to achieving the target by, among other things, harnessing the 50/50 National Programme.
ARTICLE 14: EDUCATION AND TRAINING		
✓ Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education in accordance with the Protocol on Education and Training and the Millennium Development Goals.	8	The Policies are already there. What remains is comprehensive enforcement and lobbying for compulsory education as this will obligate parents to send their children to school.
✓ Adopt and implement gender sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others.	8	The policies are there; however changes in attitude are slow.
ARTICLES 15-19: PRODUCTIVE RESOURCES AND EMPLOYMENT, ECONOMIC EMPOWERMENT		
✓ Ensure equal participation by women and men in policy formulation and implementation of economic policies.	5	It is positive to note that some women are participating and that Government is eager to include women in such processes.
✓ Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.	2	There has been no deliberate effort to do such studies, except for the recent Gender Audit conducted in 2010, and it is expected that such initiatives will continue.
✓ Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.	6	Even where there are policies or laws that would enable women to benefit equally, men still dominate due to factors i.e. patriarchal ideologies and other.
✓ Review national trade and entrepreneurship policies, to make them gender responsive.	4	Processes are under way to review trade policies so they are gender sensitive, especially those on cross border trade.
✓ With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.	5	While public procurement processes will be gender sensitive, the challenge still remains, because certain contracts will require individuals to invest a lot of resources. At this point, most women cannot prove their financial capacity.
✓ Review all policies and laws that determine access to, control of, and	5	Malawi is currently reviewing the Land Act, which will be very instrumental in determining equal

SPECIFIC TARGETS TO BE ACHIEVED BY 2015	SCORE /10	COMMENT
benefit from, productive resources by women.		access; however, most traditional leaders, who are the custodians of customary land, resist certain changes, because they consider the land as their wealth.
✓ Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	6	While this may be possible, there is need to deal with the literacy levels of women as Malawi has a very high drop-out rate for girls in the higher levels of schooling, resulting in few completing tertiary education.
ARTICLES 20-25: GENDER BASED VIOLENCE		
✓ Enact and enforce legislation prohibiting all forms of gender-based violence.	8	Malawi has some laws that prohibit all forms of GBV however enforcement has been a problem because some cases of GBV are not reported by the victims. Therefore there is need for a multi-sectoral approach to the problem.
✓ Ensure that laws on gender-based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault.	8	Malawi is doing a lot on comprehensive testing and treatment; however, on care for the survivors, there is need to put in more effort especially as there are no shelters available for GBV survivors.
✓ Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence.	7	This area needs to be strengthened.
✓ Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society.	5	Malawi is currently working on a bill to prevent human trafficking. Once enacted, it will help curb the problem.
✓ Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.	3	More work needs to be done in this area, although the Penal Code does criminalise the practice.
✓ Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender-based violence by half by 2015.	7	There is currently an initiative looking at having district level committees to oversee GBV response implementation, apart from the community action groups which have been formed across the country.
ARTICLE 26: HEALTH		
✓ Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	7	Frameworks have been developed, and the Ministry of Health, through the Department of Reproductive Health Unit and stakeholders in the health sector are busy implementing these.
✓ Reduce the maternal mortality ratio by 75%.	7	Malawi has moved from 984 in 2004 to 807 in 2009 per 100.000 live births.
✓ Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.	5	Escalation of drug and alcohol abuse by most youth will contribute to the failure to achieve this.
✓ Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.	5	No system to monitor improvements, although the women prisons lack nutritional foods, the sanitation is usually better.

SPECIFIC TARGETS TO BE ACHIEVED BY 2015	SCORE /10	COMMENT
ARTICLE 27: HIV AND AIDS		
✓ Develop gender sensitive strategies to prevent new infections.	8	Strategies are already there, however, in practice the situation is very different and frustrating.
✓ Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.	6	Malawi is only able to provide ARVs to about 350,000 people at the moment and hoping to reach the universal access in years to come.
✓ Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with HIV/AIDS.	4	In 2009, the Department of HIV/ Nutrition indicated that the Government is considering putting some care givers on a salary. However, some sectors viewed this as impractical, realising that there are a lot of care givers on home based care initiatives across the country, and that it may prove difficult to have that kind of arrangement as very few would benefit. The suggestion would be for Government to put a mechanism in place where all structures that already have home based care programmes would take care of such incentives.
ARTICLE 28: PEACE BUILDING AND CONFLICT RESOLUTION		
✓ Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.	2	This has been given a rating of 2, because such initiatives are not usually discussed. It may be necessary to prepare for eventualities as there have been times when we have been faced with a problem of internally displaced people, i.e. during the 2010 earthquake, and as we host refugees from other countries.
ARTICLES 29 - 31: MEDIA, INFORMATION AND COMMUNICATION		
✓ Take measures to promote the equal representation of women in ownership of, and decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions by 2015.	4	Malawi has only one community radio station that is owned by women. There is also one Deputy Director General of the public TV station. There are few women in management positions in the different media houses, there is need to advocate for more women in these positions.

Total = 159 / 280 x 100 = 57%

Country context

Geographical location of the country



Malawi is a small Southern African country bordered to the north by Tanzania; to the east, south and southwest by Mozambique; and to the north and northwest by Zambia. The country is 901 km long and ranges in width from 80 km to 161 km. Lake Malawi, which is the heart of Malawi's fishing industry, is the third largest lake in Africa and the ninth largest in the world. 470 metres above sea level, it is a defining feature which takes up a fifth of the country's 118,000 km² area.

The country is divided into three regions: the Northern, Central and Southern Regions, which are further divided into 28 districts - six in the Northern Region, nine in the Central Region, and 13 in the Southern Region. Administratively, the districts are sub-divided into Traditional Authorities (TAs) which are presided over by

Chiefs. The TAs are further sub-divided into villages, which are the smallest administrative units and are presided over by village headmen/women.

Malawi's topography displays unusual diversity in such a small African country. The natural vegetation is a mix of Miombo woodland, savannah and rainforest. Because of high population density, much of the forest cover has been lost. Prime stands are to be found only in heavily protected areas.

The 2008 national census indicates a population of 13.1 million, the majority of whom belong to ethnic groupings such as Chewa, Nyanja, Yao, Tumbuka, Lomwe, Ngoni, Tonga, Sena, Ngonde, and Lambya. More than 80% of the population is engaged in agriculture, but the urban population is growing rapidly. There are small numbers of people of Asian and European origin. Most Malawians profess a monotheistic faith. Of the religions, mainstream Christianity has the largest number of adherents, with Islam second. Other minority religions are also practiced. Many aspects of traditional beliefs co-exist with the introduced religions and are not seen by their adherents to be in conflict. (Citinfo 2010)

Constitutional and legal rights

Articles 4-11



Constitutional and affirmative action provisions

The Protocol provides that by 2015, all countries shall endeavour to enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices. State parties are to implement legislative and other measures that eliminate all practices which negatively affect the fundamental rights of women and men. They are also to introduce affirmative action measures.



The Malawi Constitution guarantees gender equality but is this enough?

Photo: Gender Links

The 1994 Malawian Constitution embodies a number of provisions relating to promotion of gender equality and women's rights. These provisions, especially the principles of national policy, have been instrumental in facilitating legislative and policy reform to ensure they

comply with the Constitution. However, women's rights groups expressed concerns that women's specific interests were inadequately addressed. Examples cited included the legal age of marriage, prohibition of harmful cultural practices, representation and participation.

The Constitutional review process initiated by the Malawi Law Commission (MLC) pursuant to its mandate granted under Section 135 (b) of the Constitution began from August 2004 provided an opportunity for these issues to be addressed. A special law commission on constitutional review engaged in a consultative process through public submissions on problematic areas of the Constitution and public meetings in all three regions of the country. The Commission consulted with civil society organisations, politicians, chiefs, judicial officers, senior public officers, academicians and ordinary Malawians.

Section 22 of the Constitution prohibits discrimination in any form on grounds of race, colour, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth or other status. Women's rights groups submitted that the term "discrimination" should be qualified with adjectives such as "unlawful" or "unfair" to allow for positive discrimination for the purposes of affirmative action. They also argued that the provision should specifically state that discrimination on the basis of HIV and AIDS is prohibited.

The special law commission took the view that "discrimination" did not need to be qualified to cater for affirmative action, as the wording of Section 22 (b) did provide for affirmative action, by allowing the State to pass legislation to address inequalities in society and to prohibit discriminatory practices and the propagation of such practices.

On the suggestion that HIV and AIDS be expressly mentioned as a prohibited ground of discrimination, the Commission pointed to the words "other status" provided for in subsection (1) and sufficiently included persons with HIV and AIDS as a category to be protected. The justification was that this was in line with the interpretation of the committee on Economic Social and Cultural Rights and the Protection of Refugees, Internally Displaced Persons and other persons of concern in that the expression "or other status," as used in the relevant international human rights instruments, caters for persons with HIV and AIDS. The Commission, despite the differing views from the participants, maintained that it would be most unnatural to legislate for a disease in a Constitution (Malawi Constitutional Review Report 2007)

Box one: Practices that discriminate against women

Wife inheritance is one custom and practice that heavily discriminates against women because it is imposed on them using threats and intimidation. In this particular case, women are considered to be property that should be inherited together with the actual property of the deceased which has been left. Women are forced to start loving someone they have never loved in life. Furthermore, there is the whole humiliation that goes with such a process where someone, whom the widow may have helped to rear, becomes her husband through this practice. Usually such men already have a wife, thus the widow goes into a polygamous marriage. This also brings a new dimension to her social life; it changes the family set-up, welfare of the children, and her rights to freedom. Such relationships often also lead to the woman contracting HIV and other Sexually Transmitted Infections (STIs).

Table two: Analysis of gender equality clauses in the Constitution of Malawi

Provides for non discrimination generally	Provides for non discrimination based on sex specifically	Provides for non discrimination on the basis of sex and others e.g. marital status, pregnancy	Provides for the promotion of gender equality	Has other provisions that relate to gender equality, e.g. bodily integrity	Has claw back clauses	Addresses the issue of contradictions between the Constitution, provisions, laws and practices	Provides for affirmative action
YES	YES	YES	YES	YES	YES	YES	YES
Section 20 (2) Legislation may be passed addressing inequalities in society and prohibiting discriminatory practices and the propagation of such practices and may render such practices criminally punishable by the courts.	Section 20 (1) Discrimination of persons in any form is prohibited and all persons are, under any law, guaranteed equal and effective protection against discrimination on grounds of race, colour, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth, or other status.	Section 13 (a) (a) Gender Equality To obtain gender equality for women through the full participation of women in all spheres of Malawian society on the basis of equality with men; the implementation of the principles of non-discrimination and such other measures required; and the implementation of policies to address social issues such as domestic violence, security of the person, lack of maternity benefits, economic exploitation, and rights to property. Section 20 (1) and (2) on anti-discrimination; Section 22 on marriage and family rights; Section 24 on women's rights; and Section 30 on the right to development.	Section 13 (a) (a) Gender Equality Examples: (i) Enrolment at primary school for boys and girls is now 50:50. (ii) The 50:50 programme aimed at increasing women's participation in politics and decision-making.	Section 19 (1) The dignity of all persons shall be inviolable. Section 18 Every person has the right to personal freedom.	The right to the culture of one's choice, thus Section 26 - Every person shall have the right to use the language and to participate in the cultural life of his or her choice.	Section 5 on constitutional supremacy.	Section 30 (1) All persons and peoples have a right to development and therefore to the enjoyment of economic, social, cultural, and political development, and women, children and the disabled in particular shall be given special consideration in the application of this right.

Source: Malawi Constitution (1995)



Discriminatory legislation

The SADC Protocol provides that by 2015 SADC countries shall have reviewed, amended or repealed all discriminatory laws and specifically abolish the minority status of women.

Since 2000, the Malawi Law Commission, through its various Special Law Commissions, drafted and undertook reviews of several bills that now await enactment, e.g. the Family Relations, Marriage and Divorce Bill; Land Act (Amended); Wills and Inheritance Amendment Bill; and Gender Equality Statute.

Most of these bills are still in draft or cabinet level, it is necessary to lobby with Executive and legislators to hasten the process. Currently, not much has been done regarding the tabling of bills, due to the challenges Parliament has been facing the past few years. It is only now that there has been movement in terms of the bills that were tabled. One such Bill which has just been passed into law is the Child Care, Protection and Justice (2010).

Regarding the minority status of women, Malawi recently put in place education programmes aimed at encouraging people to stop discriminating against women. At the same time, the Constitution strives to support these programmes through provisions such as section 24 (2) which states that: "Any law that discriminates against women on the basis of gender or marital status shall be invalid and legislation shall be passed to eliminate customs and practices that discriminate against women, particularly practices such as:

- (a) Sexual abuse, harassment and violence;
- (b) Discrimination in work, business and public affairs; and
- (c) Deprivation of property, including property obtained by inheritance."

Table three: Remaining discriminatory legislation

Discriminatory legislation	Action being taken	Comments
Citizen Act	No process yet	There is hope that review will take place soon.
Land Act	Under review	Most traditional leaders do not seem to agree with certain changes that the Government and the majority of Malawians want.
Wills and Inheritance Act	Reviewed in 2005	It is taking a long time for Parliament to pass the amended version.
Penal Code	Reviewed in 2003	The Parliament has not been able to approve the report.

Source: Malawi Law Commission



Access to justice

The Protocol provides for equality in accessing justice.

Table four: Access to justice

Access to justice provision	On a scale of 1-10 with 1 very low and 10 very high how would you score your country	Explanation
Equality of treatment of women in judicial and quasi-judicial proceedings	4	Malawi Const. Sect. 24 (1): "Women have the right to full and equal protection by the law, and have the right not to be discriminated against on the basis of their gender or marital status which includes the right (a) <i>to be accorded the same rights as men in civil law, including equal capacity.</i> While the Constitution provides for equality of treatment, in practice this is not so.
Equal contractual rights	6	Equal rights are there, but access is not easy.
The right to acquire and hold rights to property	5	Few women have the resources to acquire property. Secondly, tradition does not recognise women owning property i.e. land.
Encouraging women to exercise their legal capacity	4	Even though women are encouraged to exercise their legal capacity, it is still difficult for them to access affordable legal services due to lack of resources. Secondly, due to the protracted nature of the legal process, women get frustrated and end up withdrawing their cases.
Ensuring equality of women complainants in the criminal justice system	4	The justice system is usually not conducive to women, especially with GBV cases.
Equal representation in the courts, including traditional courts	4	Equal representation proves difficult given the absence of lawyers.
Accessible and affordable legal services for women	3	Those who cannot afford commercial lawyers have slim chances of getting free legal services, because there are very few lawyers in the State Advocate- Legal Aid department. This therefore limits such representation.



Marriage and family laws; widows and widowers; the girl and boy child

Protocol makes reference to the following specific legislative provisions: Marriage and family rights and the rights of widows; elderly women; the girl child; women with disabilities.

Marriage and family laws

In Malawi there are several Acts of Parliament that govern marriage and family relations; they are:

- The Malawi Constitution
- The Marriage Act cap 25:01
- African Marriage (Christian Rites) Registration cap 25:02
- Asiatic (Marriage, Divorce and Succession) cap 25:03
- The Divorce Act cap 25:04
- Married Women maintenance Act cap 25:05
- Adoption of Children Act cap 26:01
- Children and Young Person's Act cap 26:03
- Affiliation Act cap 26:02
- Maintenance Orders (enforcement) cap 26:04

- The Citizenship Act
- The Wills and Inheritance Act

The Special Law Commission on the review of family and divorce law concluded that the current status of the law is unsatisfactory as it is determined by the type of marriage and each regime of marriage has a different set of rights and obligations. The Commission recommended the consolidation of both customary and statutory marriages into a single Act of Parliament to read "Marriage, Divorce and Family Relations Act¹⁶. The bill proposes that rights and obligations of parties to a marriage remain the same regardless of how a marriage was contracted.



