

Final Draft



Republic of Malawi

Revised

GENDER POLICY

February, 2008



**His Excellency Dr. Bingu wa Mutharika,
President of the Republic of Malawi**

Foreword

The Constitution of the Republic of Malawi recognizes and promotes gender equality as one of the ways of promoting the welfare and development of the people of Malawi. Further, gender equality is a basic human rights and development issue as affirmed in a number of international and regional human rights instruments to which Malawi is signatory.

The Malawi Growth and Development Strategy which is the overarching strategy for the country, recognizes gender equality to be very important for the attainment of sustainable, social and economic development.

Therefore, the purpose of this policy is to mainstream gender in the national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication

Currently, the implementation of the Gender Policy (2000-2005) has resulted in increased efforts on promotion of gender equity and equality. The achievements include among other things, development and implementation of gender mainstreaming guidelines, national strategy to combat gender based violence and national gender programme; capacity building in gender mainstreaming for public, private and civil society organizations; increased number of women in parliament and decision making positions; enactment of Domestic Violence Act and development and review of legislations with a gender perspective.

I, therefore, call upon all Malawians and stakeholders to be committed to creating a better Malawi for all by ensuring that we are all implementing this policy.

**Dr Bingu wa Mutharika
PRESIDENT OF THE REPUBLIC OF MALAWI**

Preface

The Government of Malawi through the Ministry responsible for Women and Child Development spearheaded the development of a Gender Policy, through a wide consultative process. The overall goal of the policy was *to mainstream gender in the national development process to enhance participation of men, and women, boys and girls for sustainable and equitable development for poverty eradication*. The Policy was launched on 8th March 2000 and ran for five years up to December 2005. The Policy had six thematic areas: Education and Training, Reproductive Health, Food and Nutrition Security, Natural Resources and Environment Management, Governance and Human Rights, Poverty Eradication and Economic Empowerment.

The need to review the 2000-2005 Gender Policy was necessitated after realizing that despite achieving some gender equality results, the implementation of the policy had had a number of challenges and emerging issue which the old Policy did not address. The current major challenges and emerging issues include HIV and AIDS, gender based violence (GBV), human trafficking, increased environmental degradation, and high levels of poverty in the country all of which have a gender dimension. Further, there has been a general inadequacy among all the gender structures at all levels to maintain a collective and sustained response to gender issues.

The development of this revised National Gender Policy was guided by the national constitution which has gender equality related provisions, the Malawi Growth and Development Strategy (MGDS), Millennium Development Goals (MDGs) and the various conferences and instruments that Malawi is a party to. Some of the instruments being the 1987 Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the 1993 Vienna Conference on Human Rights; the Southern African Development Cooperation (SADC) Declaration on Gender and Development, 1997, and the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa.

This policy aims at guiding gender mainstreaming and women empowerment initiatives for attainment of gender equity and equality in Malawi.

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List of Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CIDA	Canadian International Development Agency
COMESA	Common Market for Eastern and Southern Africa
CRC	Convention on the Rights of Children
DAGG	Donor Advisory Group on Gender
DHS	Demographic Health Survey
EHP	Essential Health Package
FHH	Female headed Household
GAD	Gender and Development
GBV	Gender Based Violence
NGO-GCN	NGO Gender Coordinating Network
GESP	Gender Equality Support Programme
GMO	Genetically Modified Organisms
GPIC	Gender Programme Implementation Committee
HIV	Human Immunodeficiency Syndrome
ICT	Information Communication Technology
IEC	Information, Education and Communication
M&E	Monitoring and Evaluation
MDG	Millennium Development Goals
MGDS	Malawi Growth and Development Strategies
MGTT	Malawi Gender Trainer Team
MIE	Malawi Institute of Education
MoGCS	Ministry of Gender and Community Services

MOH	Ministry of Health
MoWCD	Ministry of Women and Child Development
MP	Member of Parliament
NAC	National AIDS Commission
NAF	National HIV/AIDS Framework
NAPA	National Adaptation Programme of Action
NEAP	National Environmental Action Plan
NGO	Non-Governmental Organisation
PEP	Post Exposure Prophylaxis
PLHIV	People Living with HIV
PMTCT	Prevention of Mother to Child Transmission
SADC	Southern African Development Community
SRH	Sexual and Reproductive Health
STIs	Sexually Transmitted Infections
T/A	Traditional Authority
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNIFEM	United Nations Fund for Women
WID	Women in Development
WLSA	Women and Law in Southern Africa