Photo: Gender Links

Table five: Marriage and family laws, the girl and boy child

Provision	Yes/No	Explain
Marriage		
No person under the age of 18 shall marry.	No	In Malawi, the legal marriage age is still at 15 years.
Every marriage takes place with the full consent of both parties.	No	Malawi has a system that allows young people to marry with consent from their parents. In this particular case, parents can decide who marries their daughter or son. Consent marriages for young people are very rare.
Every marriage including civil, religious, traditional, or customary is registered.	No	Most marriages in Malawi are not formally registered.
Parties have reciprocal rights and duties towards their children including when spouses separate, divorce or have marriages annulled.	No	While the law demands that, the practice is different, because most marriages are not registered, most people do not bother to divorce through the normal justice system. Some cultures also contribute to the irresponsibility of certain parents, especially of the fathers. Women have to carry the burden of caring for the children, while the husband continues to marry and father more children elsewhere.
Maintenance orders are enforced.	No	Enforcement by the justice system of maintenance of children is not effective for those that have gone through a normal court marriage annulment.
Married women and men have the right to decide whether to retain their nationality or acquire their spouses' nationality.	No	The Malawi Citizenship Act does not accord that right to women. Instead it requires a woman to either denounce her nationality after one year of marriage or choose to retain her nationality.
Widows and widowers		
Widows are not subjected to inhuman, humiliating, or degrading treatment.	No	Most widows, unlike widowers, go through humiliating and degrading treatment, especially with customs and practices like wife inheritance, widow/widower cleansing, and property grabbing.
A widow automatically becomes guardian or custodian of her children, unless otherwise determined by a court of law.	No	No, this is not automatic, especially in the patrilineal marriage setup where it is assumed that because the husband paid dowry then the children belong to the husband's family. In the matrilineal system, it is the opposite.
A widow shall have the right to live in the matrimonial house after her husband's death.	No	No, if the house was jointly owned, the wife and husband's families will decide, but if disposition of property has been administered by the Administrator General, they will use the accepted legal standards to determine her destiny.
A widow shall have access to employment and other opportunities.	Yes	Yes, this is not much of a problem.
Widows shall have the right to an equitable share in the inheritance of her husband's property.	No	The laws determine what the widow should get. However the share that is prescribed in the Wills and Inheritance Act is not equal. Hence the law is being reviewed to take care of such inconsistencies.
Widows shall have the right to remarry any person of their choice.	Yes/No	It is yes or no, because some women are forced to be inherited by their husband's family relations, while in other families the women decide their destiny.
Widows shall be protected from all forms of violence and discrimination.	No	Varies depending on situation.

Provision	Yes/No	Explain
Girl and boy child		
Eliminating all forms of discrimination against the girl child.	No	The girl, like a woman, is usually discriminated against in many ways, i.e. up to now some families would prefer to send a boy to school rather than a girl. Also, girls are being overburdened with home chores while the boy child goes out for recreational activities.
Girls have the same rights as boys and are protected from harmful cultural attitudes.	No	Girls are easy targets of harmful cultural practice i.e. the cultural practices surrounding puberty.
Girls are protected from all forms of economic exploitation, trafficking, violence and sexual abuse.	No	Girls are subjected to all forms of violence i.e. gwamula, where young men just enter girls' premises and have sex with them without their consent; incest; rape; defilement; and being employed as domestic workers.
Girl children have access to information, education, services and facilities on sexual and reproductive health and rights.	Yes	Yes, a considerable group has access, because the Ministry of Education has a class on life skills in its primary school curriculum. However, this does not cover girls who are not in school.

Governance

Articles 12-13



The SADC Protocol provides that member states should endeavour to ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.



Strategising: GL's Pat Made with Emma Kaliya at a SADC Gender Protocol meeting.
Photo: Colleen Lowe Morna

Gender and political parties

Gender is not usually a criterion for selection to political office. All the candidates are chosen on a competitive basis through primary elections. Both women and men have to register with the party they are affiliated with, and depending on their strength, the party will recommend them for the primary elections, which has a First Past The Post (FPTP) system.

Interestingly, the parties have often manipulated the Women's League, using it as a mobilising tool for party functions, while the women remain dormant and cannot challenge any decision that is agreed upon by the main body of the particular party.

Table six: Representation of women and men in key party structures

PARTY	HEAD		TREASURER		SECRETARY GENERAL		FOURTH TOP POSITION		FIFTH TOP POSITION		SIXTH TOP POSITION	
	M	F	M	F	M	F	M	F	M	F	M	F
Ruling party BDP	✓		✓		✓		✓		✓		✓	
Main opposition BNF	✓		✓		✓			✓	✓		✓	

Source: Media announcements

Table six shows that the top leadership of all the political parties in Malawi is male dominated. The DPP was the only party that supported its women candidates financially. Most of the candidates from the other parties used their own resources to campaign. However, during the 2009 Presidential and Parliamentary Elections (PPE), women were supported through the 50/50 National Programme. Funding is often a major deterrent for women. Elections nomination fees stood at MK 500,000 for Presidential and MK100,000 for Parliamentary candidates. This inhibited several potential candidates.

Table seven: Gender in political party manifestos

PARTY	QUOTA AND NATURE/NO.	WOMEN SPECIFIC PROJECTS	GENDER MAINSTREAMED IN MANIFESTOS
DPP	No	Yes	Yes
MCP	30%	Yes	Yes
AFORD	No	No	No
UDF	25%	No	Yes

Source: Party Manifestos 2009-2014

Table seven shows that the DPP and MCP mainstreamed gender in their manifestos and promised women specific projects, which AFORD did not. The Malawi Congress Party (MCP), according to its manifesto, committed itself to ensure that women hold at least 30% of decision-making positions in government (Global Database of Quotas for Women 2006). This did not translate into gains for women in the National Assembly election of 2009, for the party performed poorly and saw its representation fall from 57 seats in 2004 to 27 in 2009, and of this, only 3 seats, or 11%, were won by women.

In its party constitution, the United Democratic Front (UDF) set a quota stating that 25% of its seats should be held by women in the National Assembly. However, the party fared worse than the MCP, winning only 17 seats in 2009, compared to the 49 seats it had won in 2004, of which only 1 (5.88%) was won by a woman. On the other hand, the Democratic Progressive Party (DPP), formed in February 2005, won 113 seats in the 2009 election, of which 31, or 27.43%, were taken by women.

Gender in electoral processes

There has been heated debate, especially among CSOs and politicians, on the First Past The Post (FRPT) electoral system in use, with some arguing strongly in favour of combining FPTP and Proportional Representation (PR). The FPTP is highly competitive and has been shown globally to be hostile to women's participation.

Quotas are also hotly debated with political parties paying lip service to these (see above). There are no legislated quotas. Ironically the pre 1994, one party system of government had a legislated quota for women. This might help to explain why quotas are viewed negatively.

A lot is expected of the Malawi Electoral Commission (MEC), as an institution charged with the responsibility of managing elections at the national level, with regard to how gender equality is institutionalised within this election body. The MEC had eight commissioners, four women and four men. MEC is chaired by a female Supreme Court Justice. However, the fourth woman has been given a diplomatic post. At the management level, there is only one woman against eleven men.

During the 2009 elections, the MEC, with the help of the Development Assistance Group on Gender, worked to integrate gender concerns into the Election Voter and Civic Education Strategy. The Development Assistance Group on Gender is a grouping of the national gender machinery, NGOs (of the NGOGCN), and development partners that work on gender issues.

Voters

Table eight: Key voting data

	2004	2009
Total Number of People Who Voted	3,205,863	4,600,757.00
% of Voter Turnout	61.84	78.35
Total Number of Null & Void Votes	86,218	328,071
% of Null & Void Votes	2.69	7.13



Young and old turn out to vote.

Photo: Gender Links

The MEC conducted a massive voter registration and education exercise in 2008. This exercise aimed to produce accurate and up-to-date information on the voters' register. As such, the Electoral Institute for Southern Africa (EISA) observer mission learned that 5,930,949 citizens were registered to vote in the country's elections. It was, however, not possible to establish the number of women registered as voters.



Women campaigning for President Bingu wa Mutharika.

Photo: Courtesy BBC

The MEC objectives are:

- To increase knowledge, awareness skills and attitudes about the various electoral processes and procedures and the making of informed choices **among women and men, young women and young men.**
- To encourage public participation in the various electoral processes.
- To promote participation of vulnerable groups such as the rural masses, women, youth, disabled persons and those affected and infected by HIV/AIDS.
- To engender the right attitudes and behaviour conducive to peaceful elections and the smooth conduct of elections.
- To build confidence and trust in the electoral processes by the electorate.

The Catholic Commission for Justice and Peace has been one of the most active and effective organisations involved in voter education and election monitoring. With funding from Trócaire, it was active in 60 constituencies, monitoring polling stations and the constituency offices where the votes are collected before they are sent to the three regional vote collation centres.

Candidates

Apart from having a woman presidential candidate, Malawi witnessed the highest number of women candidates aspiring for Parliamentary positions. The number of participating women increased from 136 women contested and 27 elected in 2004 to 237 women contesting and 43 elected in 2009.

Conduct of the polls

Malawi experienced peaceful elections with no serious incidences of voter intimidation observed. The MEC set up a Media Monitoring Unit (MMU) to ensure all contesting parties had equal access to the media. The Commission had no particular policy on ensuring equal access by women and men candidates to the media, especially public media.

Election outcomes

Presidential

The presidential election race presented a few firsts for the country, with many women expressing interest in the process. Loveness Gondwe, president of the breakaway Rainbow Coalition party, stood as the only woman presidential candidate against six men. Unfortunately she did not have enough time to prepare for the elections as she announced her candidacy very late. When she made her intentions known, the other candidates had already made significant progress in their campaigns.

Table nine: Votes for presidential candidates

CANDIDATE	NATIONAL
Bingu Wa Mutharika (DPP)	2,946,103
Kamuzu Chibambo (PETRA)	35,167
Loveness Gondwe (NARC)	32,160
Stanley Masauli (RP)	33,887
Dindi Gowa Nyasulu (AFORD)	20,151
James Mbowe Nyondo	27,328
John Zenus Ungapake Tembo (MCP)	1,370,044
TOTAL	4,464,840

Table nine shows that Gondwe came in fifth, with Bingu wa Mutharika the clear winner. In a first for the county, he nominated a woman, Joyce Hilda Banda, as his running mate when he presented his papers to the electoral commission on the 6 February 2008. Banda's nomination took the country by surprise as Mutharika had been widely expected to choose former Finance Minister Goodall Gondwe. Banda is now the country's first female vice-president. Mutharika's confidence in Banda is a sign that attitudes are slowly changing. Banda was a recipient, in 1997, together with former Mozambican President Joachim Chissano, of the Africa Leadership Prize, awarded by the New York-based Hunger Project.

Table ten: Seats won by women in each political party¹

Party	Men	Women	Total seats	% seats	% men	% women
Democratic Progressive Party	82	31	113	58.9	83%	27%
Malawi Congress Party	27	5	32	16.7	84%	16%
United Democratic Front	16	1	17	14.5	94%	6%
Alliance For Democracy (AFORD)	1	0	1	8.9	100	0
Malawi Forum for Unity and Development (MAFUNDE)	1	0	1	0.5	100	0
Malawi People's Party (MPP)	1	0	1	0.5	100	0
National totals	152	40	192	100%	79%	21%

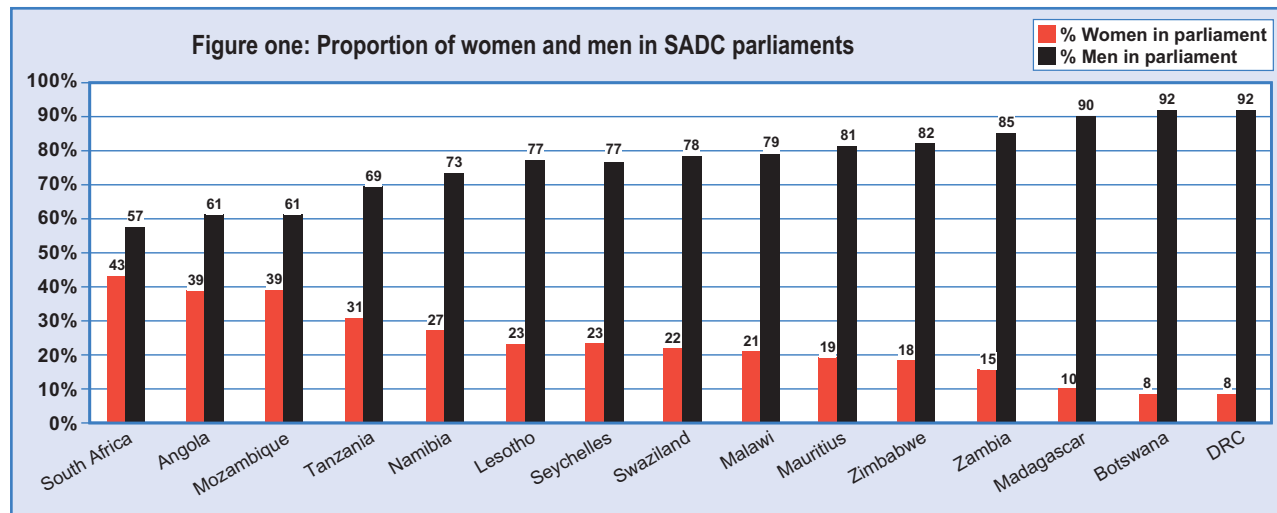
Table ten shows that the DPP (27%) had the highest proportion of successful women candidates, with 21% women winning overall.

Table 11: Women in national assembly since 1994

Year	Total seats	Women's seats	% women
2009	192	40	20.83
2004	187	27	14.44
1999	193	18	9.33
1994	177	10	5.65

Table 11 shows a fourfold rise in women's representation from a low of 5.5% in 1994. While these gains are worth celebrating, this still falls far short of the SADC target of 50% by 2015. Considering that the country has one more election (2014) before 2015, it is highly unlikely that parity will be reached unless the country's legislature devises deliberate strategies to enhance women's participation.

Figure one: Proportion of women and men in SADC parliaments



Source: Gender Links Regional Barometer Report, 2010

¹ Source <http://www.eisa.org.za/WEP/mal2009results2.htm>

Table 12: Global and regional ranking of women parliamentarians

Country	% Women in lower or single house		Global rank		SADC rank	
	2009	2010	2009	2010	2009	2010
South Africa	44.5%	44.5%	3	3	1	1
Mozambique	34.8	39.2%	15	9	3	2
Angola	37.3	38.6%	9	10	2	3
Tanzania	30.4	30.7%	23	23	4	4
Namibia	26.9 %	26.9 %	21	32	5	5
Lesotho	25	24.2%	28	40	6	6
Seychelles	23.5%	23.5	41	43	7	7
Malawi	20.5%	21.2	52	54	8	8
Mauritius	17.1 %	18.8	66	72	9	9
Zambia	16%	15.2	77	79	10	10
Zimbabwe	15.2%	15.0	78	80	11	11
Swaziland	13.8%	13.6	83	87	12	12
Botswana	11.1%	7.9	95	114	13	13
DRC	8.4%	7.7%	108	110	14	14

Source: www.ipu.org

Table 12 shows where SADC Countries rank globally and relative to each other against the 180 countries cited on the website of the Inter Parliamentary Union. At position three (after Uganda and Sweden) South Africa does the region proud. Malawi is at position 54, with Botswana being the SADC region's lowest at position 114. Madagascar is not ranked due to current political uncertainties. Malawi ranks eighth in the SADC region.

Cabinet

Table 13: Women and men in cabinet

Grade	No. of women	No. of men	Total	% women	% men
Ministers	5 + 1(VP)	16	24	25%	75%
Deputy ministers	5	17	22	23%	77%

Source: Ministry of Gender Library 2009

Cabinet is the one area in which changes can be made rapidly, since these posts are by appointment of the president. With 25% women ministers and 23% deputy ministers, Malawi needs to do much better if it is to achieve the SADC target of 50% by 2015.

Table 14 shows that overall women constitute only 28% of senior and top managers in the public service; 11% of the permanent secretaries and 17% of senior managers.

Table 14: Women and men in the public service

Grade	No. of women	No. of men	Total	% women	% men
Permanent secretaries/DG	5	40	45	11%	89%
Senior managers	58	276	329	17%	83%
Total	63	316	379	28%	72%

Source: Ministry of Gender Library 2009



Joyce Banda.

Photo: Claire Ngozo, IPS



Participation

The Protocol provides that state parties shall ensure the equal participation of women and men in decision-making by putting in place policies, strategies and programmes covering the various aspects in the table below:

Table 15: Enhancing participation of women in public life

Measure of participation	On a scale of 1-10 with 1 very low and 10 very high how would you score your country	Explanation
Leadership, gender sensitivity training or mentorship	3	Not much has happened in this area, except with the Gender Focal Point Persons of the CSOs member to NGO GCN and a few others who have been attending workshops on gender but that do not specifically address leadership.
Support structures for women in decision-making	5	There is some effort around this, especially with the 50:50 National Programme.
Establishment and strengthening of structures to enhance gender mainstreaming	7	The National Gender Programme that spells out how to enhance gender mainstreaming.
Changing discriminatory attitudes and norms of structures and procedures	8	Currently Malawi has a lot of programmes focused on this.
Inclusion of men in gender related activities including community mobilisation	7	Yes, through HIV and AIDS programmes, the Men for Gender Equality Now (MEGEN), and the men to men initiatives on reproductive health matters.

Education and training

Article 14



Enrolment and retention

The Protocol provides that state parties shall enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education.

The Malawian Constitution provides under section 13 (f) that the State shall take steps to provide adequate resources to the education sector and devise programmes to make primary education compulsory and free to all citizens. To this end Government in 1994 abolished fees and school uniform costs as a strategy to achieve universal primary education. Instructional materials are provided for free.

Primary education

Malawi introduced free primary education in 2000. However, this does not cover secondary and tertiary education, and at the same time, the policy does not make education compulsory. While a few needy students can access bursaries for secondary school, most students cannot afford the fees. Fees are mandatory in order to access education at the higher levels.

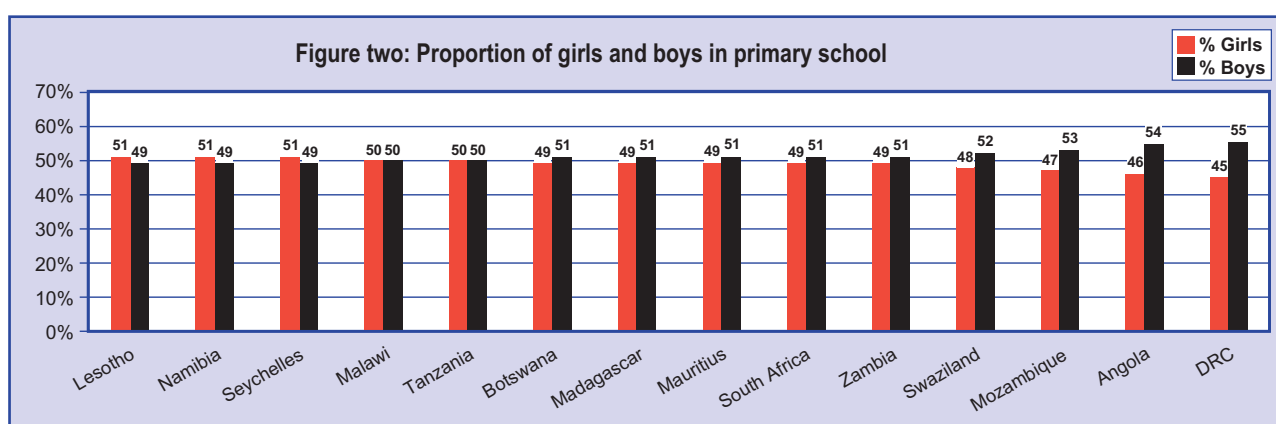
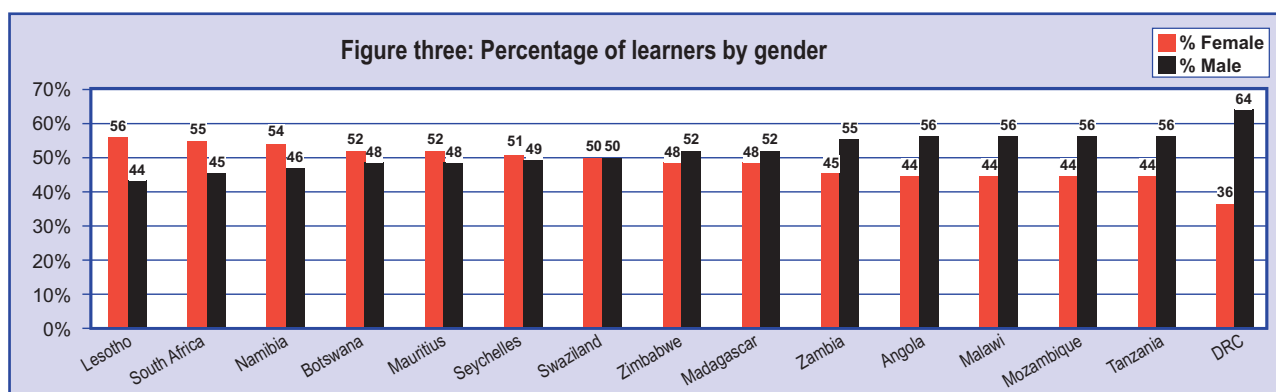


Figure two shows that gender parity in primary schools has been achieved in most but not all SADC countries where there are now a roughly equal number of boys and girls at primary schools. The widest gaps are in Angola and DRC, where girl learners still comprise 46% and 45% respectively of primary school-goers in classrooms.

Secondary education



While boys (56%) outnumber girls (44%) in Malawi secondary schools, SADC countries differ from their counterparts in the rest of Africa in that the gender gap at secondary school level is rapidly narrowing. Indeed, Lesotho has a con-

siderably higher proportion of girls than boys in secondary school (56%) as a result of boys herding cattle. South Africa, Namibia, Botswana, Seychelles and Swaziland have slightly more girls than boys, which is consistent with demographics.

Table 16: Drop out rates by standard and sex in 2008

Type of data	Std 1	Std 2	Std 3	Std 4	Std 5	Std 6	Std 7	Std 8
Male %	10.88	2.21	8.06	6.01	9.37	7.38	4.11	5.23
Female %	13.2	0.32	8.33	6.59	10.36	11.16	13.21	20.37
Total %	12.06	1.28	8.19	6.3	10.17	9.26	8.49	11.59

Source: Education Management Systems (EMIS) 2008/9

While the education policy stipulates positive measures regarding access and retention, the system has been challenged by the need to

control the dropout rate of girls which is a result of many social factors. In standard 8, the drop out rate for girls is 20.4% compare to 5.23% for boys. The high dropout rate prompted the Ministry of Education and other stakeholders to come up with a re-admission policy for both girls and boys. This policy has greatly helped to bring the girls back to school. In the old days, if a girl became pregnant as a student, she would not be allowed to go back to school. This strict rule prevented a lot of girls who wanted to continue with their education after delivery.

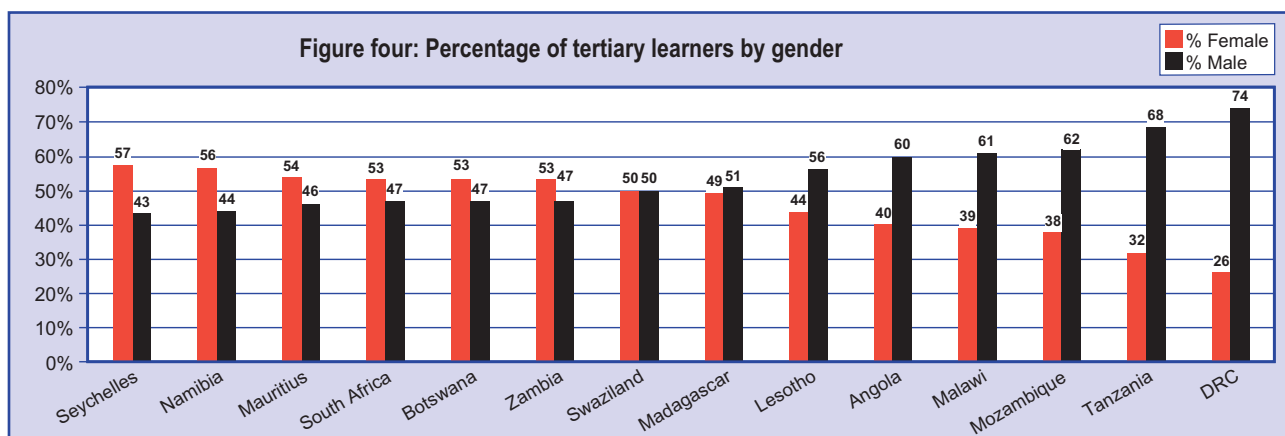


Education of the girl child is key to unlocking economic opportunities.

Photo: Frank Windeck

Tertiary education

Malawi has an education policy that provides for appropriate action to increase the proportion of female students in tertiary education to 50% by 2012. For secondary school education, the policy states that "appropriate **affirmative action** measures shall be taken to increase the number of girls gaining access to and completing secondary education from 39% in 1998 to 50% by 2012."



There are higher proportions of women at tertiary education in five SADC countries. In almost half of SADC, tertiary institutions have equal numbers or more women, than men. Seychelles, Namibia, Mauritius, South Africa and Botswana have higher proportions of women than men at tertiary level. However, the large gender gaps and low percentage of women comprising those attending in tertiary institutions in DRC (26%), Tanzania (32%), Mozambique (38%), Malawi (38%), and Angola (40%) show there are still worrisome trends in the region. This is especially important

given that university education is the likely path to leadership positions, whether in business, governance, media or any other sector.

Within the University of Malawi and its constituent colleges, loans are provided for needy students. However, students pay for parallel programmes in the same universities as well as for private universities and vocational training institutions. This, therefore, does not give a comparative advantage to students who come from poor families.

Literacy

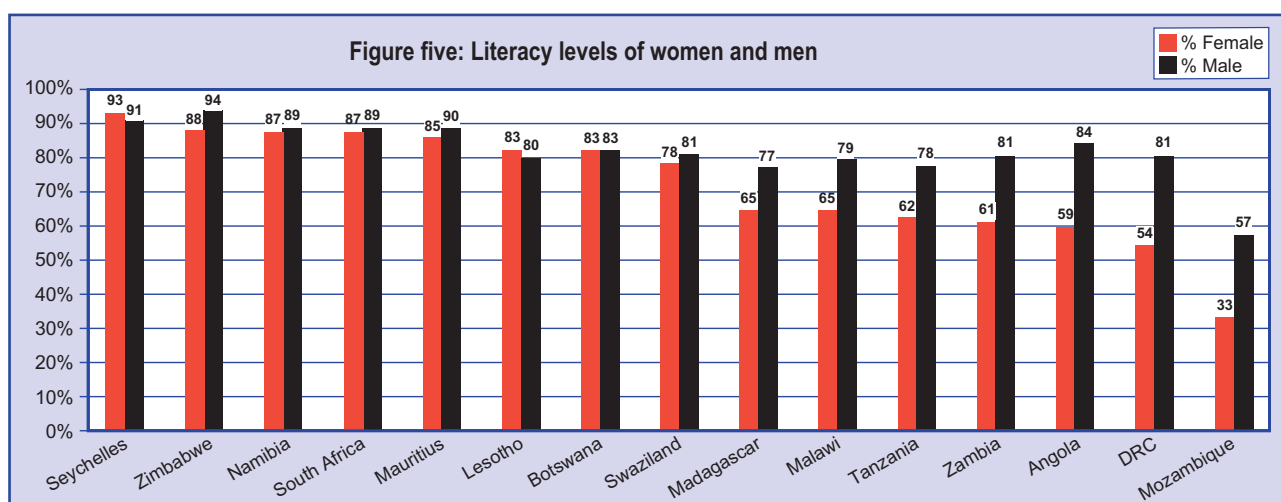
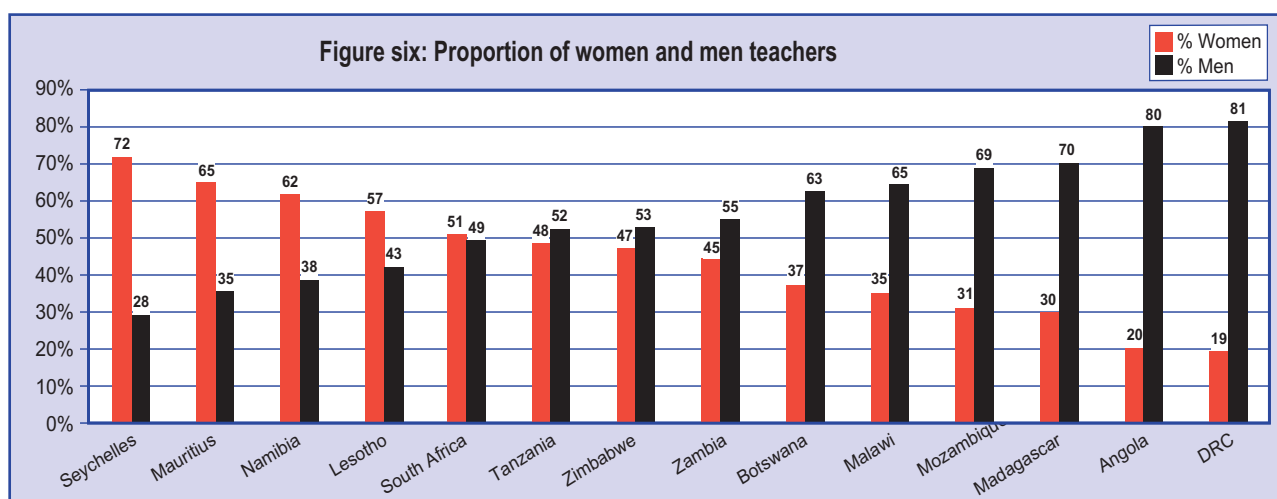


Figure five shows lower literacy levels for women in all SADC countries (including Malawi; 65% for women and 79% for men) except Seychelles. Although not specifically referred to in the Protocol, basic literacy is a core issue. With the exception of Seychelles, women in Southern Africa have lower literacy levels than men. In some cases, the gap is very worrying, for example in

Mozambique, only 33% of women are literate compared to 57% of men. Likewise, DRC, Angola, Zambia, Tanzania, Malawi, and Madagascar all have significant gender literacy gaps. The chart below reflects literacy rates in SADC countries, organised in descending order of literacy rates for women. Botswana scores average, but the literacy rate for women is 3% lower than for men.



While data on school principals is incomplete, that on the proportion of male and female teachers is comprehensive. Figure six shows huge variations in the proportion of women and men teachers in the various countries. Seychelles, Mauritius, Namibia and Lesotho all have substantially more women than men in the teaching service. In South Africa, Tanzania and Zambia the proportion of women and men is close to parity. There are substantially more men than women in the teaching services of Botswana, Malawi (65% men; 35% women) Madagascar, Angola and the DRC (19% women compared to 81% men).



Performance of girls in schools is affected by household chores than boys.
Photo: Trevor Davies

Performance in Malawi

With all the socio-cultural factors that have for a long time prevented girls from having adequate time for their education, it is very common to see boys performing better than girls. However, there are exceptional girls who perform better than boys. As indicated earlier, this does not mean that girls are less intelligent; it is rather they spend more time doing household chores than boys when they are supposed to be working on their studies. The cultural values held by parents, where boys are more favoured to go to school than girls, and the lack of a conducive learning environment, e.g. harassment, seem to contribute greatly to girls' poor academic performance.

Table 17 shows a pass rate among boys in Malawi of 75% yet among girls of only 63%. In order to deal with such problems, the Ministry of Education and other stakeholders like CSOs have come up with programmes aimed at creating awareness about the education of the girl child,

e.g. special awards for girls, role modelling by female teachers, grants to support orphans, and grants specifically for girls so that they are motivated to stay in school.

Mothers groups have also been established to attend to girls' issues. These groups are bodies of 10 mothers, chiefs, and members of school committees, which are set up within the school community to, among other things, monitor girls' enrolment, attendance, and retention. The Ministry of Education has since adopted the mothers' group program and plans to facilitate the establishment of mothers groups in all primary schools by 2017/18.

Table 17: Pass rates		
	% boys/men	% girls/women
Primary	75	63
Secondary	36.96	26.67
University	Not available	-
Vocational	Not available	-

Source: EMIS 2008/9



Challenging stereotypes

The Protocol requires that by 2015 state parties adopt and implement gender-sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence.

Generally, school administration has not been engendered; this therefore makes the whole movement for gender equality a bit complex. It is difficult to easily change certain things pertaining to the equal status of women and men in the education sector when its structures remain untransformed. While this is the situation, both boys and girls are at liberty to make choices about which subjects they want to take, unlike in the past when certain subjects were imposed on girls, i.e. home economics.

Although the education policy does not challenge gender stereotypes, the policy is notably gender sensitive. It needs, however, to be clearer, including on affirmative efforts to increase female intake at all education levels, empower female teachers in school administration structures, and address issues of GBV in schools.

The Malawi Institute of Education has made some efforts to engender the curriculum by introducing at basic education level a subject called social studies. This subject teaches life skills and the basics of gender as one way of mainstreaming gender within the education curriculum; this will result in empowerment of the girl child.

Box two: Example of gender stereotypes in educational materials

Most of the textbooks that reinforced gender stereotypes are no longer in circulation, i.e. there was a primary school textbook that depicted a girl child named "Tsala," which in our local language, means remain behind, while the boy child was named "Timve," meaning listen. This kind of naming was very retrogressive to the gender equality movement. Fortunately these books were considered to be gender insensitive, and they are no longer used in the education system.



Gender violence in schools

As has been the case with other sectors of society, schools have not been spared from GBV. Most students, especially the girl child, have described schools as being unsafe, which was confirmed by the Safe Schools Project that was implemented in the districts of Machinga, Zomba, and Balaka. The conclusion of the project report alluded to the fact that even the headmaster's office was not safe; this was based on the words of the school children who benefited from the project.