1.0 INTRODUCTION

1.1 Background

This policy draws from the 2000-2005 National Gender Policy whose overall goal was *to mainstream gender in the national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication*. The Policy was launched on 8th March 2000 and was implemented for a period of five years up to December 2005. The need to review the 2000-2005 National Gender Policy was necessitated in 2005 after realizing that, in addition to several achievements made, there were a number of challenges, emerging issues and lessons learnt during the implementation of the first Policy. Some of the lessons learnt include, inter alia, gender equality can be achieved if it is well institutionalized, provision of guidance on how to mainstream gender issues needs development and disseminations of sector specific gender mainstreaming guidelines, capacity building of stakeholders, strengthening networking and coordination between and among stakeholders and implementation of comprehensive and well coordinated programmes with M and E systems. The current major challenges and emerging issues highlighted in most reviews include HIV and AIDS, gender based violence (GBV), human trafficking, increased environmental degradation and high levels of poverty in the country and all these have gender dimensions.

1.2 Rationale

Analysis of the socio-cultural and economic situation of Malawi shows that gender inequalities still persist in every sector of the country's economy. Generally, women and girls face the challenges in accessing education, training, information, legal rights, health, economic resources, and positions of decision-making.

Gender based violence and other forms of violence against women and girls are on the increase despite intensified campaigns and legislation against it. Women and girls are mostly assaulted or killed by someone close. Recent events in Malawi have shown that the majority of female related violence or murder cases have been perpetrated by their own husbands or boyfriends. Gender based violence has far reaching consequences and costs in as far as poverty, reproductive health, education, HIV and AIDS and the development of the country is concerned.

Gross enrolment ratio between girls and boys at primary level is currently almost 1:1, but only 25% of the students are girls in the final year of primary school due to the high dropout rate of girls. The Education Management Information System (EMIS) of 2006 documents in the final year of primary school (standard 8) the drop out rate is 22.76 for female and only 8.6 1 for male resulting in the low transition rate of girls into secondary and tertiary education.

Malawi continues to suffer from poor health. The maternal mortality ratio which has reduced from 1120 per 100,000 in 2000 to 984 per 100,000 in 2006 is still high by WHO standards. Every year, between 62,000 and 180,000 women and girls suffer from pregnancy and childbirth related disabilities. Life expectancy has declined to 39.6 for women and 40 years for men and HIV and AIDS is the main contributing factor to this.

In the agriculture sector, studies show that about 70% of full time farmers are women. However, most women do not take full control over the use and ownership of agricultural land, access to credit is low, between 10% and 15% and the control over the use of the credit rests with the men within the households. Similarly, extension and training services favour men.

In natural resources and environment sector women are hardest hit by effects of environmental mismanagement because of the gender roles they play in resource utilization. For example, deforestation,

desertification and decreasing water availability affect women most through compromising their economic productivity and nutritional status. Much of women's time is spent on fetching firewood and water

It is a known fact that women's participation and representation in decision-making can lower levels of female poverty. This is why Malawi is still striving to achieve the 30% Affirmative Action of women in political and decision making positions which is currently at only 14.6%.

1.3 Challenges

Based on the foregoing, the current National Gender Policy provides a framework with guidelines for the facilitation of meaningful achievement of gender equality and women empowerment building on the achievements made during the implementation of the 2000-2005 National Gender Policy. The current policy will have to deal with several challenges some of which are emerging issues. Some of the notable socio-cultural, political, legal, and economic challenges include: persistent unequal power relations between men and women, boys and girls due to strong patriarchal attitudes; increasing cases of gender based violence; high HIV and AIDS infection rates especially among women and girls; limited male involvement in reproductive health, HIV and AIDS care and support services etc; continued disparities in school enrolment rates between boys and girls and high dropout rates for girls; high poverty level particularly amongst women; limited participation and representation of women in decision-making processes at all levels; weak legal instruments and inadequate enforcement mechanisms; and huge disparities in access, benefit, opportunity and control over resources such as land, housing, water, credit, technology, extension services and other productive sectors.