While the education policy has no provision which explicitly mentions eliminating GBV in schools, it does make an effort to make schools safe for the girl child. Other programmes that are also in place to ensure the safety of the girl child in schools include the Child Friendly School Program, the Safe Schools Project, and many more.

Studies conducted by FAWEMA and CRECCOM revealed that the girl child is more vulnerable

than the boy child, because girls are usually, among other things, subjected to harassment by boys and abused by teachers. This happens even though the Ministry of Education has put in place clear rules at the Ministry level, such as the Code of Conduct for teachers. At the state level, the courts use the Penal Code to prosecute perpetrators of violence. As for the Ministry of Education, teachers or students engaging in such misconduct are, depending on the gravity of the case, suspended, expelled, interdicted, or dismissed altogether. At the state level, such teachers and students can be arrested so that they face the law. However, there have

been cases that have not been handled in the way they should be, and instead, certain culprits have just been transferred from one school to another, creating fear that the system is only transferring a problem from one school to another.

There is a strong public view that the teachers' adherence to the Code of Conduct needs to be reinforced. To help ensure that teachers adhere to ethical standards, the linkages and coordination among school administration, school related community structures, and other initiatives need to be strengthened.

Productive resources and employment, economic empowerment

Articles 15-19



Women and men in economic decision-making

The Protocol provides that state parties shall, by 2015, ensure equal participation by women and men in policy formulation and implementation of economic policies.



Business as usual at the market: women traders.

Photo: Frank Windeck

Over time women's unemployment has remained higher than men and women dominate the informal sector, which is unstable and limits their chances of economic empowerment. Women are

overburdened due to their multiple roles and most of their work is undervalued as well as unpaid. This lessens their opportunities to engage in productive activities.

Table 18: Women and men in economic decision-making

	Name	MALE	FEMALE
Minister of Finance	Hon. Ken Kandodo	✓	
Deputy Minister of Finance	Hon. Frazer Nihoriya		
Permanent Secretary/DG	Mr. Joseph Mwanamveka	✓	
Minister of Economic Planning	Hon. Abbie Shaba	✓	
Deputy Minister of Economic Planning	Hon. Daniel Liwimbi	✓	
Permanent Secretary/DG	Dr. Ted Sitimawina	✓	
Minister of Trade and Industry	Hon. Eunice Kazembe		✓
Deputy Minister of Trade and Industry	Hon. Steven Kamwendo	✓	
Permanent Secretary/DG	Mr. Nuwby Kumwembe	✓	
Governor of the Central or Reserve Bank	Dr. Perks Ligoya	✓	
Deputy Governor of the Reserve Bank	Mrs. Mary Nkosi		✓
Other key persons relevant to economic decision-making in Malawi	The President, the Cabinet, development partners (donors), and Banks	✓ (90%)	
TOTAL	12	10	2
PERCENTAGE	100%	83%	17%

Source: Interviews with relevant institutions

Table 18 shows that women constitute only 17% of economic decision-makers far from the 50% target by 2015, and the provisions for gender equality in the National Gender Policy and the Malawi Growth and Development Strategy (MGDS). Sub Theme Three of the MGDS is Gender under Social Development, the overall priority goal of which is to mainstream gender in the national development process in order to enhance

the participation of women, men, girls, and boys for sustainable and equitable development. Key strategies include undertaking affirmative measures to include women in decision-making positions and advocating for gender equality. Additionally, under Sub Theme 5, Economic Empowerment, the MGDS mentions facilitating the participation of women in economic growth activities.

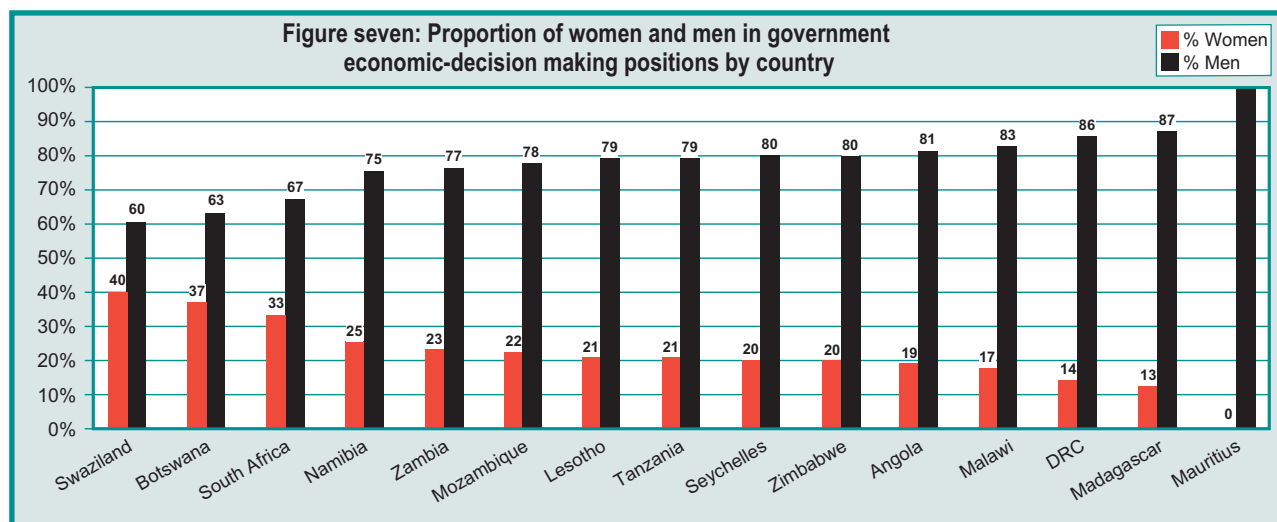
Figure seven: Proportion of women and men in government economic-decision making positions by country

Figure seven shows that regionally Swaziland (40%) and Botswana (37%) have the highest proportion of women in decision-making. They are faring better than most, but still fall far short of gender parity. The rest of the region has a gross under representation of women in

economic decision-making, with Malawi fourth from last. Mauritius has no women at all in these positions.

Private sector and parastatal leadership
While it has proved difficult to get information

about the private sector from official sources, there seems to be considerable involvement of women in this sector, unlike in the mainstream government system. Media reports have established that some women hold high positions in the private sector, i.e. the Chief Executives of Sunbird Hotels and Toyota Malawi, women bank managers, and supervisors. This illustrates that there could be more women in this sector who are part of economic decision-making processes.

While the country uses the National Gender Policy as its blueprint for gender equality matters, certain companies have their own workplace policies that are subsidiary to the national policy. A good example is that of BP which has a requirement of 40% for the number of women in decision making positions. While this may be a global policy for BP, the company is applying it very well at the national level. The Malawi Police Service has also used the national policy very well with regards to putting women in all their decision-making structures.



Gender budgeting

The Protocol provides that State Parties shall ensure gender responsive budgeting at the micro and macro levels including tracking; monitoring and evaluation.

Gender budgeting is needed for sustainable development and as a means of achieving the MDGs and SADC Protocol targets, but it remains the most difficult to fulfil as it depends on the political will of state parties.

Malawi, through a Government Assistance Project that was being financed by CIDA, initiated GRB in 2003. Following an exchange with the Tanzania Gender Network Programme (TGNP), sector budget officers, Permanent Secretaries, and some CSOs undertook GRB training. However, in 2006, the process stalled as there was no political commitment from the relevant line ministries that are charged with the responsibility of the national planning and budget processes.



Government needs to put its money where its mouth is.

Photo: Frank Windeck

The slowing down of the process has created an information gap among Malawians who think that GRB is about putting in place a separate gender budget. To respond to this challenge, a new initiative is in the making where CSOs and some development partners, in consultation with the National Gender Machinery, are picking up from where the process stopped and move on with it.



Time use

The Protocol provides that by 2025, state parties shall conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.

Although time use studies may determine what programmes should be put in place for women, Malawi has not been able to do such studies with the exception of the one that has just been done in 2010, the Gender and Development Index (GDI). It reveals that women spend more time in domestic care and volunteer activities in comparison to men who spend more time at "market." The GDI is not explicit enough in detailing justifications for the greater number of hours that women spend on the triple roles.

It is therefore necessary at this point for the National Gender Machinery, with other stakeholders, to dedicate more time to undertake such studies in a systematic way.

The Government has progressed in establishing policies that help to reduce the amount of time women spend in various fields of work, including labour/energy saving technologies in the agriculture and energy sectors.



Economic empowerment

The Protocol provides that state parties shall, by 2015, adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors; Review national trade and entrepreneurship policies, to make them gender responsive; Introduce affirmative action measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.



Market traders viewing a picture taken of themselves at work.
Photo: Gender Links

Trade and entrepreneurship

The MGDS mentions facilitating the participation of women in economic growth activities under Sub Theme 5 - Economic Empowerment. However, the support for women is still minimal. The reviews done at the national, regional, and international levels, beginning in 2002 initiated by the World Trade Organization (WTO) through its Trade Policy Review Body, acknowledge the need to consider women entrepreneurs who are not fully supported. Furthermore the Microfinance Policy and its Action Plan of 2002 acknowledge the need to support women through sustainable microfinance services. Some of the recommendations that came out of the reviews included, among others, the need to accord women support in their entrepreneurial endeavours; foster information sharing among business women; and provide non-discriminatory conditions for financial loans.

Although reviews have taken place, they have not been highly popularised. Also there is need to conduct further reviews in order to take note of the gender dimensions.

Informal trade

Studies on informal trade have been undertaken. Some of the issues that came out of the surveys reveal that women still lag behind in the informal trade sector, i.e. many women do not know much about the markets that are available for their products but continue to do cross border trade, especially in the SADC region. At the national level, there is a trade policy that has a provision on informal trade which recognises women's participation in such trade including cross border trade. These women are usually involved in small scale business enterprises, and a few women own big businesses.

The Ministry of Industry and Trade in coordination with UNDP and World Bank will be conducting a Malawi Small and Medium Enterprises (MSMEs) survey this year to collect gender disaggregated data on informal trade as they seek to establish the current status and capacity building needs of women entrepreneurs.

Source: [http://tortora.wordpress.com/2010/02/08/%E2%80%9Cwhywomen-remain-trapped-in-informal-trade%E2%80%9D/\(February 2010\);http://publications.ossrea.net/index.php?option=com_content&view=article&id=4](http://tortora.wordpress.com/2010/02/08/%E2%80%9Cwhywomen-remain-trapped-in-informal-trade%E2%80%9D/(February%2010);http://publications.ossrea.net/index.php?option=com_content&view=article&id=4)

Procurement

As is the case with the Constitution of Malawi, the Public Procurement Law accords the same rights for women and men in procurement processes, but the actual practice is very different. The processes are too cumbersome, that result

in a lot of frustration. Most people, especially women, give up easily as it requires a lot of time to make follow-ups.

Due to the challenges that women face, NGOs are trying to push for changes in the economic sector as far as economic empowerment for

women is concerned. The National Association for Business Women (NABW), a member of the Agriculture and Economic Empowerment Permanent Committee of the NGOGCN, is very much involved in striving for changes in policies so that they are more gender sensitive in relation to economic dimensions.



Property and resources

The SADC Protocol provides that by 2015 state parties shall review all policies and laws that determine access to, control of, and benefit from, productive resources by women.

The Government of Malawi liberalised its economy in order to open up to more investors. As a result, there has been a proliferation of microfinance institutions that assist small scale business entrepreneurs. This was a deliberate government effort to support and empower women in their entrepreneurial endeavours.

While the coming in of microfinance institutions is appreciated, some of them tend to enslave women due to their stringent loan repayment procedures. Women are required to repay their loans on a weekly basis. Instead of empowering women, such procedures end up disempowering them, because women end up all over the place in a bind in trying to repay the loans. These procedures have also contributed to increased levels of child labour, because mothers prefer to

send their children to sell products so that they can repay their loans on time. Furthermore, there is also gender based discrimination that is perpetrated by cultural instincts and inconsiderate conditions set by financial institutions which ask for collateral, which women many times do not have, to guarantee their loan. There is also inadequate information about how women can access these loans and about the repayment procedures. All this puts women in a helpless situation.

To respond to such desperation of the women, NGOs like the NABW are participating in a review of the Micro Finance Policy so that women can enjoy a better deal.



How much land can she hope to own?

Photo: Gender Links

Gender and land ownership

Statistics indicate that 53.3% of women farmers have indirect access to land in Malawi. (Baseline survey: Women's Land Rights in Southern Africa - Consolidated baseline findings from Malawi, Mozambique, South Africa, Zambia and Zimbabwe by NIZA/ActionAid Malawi)

The Land Policy does include gender provisions on the issues of ownership and access. The Policy would be more supportive of women if such provisions are included in the Amended Land Act that is currently under review. The Policy seeks to eliminate the inequities often associated with property inheritance and to confer equal rights to men and women by promoting, as a policy priority, the registration of individual and family title to customary land.

One of the objectives of the Policy is to **“promote tenure reforms that guarantee security and instil confidence and fairness in all land transactions.”** It does so by guaranteeing all Malawian citizens secure tenure and equitable access to land without any gender

bias and/or discrimination, which is guaranteed under Article 28 of the Constitution. The policy further provides under **4.11.1** that **“Any citizen or group of citizens of Malawi can access land in any part of Malawi provided that land is available for disposal in that part of the country where access is being sought.”**

With the Constitutional provisions highlighted above, relevant Government departments are obligated to make available agricultural inputs, financial support for farmers, and extension services to women farmers so that women can produce food. This is further supported by the National Irrigation Policy (2000) which encourages women's participation in irrigation agriculture through the development of women's organisations in rural areas in collaboration with concerned ministries and NGOs. The National Food Security Policy as well commits to devoting resources towards improving women's social status relative to that of men in all aspects of food security.

Source: Constitution of the Republic of Malawi, the National Land Policy, the Agricultural Policy Analysis report by NGOGCN (2010)



Employment

The Protocol provides that by 2015, state parties shall review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy. It also provides for equal pay for equal work; eradication of occupational segregation; maternity and paternity benefits.

Generally, there are many more women in the informal employment sector relative to the formal sector. For example, there are many more women in factory work, such as in the textile industry, in comparison to the number in white collar jobs. Furthermore, gender gaps come into play with recruitment, promotion, working conditions, and workplace dynamics such as harassment. Women are victimised and suppressed more than men. In order to respond to such gender gaps, there are several initiatives that have been put in place by NGOs, including among others, lobbying institutions to have workplace gender policies, general awareness, and women empowerment programmes.

Source: NGOGCN - Workplace survey (2005)

Employment levels of women and men across key occupations

Disaggregated data in this sector is not available; however the common trends are that women dominate in nursing, teaching (primary and secondary), and administrative jobs, while men are employed in engineering, architecture, geological/land surveying, and economics. It is easy to conclude that women are usually concentrated in traditional low paying jobs, and very few are in non-traditional ones.

The Government and gender NGOs have programmes that seek to encourage women entrepreneurship; the training of female doctors and lawyers; and the lobbying of policy makers to influence gender responsiveness in employment related policies and undertakings.

Table 19: Conditions of employment

Provision	Yes/No	Provisions
Maternity leave	Yes	3 months (Employment Act and Malawi Public Service Regulations - MPSR)
Paternity leave	No	
Sexual harassment	Yes	Penal Code and MSRP
Night work	Yes	
Same retirement age and benefits for women and men	Yes	55 yrs

Source: Malawi Public Service Regulations/Penal Code

Figure 19 shows that Malawian labour law caters for maternity leave, night work and same age of retirement, but that there is no paternity leave.

Skills development policies and programmes Malawi, through the Technical and Entrepreneurs and Vocational Education and Training Association (TEVETA); the Department of Human Resource and Management Development; and teacher/nursing training colleges, provide Malawians with different skills in relevant fields. Furthermore, skills development is also taken care of in other policies, such as the education policy which addresses skills development for teachers.

Most skills development is provided by the public sector. However, the private sector through the Christian Health Association of Malawi (CHAM) does contribute greatly to the development of human resources in different sectors of society, including in the health, education, agriculture, and many more. The research was not able to establish information from other sectors with the exception of the policy of the Ministry of Education which mentions ensuring gender parity in selecting those who undergo skills development.

While some policies may not be explicit, there is a general understanding based on the Republican Constitution that there is no basis for denying women the benefit of skills development. For this reason, women have benefited from such skills development opportunities as they are considered less privileged and thereby accorded the opportunity. The support that women get through the skills development programmes helps them to access the required training and to become empowered.

Financial Institutions

Malawi, as a liberalised economy, has in recent years witnessed a mushrooming of financial institutions that are responsive to entrepreneurs, but as already mentioned in the sections above, most of these institutions require collateral for larger loans either in the form of group management of loans or actual property. As such, only a few women benefit from the responsiveness of the financial institutions as women, with the exception of advanced women business owners, tend to fail to satisfy the loan procedures. Most of these procedures are not conducive for small scale women entrepreneurs but rather subject the women to greater poverty.

The Malawi Government and CSOs have recently also introduced other institutions that provide financial services to MSMEs, including the Malawi Rural Development Fund (MARDEF), Youth Development Fund (YEDEF), One Village One Product (OVOP), Malawi Rural Finance Company



Small businesses benefit from finance.

Photo: Frank Windeck

(MRFC), and the National Association of Business Women (NABW). Generally, with these monetary/financial services, women either in groups or as individuals get loans to start small scale businesses. They are also provided with some capacity building, such as training in

financial management, so they can manage their businesses. While there is some political will to provide affordable financial services, for most MSMEs, the challenge is that obtaining the services is very competitive, so most women wait a long time or do not get the support at all.

Gender-based violence

Articles 20-25



Extent of gender-based violence

The Protocol aims to reduce current levels of gender-based violence by half by 2015.

While Malawi has succeeded in lobbying for the adoption of integrated approaches to reduce the level of GBV with many stakeholders, including community action groups, working tirelessly toward this goal; the main challenge is the unavailability of data around GBV.



Response and support

The SADC Protocol provides that by 2015 state parties shall: Enact and enforce legislation prohibiting all forms of gender-based violence; Ensure that laws on gender-based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault; Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence; Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society; Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.



Men's groups in Malawi are speaking out on gender violence.

Photo: Gender Links

Table 20: GBV response and support

Provisions	What is in place?	What needs to be put in place
Laws/policies		
<ul style="list-style-type: none"> Legislation prohibiting all forms of GBV. 	PVDA/Penal Code.	Approval of the Penal Code review report by Parliament, and enforcement of the existing laws.
<ul style="list-style-type: none"> Ensuring that all perpetrators of GBV are brought to book. 	That is the ideal situation, but the practice is different.	Communities should report all GBV cases to the relevant authorities, and enforcement mechanisms should be strengthened.
<ul style="list-style-type: none"> Comprehensive testing, treatment and care of survivors of sexual offences - emergency contraception. 	If cases are properly reported, such services are provided.	Rural health facilities and Police Victim Support Units (VSUs) should be empowered to administer such treatment.
<ul style="list-style-type: none"> Access to Post-Exposure Prophylaxis for survivors of GBV. 	Survivors have such access as long as they go through the health facilities.	Rural health facilities and VSUs do not keep or administer PEP. PEP also should be administered at the community level.
<ul style="list-style-type: none"> Prevention of sexually transmitted infections. 	Nothing is in place, except for the use of condoms.	At times, it is difficult to prevent the transmission of STIs in cases where someone has been raped or defiled.
<ul style="list-style-type: none"> Social and psychological rehabilitation of perpetrators of gender based violence. 	Malawi lacks such facilities.	Malawi has very few professionals in this area. It is necessary to train more people.
<ul style="list-style-type: none"> Review of criminal laws and procedures on sexual offences and GBV to eliminate gender bias and ensure that justice and fairness are accorded to the survivor. 	Some reviews have taken place, but most of the reviewed laws have not been approved by Parliament.	Parliament should speed up the process of passing the reviewed laws as they are very critical to alleviating the suffering of women.
Human trafficking		
<ul style="list-style-type: none"> Specific legislation to prevent human trafficking. 	Such a bill has been developed.	The expectation is that the process of passing bills in Parliament will move faster and that the law will be passed soon.
<ul style="list-style-type: none"> Mechanisms to eradicate national, regional and international networks. 	These mechanisms are not clear or efficient.	Governments need to deal exactly with the syndicates that benefit from this trade to curb the escalation of human trafficking.
<ul style="list-style-type: none"> Harmonised data collection on trafficking. 	There is no harmonised data collection.	There is need by the institutions that deal with issues of human trafficking to conduct systematic data capturing.
<ul style="list-style-type: none"> Capacity building, awareness raising and sensitisation campaigns on trafficking. 	Awareness raising is happening but at a minimal scale.	There is need to put in place a proper programme for educating communities on the dangers of human trafficking.
Sexual harassment		
<ul style="list-style-type: none"> Adopt laws, policies, and programmes that define and prohibit sexual harassment. 	The Constitution is clear on this, but people continue the practice and it becomes difficult to justify such offences in court.	Until most people accept and understand that sexual harassment is a crime, it will be difficult to deal with because it happens in secrecy. Women should open up and report incidences of sexual harassment.
<ul style="list-style-type: none"> Gender balance in bodies adjudicating sexual harassment cases. 	There are a lot of female magistrates; however, they can only adjudicate such cases if they are reported.	Women should be encouraged to report sexual harassment cases.
Support services		
<ul style="list-style-type: none"> Cases on GBV to be heard in a gender sensitive environment. 	This is not usually the case unless individuals who know about this demanded it.	Court staff should be in a position to inform people about such provisions and not leave people to guess about them.
<ul style="list-style-type: none"> Special counselling services. 	Yes, there are such services in VSUs.	There is need to increase the number of VSUs that have professional staff who have been trained on the issue of GBV.
<ul style="list-style-type: none"> Dedicated and sensitive services provided by police units, health, and social welfare. 	Yes, they are provided by the Police and social welfare.	The people available are failing to cope with the situation and in the process frustrate those who come to seek services. It is therefore necessary for government to increase staffing levels as well as the provision of other resources i.e. financial.

Provisions	What is in place?	What needs to be put in place
<ul style="list-style-type: none"> • Accessible information on services available to survivors of gender based violence. 	Its accessible, but some people do not know about the services.	There needs to be wide dissemination of information about the available services and an increase in the accessibility of the services, i.e. they need to be located closer to the communities.
<ul style="list-style-type: none"> • Accessible, affordable and specialised legal services, including legal aid, to survivors of gender based violence. 	Such services are accessible to some extent, but they are not affordable.	The government should increase the enrolment of law students at the University so that there are more lawyers to work at the Legal Aid Department.
<ul style="list-style-type: none"> • Specialised facilities, including support mechanisms, for survivors of GBV. 	There are a few specialised facilities at the national level.	More resources need to be provided to Police VSUs so that they can have such facilities, and at the same time more resources should be invested in establishing temporary shelter for survivors of GBV.
<ul style="list-style-type: none"> • Rehabilitation and reintegration facilities for survivors of GBV. 	No	This is another area that needs resources.
Training of service providers		
<ul style="list-style-type: none"> • Gender sensitisation training for all service providers engaged in the administration of justice, such as judicial officers, prosecutors, police, prison, welfare and health officials. 	Yes	The training needs to be intensified so that all relevant officials are trained on gender issues.
<ul style="list-style-type: none"> • Community sensitisation programmes for survivors of gender based violence. 	Yes	It is necessary to reach out to all sectors of society, especially those in the rural areas.
<ul style="list-style-type: none"> • Formal training programmes for service providers 	Yes	While formal training programmes are being held, there is still need to continue training more people so that the services have enough people to respond to the demand created by the community sensitisation meetings.

Source: Interviewees



Prevention

The Protocol provides for measures, including legislation to discourage traditional and cultural practices that exacerbate GBV and to mount public campaigns against these.

The Malawi Constitution Sect 24 (2) invalidates any customary practices that discriminate against women; however, the country still has some subsidiary laws, e.g. the Wills and Inheritance Act that has elements of discrimination against women. This prompted the Malawi Law Commission to review the Act in 2005. If the revised Act is approved, it will greatly improve the status of widows and of children who have lost their parents.

Regardless of the discriminatory laws that still exist, the debate on GBV, especially at political level continues, starting with the State President Dr. Bingu wa Mutharika himself, who has openly condemned acts of GBV at many public functions i.e. during the Mothers/Rural Women's Day, the Commemoration of the Day of the African Child,



Republic Celebrations, and other church functions. He has vowed to punish any perpetrator of such acts.

To realise the vision of halving the level of GBV by 2015, four of the party manifestos that this research reviewed have gender equality embedded in them as a cross-cutting issue. Although society views this as one way of paying lip service to gender issues, some view it as an opportunity for advocacy. This advocacy is supported by the media which has been instrumental in flagging and reporting GBV incidences. They have even gone out of their way to do some investigative reporting on such matters. The media has further helped the gender sector by providing information regarding some incidences of GBV that is happening in extremely rural areas. However, the only gap with the media is that, at times, their reports lack analysis of the issue at hand, as well as its failure to follow up on how cases have been concluded.

The media has also been critical in conducting snap surveys to judge public opinion regarding the escalation of GBV cases. Most of the people interviewed view GBV as devilish and believe that perpetrators do not deserve any mercy. People have appealed to the courts for stiffer punishments to perpetrators of GBV.

As the media continues to play a role in flagging of GBV incidences, the Government through its structures has moved to introduce different

awareness programmes, i.e. Violence against Girls in Schools; safe schools programmes; community mobilisation on the twin pandemic of HIV/AIDS (Advocacy for Social Justice); Women's Forum; Reflect; and several other CSO interventions.

The Government and CSOs have further embraced the 16 Days campaign as one avenue for advocating for a violence free society. The country has seen a considerable impact from the 16 days campaign; it has contributed greatly to the increase in reporting by GBV victims and survivors in most communities.

Most of the people who participated in the research for this report were very happy with the idea of the 16 Days campaign, because it captured a lot of attention from the society at large. However, there has been no deliberate effort, however, to extend the 16 days to 365 days, even though CSOs and the National Gender Machinery have implemented GBV activities throughout the year that are not necessarily attached to the 365 Days Campaign.

Another area that is interesting to showcase is the involvement of men in the fight against GBV. Through Men for Gender Equality Now (MEGEN), Malawi has since 2003 worked and shared best practices with other partners in the Southern and Eastern African Regions. Malawi also participates in the GBV Prevention Network which links up many CSOs across the African Region and is coordinated by Raising Voices of Uganda.

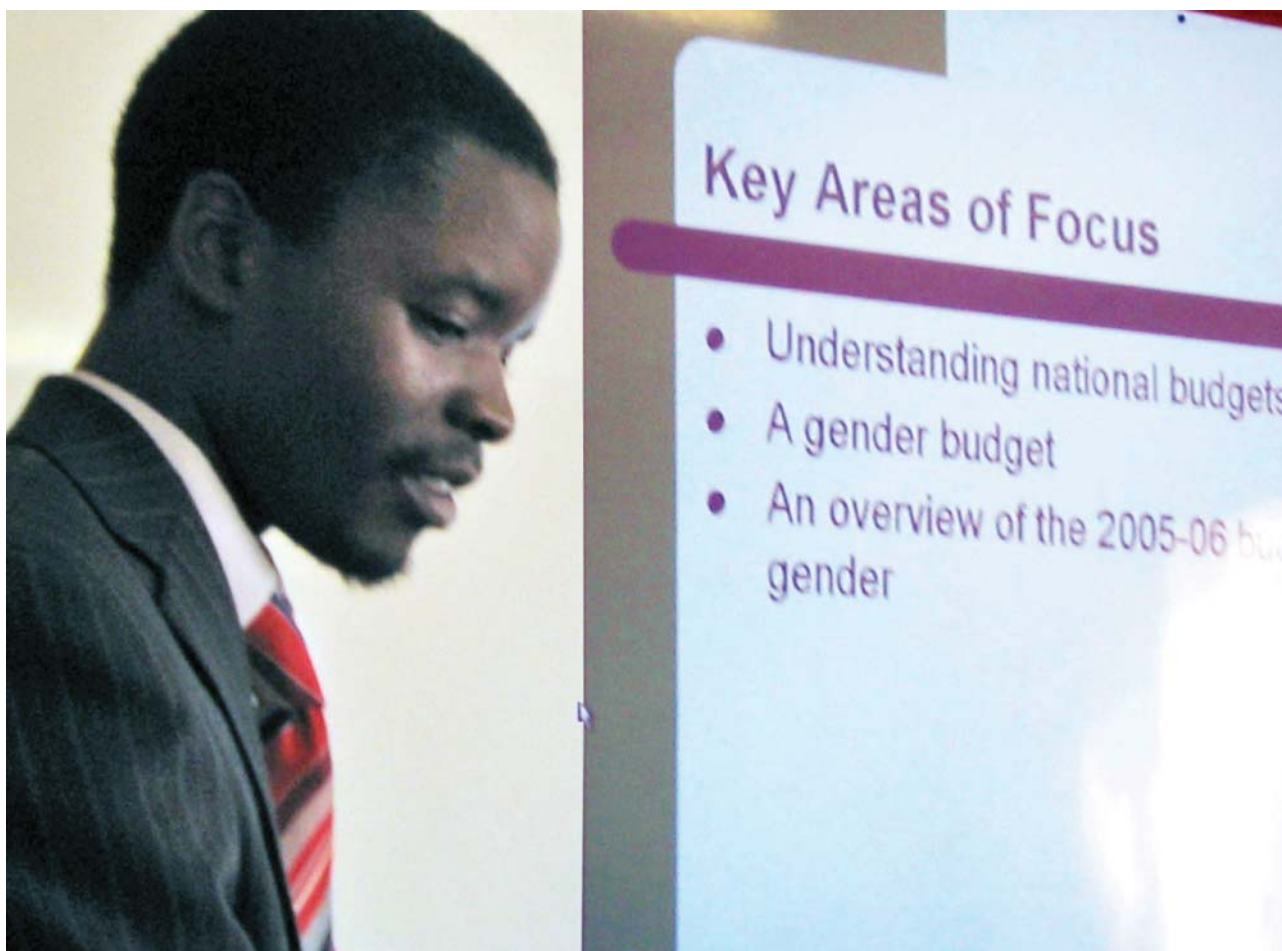


Integrated approaches

The SADC Protocol on Gender and Development calls on states to adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender-based violence by 2015.

Malawi's National Plan of Action was adopted in 2008 at a function that was jointly organised by the National Gender Machinery (MoGCCD), NGOGCN, and the Network Against Gender Based Violence (NAGBV). The NAGBV is a combination of the government, Police, state institutions, the Judiciary, District Assemblies, and community action groups that do not fall under the category of CSOs.

In this arrangement, the National Gender Machinery, as the overall coordinator of gender activities at the national level, works with CSOs, state institutions, District Assemblies, and community action groups at the community level, as well as traditional leaders, in the fight against GBV. The role of the National Gender Machinery is basically to coordinate the implementation of the response at the policy level, while the MHRRC



National Action Plans to End GBV bring focus to this multifaceted task.

Photo: Colleen Lowe Morna

coordinates the activities of the NAGBV at the implementation level and NGOCCN, through its Permanent Committee of GBV, coordinates the activities of other CSOs. This structure recognises the role of bilateral/multilateral donors and other development partners, i.e. the Norwegian Government, British Government through Action AID, HIVOS, OXFAM, UNFPA, and UNICEF as financiers of the Plan of Action.

While there is a clear demarcation of roles and responsibilities, the issue of GBV remains a challenge as the lack of sufficient financial/human resource support regarding the implementation of the response continues to be a challenge. The response has not had comprehensive support and therefore leaves a lot of gaps in its outreach across the country. At the same time, the national budget only supports service providers like the Police and Judiciary within their normal activities and does not make a deliberate effort to finance the activities of CSOs.

Most of service providers feel that there is need to allocate more financial resources as well as technical expertise to GBV activities. It is further expressed that time has come for Malawi to consider the introduction of temporary shelters for survivors of GBV, as opposed to only relying on the services provided by the Malawi Police VSUs which does not have the capacity to handle emergencies as they too experience similar financial and technical challenges. Malawi only has temporary shelters since the introduction of GBV activities. These centres stopped providing services due to lack of resources. The only centre that is operational today is the one for children rescued from the street.

Malawi has been identified as a conduit for human trafficking; this was reported in one of the daily papers in August 2010. This data comes amid efforts by the Government to a process of formulating an anti-trafficking bill, a process that may take a long time. This may mean that the

wave of human trafficking will continue with impunity. Regarding measures currently in place, the government has tried to intensify border patrols through the Department of Immigration and Malawi Police Service. This measure took care of the activities happening before and during the 2010 FIFA World Cup.

Budgetary allocations

The Malawian Government has not been explicitly allocating resources to GBV. The only budget allocation towards GBV activities is the support that goes to the National Gender Machinery in the form of Other Recurrent Transactions (ORT).

A comprehensive study conducted by the NGOGCN in 2008, revealed that financial support given to gender activities was minimal. These findings have also been supported by various initiatives by the health and education CSOs who have been key in conducting sector specific gender budgeting analysis.

Health, HIV and AIDS

Articles 26-27



The Protocol provides for state parties to, by 2015, adopt and implement legislative frameworks, policies, programmes and services to enhance gender-sensitive, appropriate and affordable quality health care; reduce the maternal mortality ratio by 75% and ensure the provision of hygiene and sanitary facilities.