At institutional level, the following challenges will have to be dealt with in order to realize the gender equity and equality outcomes: limited gender mainstreaming capacities across all sectors; inadequate resource allocation for the implementation of gender activities and programmes; lack of institutional capacities to effectively implement gender initiatives. Misconceptions and misunderstanding of what gender means remains high in the communities. Ways in which gender concepts were introduced in the society has had a strong bearing on the acceptance and participation in gender initiatives and programmes. In most cases gender is synonymous to women which make most men to have a negative attitude towards any gender intervention, hence the need for more work.

On the other hand, the 2000-2005 Policy played a significant role in promoting gender equity and equality initiatives implemented by various stakeholders. Among other uses, the Policy provided the basis for advocacy on issues of gender. For instance, the NGO Gender Coordination Network (NGO GCN) used the Policy to campaign and garner support for women candidates for the 2004 Presidential and Parliamentary elections. In partnership with the National Machinery and other stakeholders such as WLSA, the Network used the Policy to advocate to the members of parliament for the need to pass the Bill on Domestic Violence which led to the bill being passed in parliament. Some of the Policy strategies were also used in the champion the 16 Days of Activism campaigns by the National Gender Machinery in partnership with other stakeholders.

Other stakeholders used the policy to orient key decision makers such as MPs and Councilors to promote gender equity and equality in their development endeavors. The Gender Policy was also the basis and reference material for gender mainstreaming and training activities. The development of the National Strategy on Gender Based Violence (GBV) and also the National Gender Programme (NGP) were informed by the Policy.

Some training institutions such as Bunda College of Agriculture, College of Forestry used the Policy to help them integrate gender in their curricula while other organizations used the Policy to develop projects on gender. Similarly, the Policy provided the basis for materials and curricula review to integrate gender by the Malawi Institute of Management (MIE). Again within the education sector, there are ongoing revision of the curricula to make it more gender sensitive, the re-admission policy allows teenage mothers to return

to school after giving birth, a Gender Appropriate Curriculum unit has been established at Malawi Institute of Education to offer training on gender sensitivity and ensure that curriculum textbooks have been engendered; and Social mobilisation campaigns whose aim is to change attitudes and behaviours affecting girls' education are being conducted at grass-root level, among other initiatives.

The MPRS and MGDS were both informed by the National Gender Policy. Based on the Policy, Victim Support Units for GBV, GFP at 3 levels i.e. individuals, committees, programs. The DAGG, Gender Guidelines e.g. Gender Budgeting, and Management of Human Resource, the establishment of a Special Law Commission on Gender were all informed by the Gender Policy. Malawi was also able to provide comprehensive monitoring reports to SADC, COMESA, AU, Commonwealth as well as the UN with the guidance of the National Gender Policy as the main reference material.

1.4 Linkages with other Policies and Commitments

The current National Gender Policy, just like any other public sector policy, draws from several other public sector policies and programs that focus on socio-economic development of the country. In this regard, the Policy has to a large extent been informed by provisions that government has set forth to achieve sustainable development of the country as well as other international standard setting instruments.

Several international conferences and United Nations conventions raised the tempo for Governments and state parties to promote gender equity and equality. Showing its political will and commitment to gender equality, the Government of Malawi ratified and was a signatory to several international and regional instruments and commitments that promote gender equality. The most notable instruments and commitments were: the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the Convention on the Rights of the Child (CRC); the Vienna Conference on Human Rights; the Fourth International Conference on Women held in Beijing which had a Global Platform for Action; and the Southern African Development Cooperation (SADC) Declaration on Gender and Development. All these are human rights instruments specifically for women and children for example CEDAW and the African Protocol on Women Rights provide a leeway for a woman to appeal at regional level against any violation of her human rights. The international and regional instruments provide useful reference material for the development of national instruments particularly the Malawi Constitution which upholds the principle of gender equality and women's rights, the National Platform for Action and the National Gender Policy.

Being a revised version of the 2000-2005 Policy, this National Gender Policy is linked to the above cited international, regional and national instruments and protocols. At the national level, among others, the Policy has strong linkages to several policies and instruments:

Malawi Constitution

The Malawi Constitution guarantees these rights to every citizen and is also specific on women's rights. The Constitution acknowledges that violence against women is a problem that needs to be eradicated from society. In the Bill of Rights, gender equity, inheritance and guidelines on family and marriage are enshrined. The National Gender Policy will lead to realization of women rights as enshrined in the Malawi Constitution in ensuring equal participation of women and men at all levels of governance and the enjoyment of their human rights.