Good health is an essential foundation.

Photo: Gender Links

The following are some key points raised in the Malawi Demographic Health Survey (MDHS: 2000):

- There has been a modest decline in fertility since the 1992 MDHS. The total fertility rate dropped from 6.7 births per woman, in the

period 1990-1992 to 6.3 births in the period 1998-2000.

- A principle cause of the fertility decline in Malawi is the steady increase in contraceptive use over the last decade. The contraceptive prevalence rate (current use of a modern family

planning method) has more than tripled since 1992, from 7 to 26 percent of all married women. Less effective, traditional methods have become less frequently used during the 1990s.

- Urban women are nearly 60 percent more likely than rural women to be using a modern contraceptive method (38 versus 24 percent).
- The total fertility rate among rural women is 6.7 births per woman compared with 4.5 births in urban areas. Fertility levels are closely related to the socio-economic status of women. For example, women with no formal education give birth to an average of 7.3 children in their lifetime, compared with 3.0 for women who attended secondary school or higher.
- One reason for the persistently high fertility levels is that unplanned pregnancies are still common. Overall, 40 percent of births in the five years prior to the survey were reported to be unplanned; 18 percent were mistimed (wanted later) and 22 percent were unwanted. Unwanted births are disproportionately high among older women who already have several children. If births associated with mistimed and unwanted pregnancies were avoided altogether, the total fertility rate in Malawi would be 5.2 births per woman instead.
- Although a reduction in the number of unplanned births would reduce fertility

substantially, the average married Malawian woman age 15-49 or man age 15-54 reports that they would like to have more than five children.

- One-third of adolescent females (age 15-19) have either already had a child or are currently pregnant.
- Ninety-one percent of mothers with births in the last five years received antenatal care from a health professional (doctor, trained nurse or midwife) at least once. In the 1992 MDHS, the figure was 90 percent.
- About 1 in 11 women have a low BMI (too thin), indicating chronic energy (calorie) deficiency, with rural women and women in the Southern Region having the highest prevalence of low BMI. But about 1 in 8 women have a very high BMI level, indicating these women are overweight or obese. Nearly 1 in 4 urban women are overweight or obese, which places them at increased risk of cardiovascular disease, pregnancy-related complications, and other health problems.
- Malawi (1140 per 100 000) and Lesotho (964 per 100 000) have the highest levels of maternal mortality throughout the SADC region, (also well above the African average of 820 per 100 000). By comparison the figure in Mauritius is 28 per 100,000; Seychelles is 64 per 100 000 and South Africa 237 per 100 000.

HIV and AIDS

Article 27

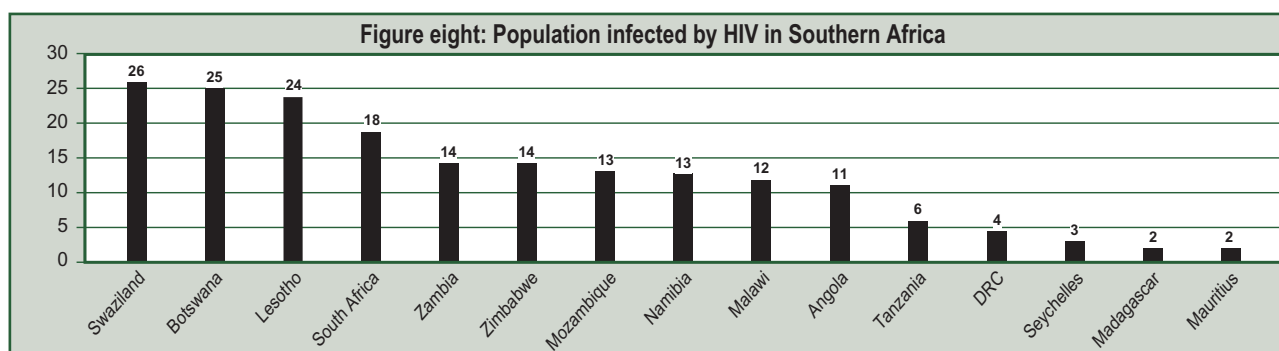


The Protocol requires that by 2015 state parties shall develop gender sensitive strategies to prevent new infections, taking account of the unequal status of women, and in particular the vulnerability of the girl child as well as harmful practices and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.

Malawi adopted its HIV and AIDS Policy in 2003. Gender is integrated into the Policy's provisions. For example, under guiding principles "sub theme on Promotion and protection of human rights", there is a note linking gender with human rights, implying that the policy accords equal rights to both men and women. Furthermore, in Chapter 3 (3.2.1.2), the policy statement provides for equal access to information about HIV and AIDS, treatment, and other related information and services.

An HIV and AIDS bill has been proposed that seeks to address some of the concerns that the HIV and AIDS sector has experienced over the past years. The draft bill has a specific provision on criminalising the deliberate infection of HIV. The bill has raised a lot of debate at all levels of Malawian society, with some supporting the contents of the bill and others opposed to it. Most Malawians though feel that it would be better to have such a law which may help to address the gender gaps that exist within Malawian society, such as when husbands refuse their wives the right to access HIV Counselling and Testing (HCT).

Prevalence



Modest decline in Malawi: As reflected in Figure 8, Malawi has reached its 2010 target set three years ago to lower its HIV prevalence rate to 12% down from 14.3% in 2005. However, HIV prevalence varies within the country according to age, gender and geographic location. For instance, there is 17% HIV prevalence in urban areas compared to 10.8% in rural areas of Malawi.

Among SADC countries, Malawi ranks mid-way: Four countries of the fifteen countries have an HIV and AIDS prevalence of over 15%, while four countries have a prevalence rate of 4% or less. The highest

prevalence is in Swaziland (26%); Botswana (25%) and Lesotho (24%). The lowest is in the islands - Seychelles, Madagascar and Mauritius - with a prevalence rate of 3% or less. In comparison with other SADC countries, Malawi ranks about mid-way.

Table 21: Key gender, HIV and AIDS indicators

	% women	% men
HIV infection	13.3%	10.2%
Extent of comprehensive knowledge on HIV and AIDS	42.1%	41.9%
Voluntary Counselling and Testing	No data readily available	
HIV positive pregnant women receiving PMTCT	38.8%	

Sources: NAC, UNGASS 2010 Country Progress Report, UNAIDS Global Report 2010

Gender imbalance remains: Gender-disaggregated data shows that for Malawian women the HIV infection rate has continuously dropped from 15.4% in 2005 to 13.3% in 2010. For men, there has been a decrease from 12.6% in 2005 to 10.2% in 2010 (UNGASS Report 2010). The gender disparity of HIV prevalence among youth aged 20 - 24 years is more pronounced, as 13.2% of young women in Malawi are infected as compared to 3.9% of young men. Youth aged 15 - 24 also have different prevalence of HIV, with 9.1% infected girls and 2.1% infected boys (UNGASS 2010).

Figure nine: Proportion of women and men infected by HIV



Across the SADC region, women more vulnerable than men: As illustrated in Figure nine, in twelve of the fifteen SADC countries women have a higher HIV and AIDS prevalence than men. In Namibia prevalence is at parity. In Mauritius and the Seychelles there is higher male prevalence because HIV and AIDS infection is driven more by injectable drug use than sexual activity. The most pronounced of differences between women and men's share of HIV AND AIDS prevalence in countries where the prevalence is principally linked to sexual activity are in Angola (61%) and Mozambique and Zimbabwe where women account for 60% of the HIV prevalence. In Malawi, women account for 58% of those living with HIV and AIDS.

Prevention

The gender knowledge gap is closing: Women (42.1%) and men (41.9%) are almost equally knowledgeable about HIV and AIDS (UNAIDS Global Report 2010). This is an important gain compared to 2004 when only 23.6% of women and 36.3% of men had sufficient knowledge of HIV and AIDS. The closing of the gender gap is especially significant.

Prevention of Mother to Child Transmission (PMTCT) is below target: In 2007, Malawi set a 2010 target to provide 65% of HIV positive pregnant women with PMTCT services. Coverage has increased from 5.4% in 2005 to 26% in 2007, to 38.8% at present: an improvement but still below target. Of particular concern is that this figure is a decrease from the 2008 statistic of 40.7%.

PMTCT in Malawi is well below other SADC countries: Coverage in Malawi is very low in comparison to the efforts of South Africa (83%) and Botswana (95%).

Spending has been cut: The inadequate efforts on PMTC may be linked to the fact that the government has severely cut its spending on prevention programmes (UNAIDS Global Report 2010, UNGASS Report 2010). While the state alludes to the importance of prevention campaigns and proclaims that it is “scaling up” its approach, in 2009 the total amount of money spent on prevention decreased by 15.13%. In particular, the funding for PMTCTT declined by 19% from US\$4.4 million in 2008 to US\$3.6 million in 2009 (UNGASS Report 2010). A recent assessment of 253 sites across Malawi showed that only 47% of the facilities had stock for PMTCTT (UNGASS Report 2010).



Treatment

The Protocol calls on state parties to ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.



Good policy but practical challenges:

In addition to the National HIV and AIDS Policy, Malawi also has the Policy on Equity in Access to Antiretroviral Therapy (ART). However, the country has an inadequate number of health facilities specialising in ART services, physical

accessibility to health facilities, number of health personnel with expertise in ART administration, information on ART, and the advantages of ART at the grassroots level, as well as relatively high levels of stigmatization, discrimination, and rejection suffered by PLWHAs, especially by women in some communities.

Concerns about open market access:

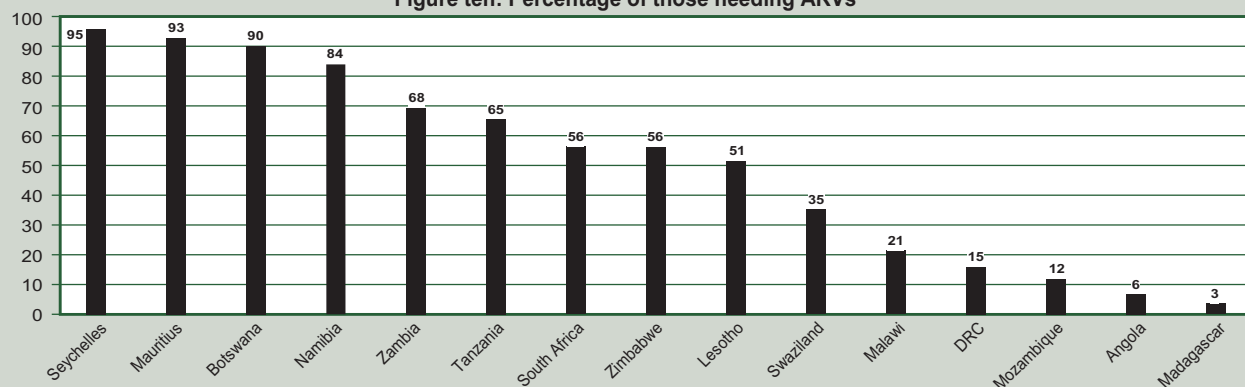
Furthermore, in the recent past, there have been media reports that ARVs are being accessed on the open market, creating some fear that the procedures for the administration of ARVs are not being followed, which could result in drug resistance on the part users. Continued lobbying

of the government and advocacy around increasing ART drug distribution through public hospitals and other such avenues therefore remains necessary. At the same time, sensitisation amongst communities regarding the rights of PLWHAs needs to be intensified.

Progress without adequate evaluation:

According to the 2010 UNGASS Report, coverage of ARV prophylaxis has been difficult due to the lack of standardised monitoring tools until the end of 2009. Up till this point, there has been a risk of unreliable data due to double counting. However, it is estimated that 198, 846 patients are on ARVs in comparison to the 10,761 in 2004 (UNGASS Report 2010). Since 2004, Malawi has made strides in scaling up access to ARV treatment (Bongololo et al. 2006). This is evident in the budget increase of 19% for care and treatment from US\$33.5 in 2008 to US\$39.9 in 2009. There has also been a vast increase in the number of medical sites that provide access to ARVs, from 9 in 2003 to 377 in 2009 (UNGASS Report 2010).

Figure ten: Percentage of those needing ARVs



Care



The Protocol provides that State parties shall by 2015 develop and implement policies and programmes to ensure appropriate recognition of the work carried out by care givers, majority of whom are women, allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with HIV and AIDS.

Policy provisions: Chapter 5 of the Malawi HIV and AIDS policy, entitled “Protection, Participation and Empowerment of Vulnerable Populations” addresses the issues of care work and support services, which are usually provided by CBOs. In Malawi, care work extends beyond PLWHA to the voluntary, unpaid care of people who cannot cope independently, such as people with terminal illnesses, orphans and the aged.

Key targets: By 2015, the aim is to support therapeutic and supplementary feeding

programmes for the affected destitute households; encourage the development of Early Childhood Development Programmes and Community and Home Based Care Programmes; empower the care givers of Orphans and Vulnerable Children (OVC); supporting programmes that empower older OVCs with knowledge and skills through Income Generating Programmes (IGAs); and supporting the development of integrated care and support packages including "block grants"

Greater support for home-based care-givers on the cards:

Member of Parliament Ephraim Kayembe has initiated a project with the help of VSO to attempt to lessen the burden of care work on women. He is leading the training of 80 men in Care Work Initiatives. In addition to the 80 men, there are also 60 boys involved in his efforts to lighten the load of care-givers.

Greater support for orphans and vulnerable children:

The National Policy on Orphans and other Vulnerable Children (2003) seeks to “Promote an environment in which OVC are adequately cared for, supported and protected physically, psychologically, materially, socially, morally, spiritually, and legally to grow and develop to their potential.” This, according to the Malawi HIV and AIDS National Action Framework 2005-2009 (NAF), forms the basis for concerted interventions and strategies for mitigating the impact of HIV and AIDS on OVC. Additionally, communities need to encourage the right to education for orphaned children and to provide support to them, as some of them head families.



Aids orphans in Malawi.

Photo: Gender Links

Media, information and communication

Articles 29-31



The Protocol calls on Member States to ensure that gender is mainstreamed in all information, communication and media policies, programmes, laws and training in accordance with the Protocol on Culture, Information and Sport.

Media regulation in Malawi

When Malawi became a multiparty democracy the government guaranteed freedom of the press in the new constitution, but some degree of regulation remains.

The Malawi Communications Regulatory Authority (MACRA) is a statutory body that regulates the airwaves. It was established pursuant of Section 3 of the country's Communications Act of 1998 . Under the Act, MACRA is responsible for protecting the interests of consumers, promoting open access to information, promoting competition, and providing training in communication services. It is also required to be independent and impartial.



Women are still in the minority in Malawian newsrooms and in media content.

Photo: Lowani Mtonga

Major media organisations and associations are the Malawi Media Women's Association (MAMWA), the Media Council of Malawi, and a chapter of the Media Institute of Southern Africa. MAMWA has played a leading role in attracting a female audience to radio. Radio listeners' clubs are set up by women media professionals, who

organise rural women into groups which meet once a week and debate a theme directly affecting their lives . Gender Links has worked with the MCM in developing a draft gender code of practise. Following the Gender and Media (GEM) Summit in which the MCM took part in the policy stream and debates, GL will work with

the MCM in integrating gender into its existing Media Code of Practice in 2011.

Gender in media training

In 2009, GL and the Gender and Media Diversity Centre (GMDC) which is housed conducted the Gender in Media Education Audit in Southern Africa (GIME) - the most comprehensive study yet undertaken of the gender dimensions of journalism and media education and training in tertiary institutions in Southern Africa.