Malawi Growth and Development Strategy

The Malawi Growth and Development Strategy (MGDS) which is the overarching strategy for the country with the purpose of serving as a single reference document for policy makers in Government; the Private Sector; Civil Society Organizations; Donors and Cooperating Partners and the general public on socio-economic growth and development priorities for Malawi, recognizes gender to be very important in national development. The long-term goal on gender for the MGDS is to mainstream gender in the national

development process to enhance equal participation of both sexes for sustainable development. This provides a clear linkage with the National Gender policy.

Reproductive Health Policy

The Reproductive Health Policy goal is to provide accessible, affordable, and convenient comprehensive reproductive health services to all women, men and young people in Malawi. The National Gender Policy will advocate for gender responsive outreach programmes covering all groups of people in the Malawian societies.

Education Policy

The policy is linked to the Ministry of Education's Policy and Investment Framework (PIF) for the period from 2000 to 2015 which clearly state that high priority would be given to the gender imbalance and inequity in the education system at all levels. The PIF recognises the need for gender sensitivity in education through appropriate educational policies and practices.

National HIV/AIDS Policy

In the area of HIV and AIDS, the National Gender Policy will advocate for integration of gender concerns and issues in the prevention, treatment, care and support and mitigation of the impact of the pandemic. The National HIV and AIDS Policy (2003) in resonance with the NAF (2005-2009) recognizes and has as one of its principles the promotion and protection of human rights under which gender equality is to be promoted for an effective national response to the pandemic.

Agriculture Policies

The policies in the agriculture sector advocate national food security issues. The national Gender Policy will advocate for food utilization and dietary diversification and issues of intra household food utilization. The Policy will also advocate for male involvement in food production and preparation.

Environmental policies and strategies

Natural Resources and environmental policies and strategies that include the Malawi National Strategy for Sustainable Development, the National Environmental Action Plan (NEAP), and the National Adaptation Programme of Action (NAPA) recognize the importance of gender. The National Gender Policy will advocate for alternative sources of energy, women involvement and participation in resource management and environmental issue.

National Youth Policy

The National Youth Policy whose overall goal is to provide a framework that guides youth development and implementation of all youth programs in the country has as one of its broad objectives to promote gender equity and equality in all youth programmes. This provides a clear link with the National Gender Policy.

2.0 BROAD POLICY DIRECTIONS

2.1 Vision

A society where men, women, boys and girls equally and effectively participate in and benefit from development process.

2.2 Mission

Mainstreaming gender throughout the development process to bring about gender equality and empowerment of women.

2.3 Guiding Principles

The policy shall be guided and governed by the following principles:

- The gender policy reaffirms government commitment of gender equality as enshrined in the national principles of the Malawi Constitution of 1995;
- All development efforts should ensure that gender concerns are routinely address in planning , implementation , monitoring and evaluation of programmes as an integral part of national efforts to eradicate poverty and sustain socio-economic development.
- The policy seeks to harmonize national policies with the International and Regional Declarations and Conventions on the status of men and women, which Malawi has ratified.
- The policy recognizes the importance of using gender disaggregated data to integrate gender-analysis findings into the identification of programming areas, expected results and indicators.
- The policy values a participatory approach to development
- The achievement of gender equality requires that empowerment of women and girls be recognized as fundamental for sustainable development;
- The gender policy requires that every individual and organization understands and demonstrates behaviors and attitudes that promote gender equality and equity;
- The achievement of gender equality requires that adequate resources be allocated to gender work and that there is effective and continuous monitoring of gender indicators using gender disaggregated data in all the sectors.

2.4 Overall Policy Goal

To mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for sustainable and equitable development.

2.5 Overall Objectives

The Policy seeks to achieve the following broad objectives:

- To increase access, retention and completion to quality education for girls and boys;
- To ensure gender issues and concerns are addressed throughout the health sector;
- To ensure gender concerns and issues are mainstreamed throughout all activities relating to HIV and AIDS;
- To strengthen gender mainstreaming in the agriculture, food and nutrition security sector;

- To strengthen gender mainstreaming in the natural resources and environmental sector in order to achieve equality and sustainable environmental development;
- To reduce poverty among women and other vulnerable groups through economic empowerment;
- To promote women's participation in politics and decision making; and
- To eliminate gender based violence from the Malawian society.
- To strengthen the capacity of the National Gender Machinery.
- To reduce child abuse and trafficking

3.0 POLICY THEMATIC AREAS

3.1 POLICY THEME 1: GENDER, LITERACY, EDUCATION AND TRAINING

3.1.1 Policy Theme Goal

High-quality, equitable education and training

3.1.2 Objective 1

To increase access to quality education to all school age children at(early childhood) primary, secondary and tertiary levels.

Strategies

- 3.1.2.1 Advocate for strong legal measures to outlaw sexual violence and harassment in schools, with clear procedures for dealing with abuse, which are widely communicated;
- 3.1.2.2 Ensure the implementation and enforcement of legal commitments to gender equality in relation to sexual violence and harassment in schools.
- 3.1.2.3 Ensure that training in gender is included in the teacher-education programme, both in pre-service training and in-service college-based or school-based training;
- 3.1.2.4 Advocate for provision of a conducive environment for girls' personal hygiene for management of menstruation and sanitation and students with special education needs to enhance equity;
- 3.1.2.5 Advocate for the adaptation and rehabilitation of existing schools and build additional school infrastructure including teachers houses at all levels to cater for the increased number of pupils and students;
- 3.1.2.6 Implement affirmative policies relating to selection of pupils and students to secondary and tertiary levels where possible;

- 3.1.2.7 Reinforce social mobilization campaigns to enroll all school age children and retain them in school, particularly girls;
- 3.1.2.8 Encourage parents and community members to play an active role in the management of the education resources to ensure they are used for the benefit of both girls and boys equitably;
- 3.1.2.9 Advocate for gender parity and put girls' education on the agenda for all service providers;
- 3.1.2.10 Involve traditional and religious leaders in promoting girls' education at both national and local levels;
- 3.1.2.11 Advocate for the reinforcement of the re-admission policy at all levels to allow more girls who dropout to come back to school;
- 3.1.2.12 Advocate for girls' boarding facilities and more classroom space to cater for increased numbers of students;
- 3.1.2.13 Advocate for legislation for Compulsory Universal Primary Education;
- 3.1.2.14 Address all socio-economic factors that undermine retention of girls in school
- 3.1.2.15 Advocate for parenting centers for young mothers who have to go back to school after delivery.

3.1.3 Objective 2

To promote the development and use of gender responsive curriculum, educational materials and equipment at all levels.

Strategies

- 3.1.3.1 Integrate gender in the school curriculum from lower classes
- 3.1.3.2 Develop the capacity and role of the inspectorate and gender units to support gender equality in the classroom;
- 3.1.3.3 Advocate for gender sensitive curriculum, educational materials and equipment for primary, secondary and tertiary education.
- 3.1.3.4 Strengthen the Gender Unit at Malawi Institute of Education and Gender Studies Unit at the University of Malawi;
- 3.1.3.5 Advocate for establishment of Gender Units in tertiary institutions.

3.1.4 Objective 3

To reduce dropout rates of girls and boys at all levels of education.

Strategies

- 3.1.4.1 Advocate for modification of cultural practices that have negative effects on girls and boys education;
- 3.1.4.2 Empower teachers to analyse and challenge gender stereotyping and

gender bias in curriculum materials, in language use and relations in the school and with the community;

- 3.1.4.3 Advocate for training and employing more female teachers and deploy more of them in rural areas
- 3.1.4.4 Create an enabling environment in learning institutions for students to report sexual, verbal abuse and harassment;
- 3.1.4.5 Improve the teaching-learning environment to reduce absenteeism, repetition and dropout rates for both boys and girls;
- 3.1.4.6 Encourage parents and community members to take an active interest in their children's learning and ensure that the school learning environment is healthy and safe;
- 3.1.4.7 Lobby for the legislation and enforcement of non-employment of school age children;
- 3.1.4.8 Create awareness on the legal provision for the minimum age of marriage of 18 years according to the law;
- 3.1.4.9 Advocate for the reinforcement of the re-admission policy at all levels to allow more girls who dropout due to pregnancy to come back to school after delivering.
- 3.1.4.10 Provide incentives to parents who keep their girl children in school.