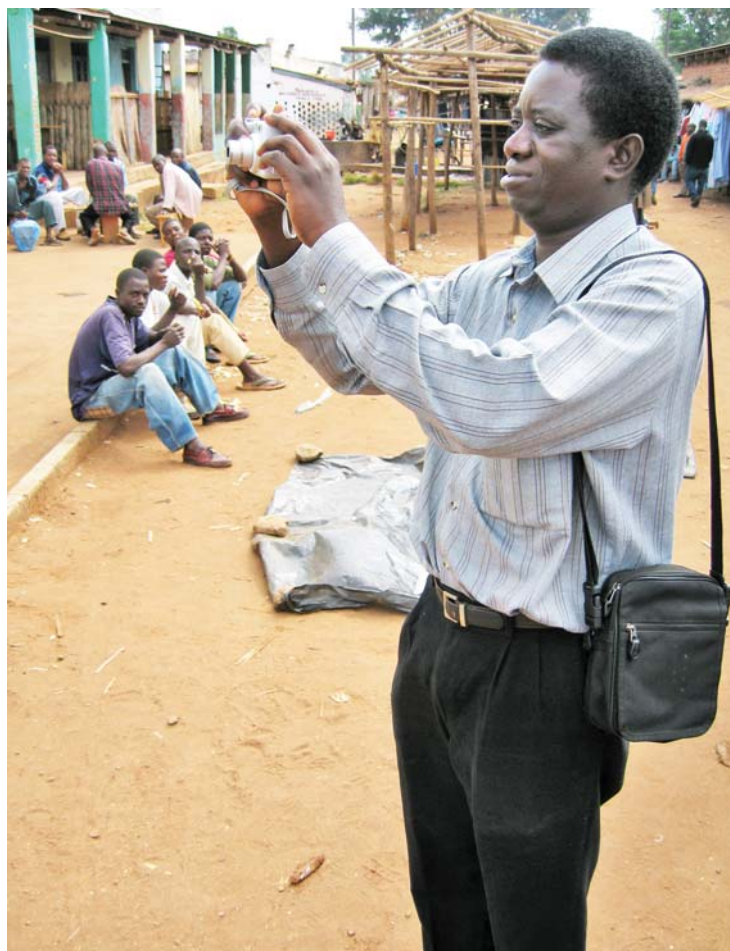
The Malawi Institute of Journalism (MIJ) was part of a larger GIME audit that was administered in 25 institutions in 13 countries including Botswana, Democratic Republic of the Congo (DRC), Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe between October 2009 and April 2010.

For this research there were a total of 16 individuals interviewed, comprising of 4 staff members and 12 students. Of these interviews 50% of staff and 50% of students were female.

The key findings of this audit are:

Institutional policy framework

- ***There is no gender policy and no sexual harassment policy at MIJ.*** The Institute uses the national Constitution and other national policy frameworks to address issues of gender equality within the institution. A Code of Conduct, which includes sexual harassment, has been drafted and is under legal review before being presented to the institution's Board of Directors for approval.
- ***Gender is not covered in curriculum development policies.*** There are no institutional policies, guidelines or procedures for incorporating gender into MIJ's curriculum and/or course content.
- ***Gender composition of staff and students.*** There is gender parity among female and male students at MIJ. But males predominate as staff. Women comprise only 29% of the staff members at MIJ. The Head of Department is male.



Fletcher Gong'a is a well known Malawian photo journalist and trainer.

Photo: Frank Windeck

Curriculum Development and Course Content

- ***No gender specific courses:*** There is neither a gender-specific module, nor a module on gender and the media among the courses offered at MIJ.
- ***There is some gender incorporated into course content:*** According to the Head of Department (HOD) gender is incorporated, along with other diversity issues, in the content of courses such as HIV & AIDS Reporting, Communications, History of Africa, News Writing and Reporting, Economic Reporting, Media Law & Ethics, Human Rights and Literature & Society, among others.

Teaching/Learning

- ***Male and female students expressed a keen interest in the incorporation of gender into their media education and journalism training at MIJ.*** Students highlighted that an understanding of gender and equality issues would lead to greater

collaboration between women and men; enhance females' confidence so that they will not feel inferior; and an understanding of gender would help students create greater awareness of gender issues among their peers.

- But there is still a misconception among some academic staff and students that gender refers to "women's issues".

Prescribed texts/readings/learning materials

- **Gender is missing from course material:** The wealth of gender and media literature, research and training materials that has been published internationally and within the Southern African region is missing from the prescribed texts, readings and course materials used in the MIJ's media education and journalism training curriculum.

Assessments

- Gender is not incorporated as a standard in any systematic way in the media education and journalism training department's assessments of its curriculum.

Research/Publication

- **Academic and student research could be improved.** Gender and the media has not become an area of academic research and scholarship among the lecturers and students at MIJ. This audit found only one female student working on a research topic on a gender and media issue under the supervision of a female staff member. The low level of gender and media research is attributed to the stigma given to academics that show an active interest in gender studies and the fact that gender is not incorporated into MIJ's media education and journalism training.



Giving equal representation to women and men by 2015

The Protocol urges Member States to take measures to promote the equal representation women in the ownership of, and decision-making structures of the media in accordance with Article 12.1 that provides for equal representation of women in decision making positions by 2015.

In 2009, GL and MISA undertook the *Glass Ceilings in Southern Africa Media Study*. In Malawi the study is based on research carried out in ten media houses, with a total of 1 132 employees. Researchers conducted in-depth case studies of two media houses and interviewed four journalists/senior managers/editors for their perspectives on the results. A further 39 senior staff responded to perception questionnaires.

TABLE 22: SUMMARY OF KEY QUANTITATIVE FINDINGS FOR MALAWI MEDIA HOUSES

CATEGORY	% MALAWI		% REGION	
	Female	Male	Female	Male
Percentage of employees by sex	23	77	41	59
OCCUPATIONAL LEVELS				
Non-permanent	17	83	36	64
Unskilled	23	77	29	71
Semi-skilled	41	59	55	45
Skilled technical	31	69	45	55
Professionally qualified	15	85	31	69
Top management	19	81	23	77

CATEGORY	% MALAWI		% REGION	
	Female	Male	Female	Male
Senior management	26	74	28	72
Board of directors	27	73	28	72
CONDITIONS OF EMPLOYMENT				
Freelance	35	65	43	57
Full-time, fixed-term contract	31	69	37	63
Full-time open-ended contract	23	77	42	58
Part-time	23	77	23	77
DEPARTMENTS				
<i>Percentage of women and men in:</i>				
Human resources	75	25	44	56
Advertising/Marketing	36	64	57	43
Editorial	28	72	42	58
Printing & distribution	25	75	24	76
Production	22	78	30	70
Design	22	78	31	69
Finance & administration	21	79	54	46
Technical/IT	6	94	16	84
BEATS				
<i>Top three beats covered by women</i>				
Lifestyle	80	20	55	45
Gender equality	67	33	71	29
Religion	67	33	52	48
<i>Top three beats covered by men</i>				
Crime	0	100	37	63
Disaster/War/Conflict	0	100	35	65
Science & technology	0	100	39	61
POLICIES				
	Malawi		Region	
Existence of a gender policy	40		16	
Existence of a sexual harassment policy	30		28	
Need for gender policy or improving one	70		68	

Key findings included:

- **More than three-quarters of all media employees in media houses in Malawi are men:** Women constitute only 23%, while there is 77% representation of men. The average proportion of women in Southern African media houses (41%) is almost twice that of Malawi, meaning the country lags far behind the region in offering women equal opportunities in the media.

- **But there are differences between media houses:** The media houses with the smallest numbers of employees have the highest level of female representation at 36%, while the state broadcaster, with the largest number of employees, has female representation of only a quarter.
- **Women constitute less than a third of the boards of directors:** Women make up 27%

of the boards in Malawi media houses, similar to the 28% of the regional study.

- **There are few women in top management:** Women occupy only 19% of top management posts in media houses in Malawi - lower than the regional average of 23%.
- **They represent about a quarter in senior management:** Women constitute 26% of those in senior management, similar to the regional average of 28%. The Malawi findings for women in senior management point to the “glass ceiling” that women come up against in the media, and the challenges they face in breaking into management.
- **Men get better working deals:** Men (77%) are more likely than women (23%) to be employed in open-ended, full-time contracts, compared to 42% in the rest of the region. In Malawi the employment category with the most female representation is freelance contracts (35%). While a lower proportion of women are on freelance than in the regional average of 43%, there is still a high level of job insecurity for women.
- **Men dominate in most departments in media houses in Malawi:** This is particularly the case in the technical/IT (94%); finance and administration (79%); production (78%) and design (78%) departments.
- **There are more women in the support departments:** Women in the Malawian media are under-represented in most areas of work, but they are in the overwhelming majority in human resources (75%), an area considered “women's work”. In the region women predominate in finance and administration (54%) and in advertising and marketing (57%).
- **Fewer women in editorial departments than in the region:** In Malawi only 28% of those in the editorial departments are women. This is much lower than the regional average of 42%, and shows that the media lag behind



Women constitute less than a third of journalists in Malawi.

Photo: Trevor Davies

in giving women the opportunity to work in the more skilled posts. This means the female view in editorial content, and also the mainstreaming of women's issues, are neglected.

- **The gender division of labour in beats is still pronounced:** Though in most media houses male journalists cover most of the beats, women predominate in beats considered “soft” or human interest beats, including lifestyle (80%), gender equality (67%), religion (67%) and education (57%). Interestingly, an equal number of female and male journalists covered gender violence and HIV/AIDS.
- **There are no targets in place for achieving gender parity in media houses:** None of the media houses in the study could point to specific targets for ensuring gender equality in line with the SADC 2015 parity target.
- **Career pathing for women in Malawi media houses is not a priority:** None of the media houses in Malawi have strategies in place to fast-track women within the organisation. But half of them said they had strategies for promoting women, against a regional average are 32% of media houses indicating such promotional strategies.
- **Inconsistency in efforts to target good women candidates:** Of the sample only 20% of the media stated they had a database of women, yet 70% claimed they targeted women specifically. In the regional sample a higher proportion of the media houses (36%) have a

database of women candidates, but fewer (54%) seek to recruit women for jobs.

- **Low levels of commitment to both maternity and paternity leave:** In the Malawi sample only 40% of the media houses offer maternity leave - less than half of the 81% in the region. Only 10% of Malawian media houses have paternity leave, while a third of those in the region offer it. The low level of paternity leave across the region shows that child rearing is still believed to be a female responsibility.
- **Child care is not a priority, but flexitime is high on the agenda in Malawi media houses:** None of the media houses in the Malawi sample offered child care facilities,

compared to 15% in the regional sample. But 80% of media houses in Malawi (and 75% of media houses in the region) offer flexitime. So although the companies are not prepared to give practical help with parental responsibilities, they do allow parents working-hours latitude to help them cope.

- **Malawi media houses do better than the region on gender policies, but wish to improve:** As 40% of the Malawi sample has gender policies, compared to only 16% for the region, the media are reasonably progressive on this front. And although less than a third have sexual harassment policies (about on a par with the region), 70% of the media houses expressed a wish to develop or improve on gender policies.



Gender in media content

The Protocol calls on Member States to encourage the media to give equal voice to women and men in all areas of coverage, including increasing the number of programmes for, by and about women on gender specific topics and that challenge gender stereotypes.

The Protocol urges member states to take measures to discourage the media from:

- Promoting pornography and violence against all persons, especially women and children;
- Depicting women as helpless victims of violence and abuse;
- Degrading or exploiting women, especially in the area of entertainment and advertising, and undermining their role and position in society; and
- Reinforcing gender oppression and stereotypes.

The GMPS took place in Malawi from 19 October to 16 November 2009, covering 12 media houses and 1 597 news items. The study is part of a regional survey that covered 14 countries in Southern Africa and 33 436 news items.

It is a follow-up to the GMBS conducted in 2003, as well as the HIV and AIDS and Gender Baseline Study in 2006 and the Francophone Gender, HIV and AIDS and Media Study in 2008. Comparisons are also made where relevant to the GMMP that has been conducted every five years since the Fourth World Conference on Women in Beijing in 1995, with the fourth such study conducted parallel to this regional study in 2010. GL, the Gender and Media Southern Africa Network (GEMSA) and the Media Institute of Southern Africa (MISA) conceptualised, managed and coordinated the research and the in-country consultations. MISA

information officers participated in the training, formed part of the monitoring teams at country level, as well as providing venues and equipment for meetings and training.



Table 23: Summary of key findings

GENERAL MEDIA PRACTICE	GMBS MALAWI	GMPS MALAWI	GMPS REGIONAL	GMMP GLOBAL
Topics	%	%	%	%
Economics	N/A	9	12	17
Gender equality	N/A	1	1	N/A
Gender violence	N/A	1	1	N/A
Politics	N/A	11	19	28
Sports	N/A	18	18	N/A
Geographic scope of stories	%	%	%	%
International	N/A	18	22	26
SADC	N/A	5	8	N/A
National	N/A	45	42	N/A
Local/community	N/A	32	18	N/A
Provincial	N/A	0	10	N/A
Type of sources	%	%	%	%
Primary sources	N/A	85	69	N/A
Anonymity	%	%	%	%
Anonymous sources	N/A	51	18	N/A
Diversity of sources	%	%	%	%
Single source	N/A	50	67	N/A
GENDER IN THE MEDIA	2003 GMBS MALAWI	2010 GMPS MALAWI	2010 GMPS REGIONAL	2010 GMMP GLOBAL
Who speaks	% women	% women	% women	% women
Overall	11	20	19	24
Private media	N/A	20	19	N/A
Public media	N/A	21	20	N/A
Community	N/A	23	22	N/A
Who speaks on which topic	% women	% women	% women	% women
Economics	14	12	15	21
Education	N/A	29	24	N/A
Gender Equality	21	51	43	N/A
Gender Violence	57	45	41	N/A
Political Stories	5	8	13	18
Sports	6	16	12	N/A
Gender of sources by medium	% women	% women	% women	% women
Print	N/A	20	18	24
Radio	N/A	21	20	19
Television	N/A	24	25	26
Who is seen	% women	% women	% women	% women
Images in newspapers	N/A	32	27	N/A
Ages - sources	% women	% women	% women	% women
35 - 49 years	N/A	20	37	N/A
50 - 64 years	N/A	13	20	N/A
65 years or older	N/A	0	1	N/A
Ages - images	% women	% women	% women	% women
35 - 49 years	N/A	9	28	N/A
50 - 64 years	N/A	27	14	N/A
65 years or older	N/A	9	4	N/A
Occupation	% women	% women	% women	% women
Beauty contestant	100	100	73	N/A
Business person	12	20	15	14
Government official	6	18	27	17
Health worker	22	35	63	31
Homemakers	100	70	63	72
Politicians	6	12	11	17
Sex worker	0	100	62	39

Sportsperson	6	13	8	11
Personal identity	%	%	%	%
Women	21	9	10	N/A
Men	1	2	5	N/A
GENDER IN NEWSROOMS	2003 GMBS MALAWI	2010 GMPS MALAWI	2010 GMPS REGIONAL	2010 GMMP GLOBAL
Who does what	% women	% women	% women	% women
All reporters	N/A	21	29	N/A
TV reporters	27	20	42	44
TV presenters	42	44	58	52
Radio reporters	28	23	30	37
Print reporters	8	20	25	33
Who reports on what	% women	% women	% women	% women
Economics	8	27	28	40
Gender Equality	7	25	32	N/A
Gender Violence	0	14	38	N/A
Political stories	5	12	24	33
Sports	4	15	18	N/A
Sources and sex of reporter		%W %M	%W %M	%W %M
Female sources by sex of reporter	N/A	24 19	31 15	28 22
GENDER VIOLENCE AND THE MEDIA	2003 GMBS MALAWI	2010 GMPS MALAWI	2010 GMPS REGIONAL	2010 GMMP GLOBAL
GBV stories compared to total	N/A	3	4	N/A
Advocacy and protest stories	N/A	11	11	N/A
Who speaks on GBV	% women	% women	% women	% women
% of women in stories on and mentioned in GBV	N/A	34	27	N/A
Function of GBV sources	%	%	%	%
Victim/survivor	N/A	26	19	N/A
Alleged perpetrator/perpetrator	N/A	13	11	N/A
Who reports on GBV	% women	% women	% women	% women
Percentage of women reporters	N/A	23	35	N/A
GENDER, HIV AND AIDS AND THE MEDIA	2006 STUDY MALAWI	GMPS MALAWI	GMPS REGIONAL	2010 GMMP
	%	%	%	%
HIV and AIDS coverage compared to total	5	3	2	N/A
Subtopics	%	%	%	%
Prevention	69	35	26	N/A
General	9	39	37	N/A
Treatment	11	4	12	N/A
Care, support and rights	4	12	14	N/A
Impact	7	10	12	N/A
Geographical scope	%	%	%	%
International	8	14	12	N/A
Regional	2	6	8	N/A
National	65	51	56	N/A
Local	24	29	15	N/A
Function of sources	%	%	%	%
Official and UN Agencies	20	7	19	N/A
Civil society and NGOs	43	14	18	N/A
Experts	17	19	17	N/A
Traditional and religious leaders	16	6	2	N/A
Person with AIDS	0	3	7	N/A
Person affected	4	51	36	N/A
Sources	% women	% women	% women	% women
Who speaks on HIV and AIDS	48	21	20	N/A
Reporters	% women	% women	% women	% women
Who reports on HIV and AIDS	37	23	37	N/A

The key findings may be summarised as follows:

Gender in media content

Gender equality is not given top priority in Malawi, constituting only 0.8% of all topics covered during the monitoring period: Sports was given the most coverage at 18%, followed by politics at 11% and economics at 9%

There has been a significant increase in women sources: Women sources increased from 11% in the Gender and Media Baseline Study (GMBS) to 20% in the Gender and Media Progress Study. This means that after seven years there has been a 9% increase.

The proportion of women sources in the country is slightly higher than the regional average but lower than the global average: At 20% women sources, the figure is slightly higher than the regional average of 19% but lower than the global average of 24%.

The community media does better: There are more women sources in the community media (23%) than public media (21%) and private media (20%). The findings shows that community media gives access to women than other media.

There are variations across media: There are high proportions of women as news sources in the Malawi News (70%), Daily Times (46%) and Nation on Sunday (31%). The lowest proportions are in Capital Radio (9%), The Guardian Newspaper (13%), Joy Radio (14%) and MBC 1 (15%). TV Malawi also has few women as news sources at 24%.

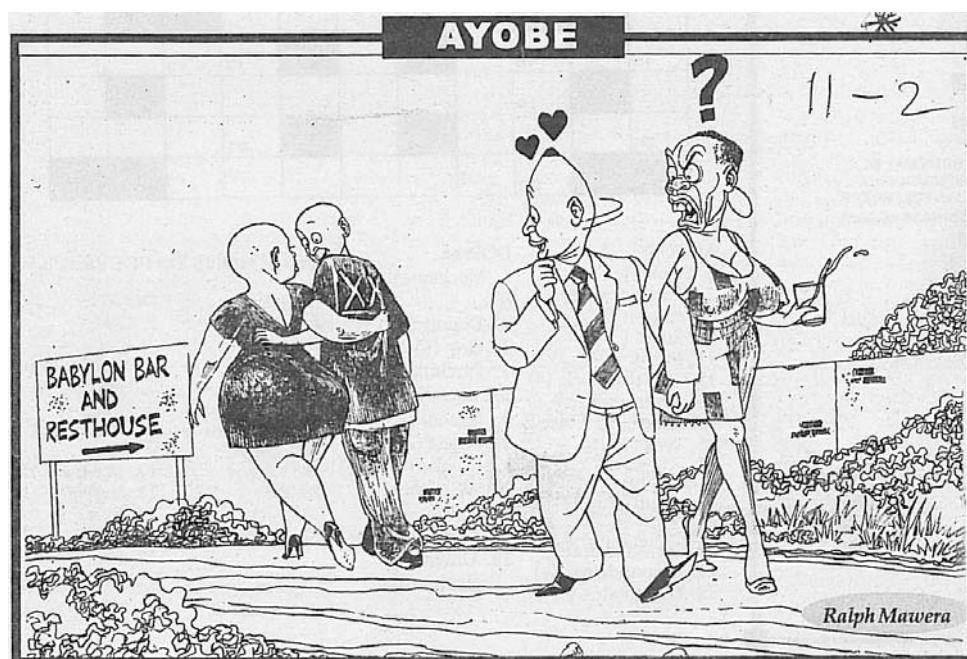
There are differences in representation of female sources in print, television and radio media: Women's voices in Malawi are best represented in TV at 24% (a visual medium) than in print (20%) and on radio (21%). The fact

that women's voices are better represented on TV than on radio and in print in Malawi and regionally leads to the conclusion that women may be valued for their physical rather than intellectual attributes.

Women are more likely to be seen than heard: In Malawi, women accounted for 32% of images and 20% of news sources. The regional average of women's images is 27%, compared with news sources at 19%. There were examples of stories where women were seen but not heard.

Who speaks on what: Women's voices in Malawi are heard on topics that are generally regarded as women's issues and in soft beats, including housing, children, gender equality and gender violence. On the other hand, men predominate in hard beats, such as mining (100%) and politics (92%). The findings are similar to the regional.

Gender biases in occupational categories are pronounced: Women still dominate as beauty contestant (100%) and home maker (100%); they have made inroads in areas that were previous the preserve of men. Interesting gender benders are the increase in women as businessperson from 12% in GMBS to 20% in GMPS, activist (14% to 20%), health worker (22% to 35%), politician (6% to 12%), sportsperson (6% to 13%) and government official (6% to 18%).



Gender biases in the media abound.



Gender-based violence (GBV)

The Protocol calls on Member States to take appropriate measures to encourage the media to play a constructive role in the eradication of gender based violence by adopting guidelines which ensure gender sensitive coverage.

The GMPS found that:

More men than women speak on GBV: In Malawi 34% women and 72% men speak on GBV. Generally women speak less on GBV than men across countries except in Seychelles.

Official sources: Most stories in the country come from police/judge/ legal system (27%) with victim/survivors accounting for 26% of sources.

More men than women across the media in Malawi report on GBV: More men than women report on GBV with the exception of Malawi News at 50/50. The country is one of the worst performers in the region on who reports on GBV.

Articles about GBV or that mention GBV account for 3% of topics covered: GBV stories

and stories that mention GBV constitute only 3% of total coverage in Malawi, slightly lower than the regional average of 4%. This is despite the high levels of GBV in the country and region.

Domestic violence and child abuse and advocacy receive the most coverage in Malawi: Domestic violence receives the most coverage at 30% compared with regional coverage at 13%. This is followed by child abuse and advocacy and protest stories. The least covered topics in Malawi are femicide with no stories, maintenance/economic issues (3%), non-physical violence (3%) and men killed in abusive situation (3%). Gender violence and HIV and AIDS (5%), sexual harassment (5%) and support for those affected (5%) also receive low coverage.

Implementation

Articles 32-36



Time for action.

Photo: Fletcher Gong'a

Signing and ratification

As one way of reaffirming its political commitment to gender equality, Malawi became the thirteenth SADC Member State to sign the Protocol in October 2009. However, the Government has not ratified the Protocol.

The Ministry of Justice and Constitutional Affairs and the Ministry of Foreign Affairs which includes the Department of International Cooperation, are responsible for the ratification of international and regional instruments. The President committed during the signing ceremony that

ratification of the Protocol would be done in no time. On the positive side, Malawi has already started implementing the Protocol. During the 2010 Republic Celebrations on 6th July, the President said: "I want 90 Women Parliamentarians in 2014 so that we achieve the SADC target."

Another interesting development is the translation of the entire Protocol into Chichewa. There are plans for the Protocol to be translated into other languages as well. The popularisation and domestication of the Protocol has also started

through the development of programmes i.e. the 50:50 National Programme to increase women's participation in politics and decision making.

Malawi has already started implementing the provisions in the Protocol. What remains to be done is continuous tracking of the country's progress, so that there can be taking stock of the progress and dealing with identified gaps. The activities have focussed more on the governance theme, while as in the other areas there is need to do more.

Table 24: National gender machinery and processes

Component	Yes/No	Comments
National Gender Policy.	Yes	The Policy, which was adopted, has just been reviewed and is awaiting Cabinet approval.
Gender ministry.	Yes	The MoGCCD - the Ministry lacks the financial and human resources capacity to deal with the matters at hand.
Gender focal points in all line departments.	Yes	While Gender Focal Points Officers are in all Ministries, usually these positions are given to junior staff that cannot influence any policy decisions.
Gender structure in parliament.	Yes	There is the Parliamentary Women Caucus. However the new strategic plan of Malawi seeks to mainstream gender at all levels of Parliament.
Active collaboration with civil society.	Yes	There is strong collaboration with the CSOs in all matters related to gender equality.
Plan for domestication/ popularisation of the Protocol.	Yes	There is no specific plan for the domestication/ popularisation of the Protocol, but Malawi is domesticating it through the National Gender Programme.
National action plans with measurable time frames.	Yes	Yes, the national programme and all the national responses on the various themes have time frames.
Analysis of baseline data against a which a report will have to be submitted in 2010.	Not necessarily	Malawi has already done a review of the programme; the information that was generated will help with reporting on the Protocol.
Preparedness for first report next year.	Not very prepared	There is need for CSOs to link up with the government on next year's report so that we are on time for reporting.

Conclusions

Malawi recognises that there are a lot of gaps; however, the country is very eager to change the current situation, as is shown by the information provided on each theme, specifically the programmes that are in place to address such gaps. All the provisions of the Protocol are being taken very seriously, especially by the Head of State, who talks about gender equality at almost all the State or political functions, as well as the National Gender Machinery and CSOs.

The commitment at country level is also proven by the continuous tracking of the National Gender Programme which was commissioned in 2004 way before the Protocol came into effect. The programme has been used as a monitoring and evaluation (M&E) tool to track the progress of all gender initiatives. Fortunately, all of the themes in the Protocol are well covered in the national programme, which helps all actors to relate to the implementation of the Protocol.

At this point, there is need for CSOs, especially the NGOGCN to lobby and advocate with Government, through the National Gender Machinery, for the ratification and proper domestication of the Protocol. Once the Protocol is translated to other languages, then there should be a massive dissemination, as well as

awareness raising, through community mobilisation campaigns across the country.

Finally, there is also need to conduct high level orientation meetings with policy makers and opinion leaders so that their planning process should take into account of the Protocol.

Driving change

In October 2009 Emma Kaliya of the NGOGCN received the *Driver of Change Award* from the *Mail and Guardian* newspaper and the Southern Africa Trust for her role in the 50/50 campaign. President Bingu wa Mutharika received the award for his role in fighting poverty. These awards show that when civil society and government work together, change is possible. They also show that gender equality is central to all nation-building endeavours.

A well orchestrated 50/50 campaign implemented through a tripartite partnership involving government, civil society and development partners since 1999 has been instrumental in strategic interventions to convince the electorate to vote for women as well as promoting and encouraging women to participate. Development partners have given funding and other forms of support to government and civil society to boost the campaign.

Civil society is organised through the NGO Gender Coordinating Network which has a Women in Politics and Decision-Making Permanent Committee. In the first quarter of 2010 NGOGCN coordinated 68 SADC Gender Protocol village and community workshops to reach out to citizens and raise awareness on the key provisions of the Protocol especially the 50% target as part of its Southern African Gender Protocol Alliance supported by Gender Links. Over 10,000 women and men attended. Two approaches were used - opinion leaders and potential candidates in the elections were grouped in a classroom setting while the communities at large were invited for open meetings.

The project will be intensified as Malawi prepares for local government elections slated for November 2010. The coalition is specifically targeting women who were trained but failed to make it into national politics to run in the local elections, where there are many more opportunities.



Emma Kaliya with her *Drivers of Change Award* and GL Executive Director, Colleen Lowe Morna.
Photo: Gender Links

Annex A

LIST OF DOCUMENTS ACCESSED AND REVIEWED

Document

The Constitution of the Republic of Malawi
Malawi Growth and Development Strategy (2006-2011)
National HIV and AIDS Policy (2003), National Aids Commission - Malawi
National Gender Policy (2000)
National Gender Programme (2004)
National 50/50 Programme (2008)
National Response to Combat Gender Based Violence (2008)
Gender Based Violence Survey in Malawi (2009) - MHRRC
Gender and Development Index (2010) - Ministry of Gender, National Statistics Office and NGOGCN
Policy on Equity in Access to Antiretroviral Therapy (ART) (2005)
Malawi HIV and AIDS National Action Framework - NAF (2005-2009), Office of the President and Cabinet
Malawi HIV and AIDS Monitoring and Evaluation Report (2007), Office of the President and Cabinet
National Land Policy (2002)
Education Policy
Education Information Management Systems (2008/9)
Readmission Policy, Ministry of Education (2006)
Microfinance Policy and Action Plan (2002)
Report of the Agriculture Policy Analysis, NGOGCN (2010)
The status of Reproductive Health within the Sector Wide Approach context in Malawi
NGOGCN Observer Mission Report, 2009 Parliamentary and Presidential Elections
NGOGCN - Workplace survey (2005)
MHRRC GBV Survey - 2009
Presentations from a National Stakeholders' Meeting on Review of Malawi National Gender Programme (July 2010)
DPP, UDF, AFORD, PETRA ,and MCP Party Manifestos - 2009-2014
Women's Land Rights in Southern Africa - Consolidated baseline findings from Malawi, Mozambique, South Africa, Zambia and Zimbabwe by NIZA /Action Aid Malawi
http://publications.ossrea.net/index.php?option=com_content&view=article&id=4
http://tortora.wordpress.com/2010/02/08/%E2%80%9Cwhy-women-remain-trapped-in-informal-trade%E2%80%9D/

Annex B

Population (de-facto) by sex, region, district			
Region and district	Total	Male	Female
Malawi	13,077,160	6,358,933	6,718,227
Northern Region	1,708,930	829,612	879,318
Chitipa	178,904	86,244	92,660
Karonga	269,890	130,591	139,299
Nkhata Bay	215,789	105,016	110,773
Rumphi	172,034	84,691	87,343
Mzimba	727,931	350,956	376,975
Likoma	10,414	4,917	5,497
Mzuzu City	133,968	67,197	66,771
Central Region	5,510,195	2,707,978	2,802,217
Kasungu	627,467	313,082	314,385
Nkhotakota	303,659	150,833	152,826
Ntchisi	224,872	109,982	114,890
Dowa	558,470	274,192	284,278
Salima	337,895	165,015	172,880
Lilongwe	1,230,834	600,326	630,508
Lilongwe City	674,448	344,890	329,558
Mchinji	456,516	227,351	229,165
Dedza	624,445	297,529	326,916
Ntcheu	471,589	224,778	246,811
Southern Region	5,858,035	2,821,343	3,036,692
Mangochi	797,061	380,175	416,886
Machinga	490,579	233,385	257,194
Zomba	579,639	276,650	302,989
Zomba City	88,314	44,755	43,559
Chiradzulu	288,546	135,346	153,200
Blantyre	340,728	164,766	175,962
Blantyre City	661,256	336,234	325,022
Mwanza	92,947	44,679	48,268
Thyolo	587,053	278,102	308,951
Mulanje	521,391	243,970	277,421
Phalombe	313,129	148,434	164,695
Chikwawa	434,648	215,598	219,050
Nsanje	238,103	115,219	122,884
Balaka	317,324	152,056	165,268
Neno	107,317	51,974	55,343

Source: 2008 Population and Housing Census (National Statistics Office)

Annex C

List of interviews						
Name	Organisation	Email		Land line	Fax	
Mr. Harry Chidengu Gama	Assistant Deputy Director - MoGCCD	hchidengu@yahoo.co.uk	+265 999 912 387	+265 1 770 411	+265 774 826	
Mrs. Regina Kananji	Principal Gender Programme Officer - MoGCCD	Kananjiregina@yahoo.co.uk	+265 888 361 225	"	"	
Mrs. Reine Ngozo	Senior Gender & Development Officer - MoGCCD	reinengozo@yahoo.co.uk	+265 888 856 033	"	"	
Mr. Gedion Kachingwe	PGPO - MoGCCD	kgedion@gmail.com		"	"	
Mr. Charles Chabuka	Principal Gender Development Officer - MoGCCD	Charleschabuka@yahoo.co.uk	+265 888 376 760	"	"	
Mrs. Mercy Makhambura	Capacity Development Manager - MHRRC	mmakahambura@humanrights.mw	+265 999 916 939	+265 1 752 629	+265 1 751 390	
Mr. Victor Maulidi	Acting Network Coordinator - NGOGCN	vic.maulidi@gmail.com/ vmaulidi@ngogcn.org	+265 999 414 028	+265 1 771 171	+265 1 771 081	
Mrs. Margaret Sauzande	Principal Officer - Ministry of Industry and Trade	Magthauzeni@yahoo.co.uk		+265 770 290	+265 1 770 296	
Mr. Alosious Nthenda	Chairperson - Malawi Electoral Support Network		+265 888 828 262			
Mr. Steven Duwa	Director - PACENET		+265 888 664 813			
Mr. Rodgers Newa	Executive - Center for Youth and Children Affairs	rcm@yahoo.com	+265 888 567 428	+265 1 727 825		
Katie Wang	Professional Intern-MHRRC	Katie.y.wang@gmail.com	+264 881 259 268	+265 1 752 629	+265 1 751 390	

The SADC Protocol on Gender and Development



Encompasses

commitments made in all regional, global and continental instruments for achieving gender equality.

Enhances

these instruments by addressing gaps and setting specific, measurable targets where these do not exist.

Advances

gender equality by ensuring accountability by all SADC Member States, as well as providing a form for the sharing of best practices, peer support and review.



In August 2008, Heads of State of the Southern African Development Community adopted the ground-breaking SADC Protocol on Gender and Development. This followed a concerted campaign by NGOs under the umbrella of the Southern Africa Gender Protocol Alliance.

Although by the 2010 summit, 2 countries had still not yet signed, and only 3 had ratified the Protocol, the clock is ticking to 2015 when governments have 28 targets that they will have to account for. In keeping with the Alliance slogan: "The Time is Now", this 2010 Barometer provides a wealth of updated data against which progress will be measured by all those who cherish democracy in the region. Whilst there are several challenges, the successes to date strengthen our view that change is possible.

"Yes we can!"