3.1.5 Objective 4

To increase enrolment of girls in sciences and technology,

Strategies

- 3.1.5.1 Encourage girls and boys to study science subjects including ICT;
- 3.1.5.2 Increase the number of female teachers in mathematics, science and ICT in schools at all levels to act as role models for girls;
- 3.1.5.3 Advocate for equal access to scholarships and career planning for women, men, girls and boys;
- 3.1.5.4 Facilitate integration of science and technology subjects in institutions that train frontline staff.

3.1.6 Objective 5

To empower women and men through equitable access to adult basic education

Strategies

- 3.1.6.1 Lobby for investment in adult education for achievement of national development strategies;
- 3.1.6.2 Broaden the concept of literacy from 'learning to read and write and do arithmetic to the acquisition of skills for social action and women's empowerment;
- 3.1.6.3 Form relationships and programmes with donors who prioritise adult education;
- 3.1.6.4 Develop new and stronger links with NGOs advocating gender equality to engage in advocacy for gender equality in basic education.

3.2 POLICY THEME 2: GENDER AND REPRODUCTIVE HEALTH

3.2.1 Policy Theme Goal

Gender responsive health system (instituted) where gender issues and concerns are addressed throughout the National Health Service provision, especially at primary health care level.

3.2.2 Objective 1

To increase access to health services for women, men, boys and girls and all vulnerable groups.

Strategies

- 3.2.2.1 Advocate for more user friendly health facilities and services that benefit women and girls, men and boys and vulnerable groups especially those in rural areas.
- 3.2.2.2 Promote access to and control over primary health care services by women, men, boys and girls;
- 3.2.2.3 Promote access to reproductive health information and care services for women and men, boys and girls.
- 3.2.2.4 Advocate for gender sensitive information, education and communication (IEC) services on reproductive health services of national, district and community level among women.
- 3.2.2.5 Advocate for increased involvement of men and boys in reproductive health services.

3.2.3 Objective 2

To lobby for improvement of quality health services so that they equitably address the needs of women, girls, men and boys and all vulnerable groups

Strategies

- 3.2.3.1 Promote research and gender analysis for informed specific health care needs of women, men, boys and girls and other vulnerable groups

- 3.2.3.2 Advocate for improved responsive technical and professional training of all health personnel so that they address the gender needs particularly those of women and other vulnerable groups.
- 3.2.3.3 Strengthen preventive programs that promote women's health; using a gender- sensitive and rights based approach.

3.2.4 Objective 3

To reduce high maternal and neonatal mortality rate to acceptable levels in Malawi

Strategies

- 3.2.4.1 Lobby for sufficient budgetary allocations to the Road map maternal and other reproductive health services to ensure accessibility and quality RH services for women particularly those in rural areas;
- 3.2.4.2 Lobby for ring fencing of facility budgetary allocations on maternal and neonatal services to ensure accessibility and quality maternal and neonatal health (MNH) services for women particularly in rural areas.
- 3.2.4.3 Lobby for easily accessible family planning, prenatal, antenatal and delivery services to all women in the reproductive age group even those in rural areas
- 3.2.4.4 Advocate for training, recruitment and retention strategies for more midwives, community health workers (HSAs) and doctors and for their equitable deployment in the rural and urban areas;
- 3.2.4.5 Promote awareness of sexual and reproductive health rights amongst the youth;
- 3.2.4.6 Advocate for the legalisation of provision of safe abortion services for medically-at-risk mothers.

3.3 POLICY THEME 3: AGRICULTURE, FOOD SECURITY AND NUTRITION

3.3.1 Policy Theme Goal

Household, community and national food and nutrition security enhanced

3.3.2 Objective 1

To increase women's and other vulnerable groups access to and control over agricultural productive resources and technologies for food and nutrition security

Strategies

- 3.3.2.1 Advocate for gender analysis and mainstreaming in the food security and the national nutrition security policies, programmes and projects intervention;
- 3.3.2.2 Ensure that women, persons with disabilities, poor and other vulnerable groups have equitable access to agricultural inputs and services;

- 3.3.2.3 Promote gender awareness and analytical skills at all levels for gender responsive nutrition and food security policies, programmes, projects, plans and activities;
- 3.3.2.4 Promote dissemination of appropriate gender responsive labor and time saving technologies for increased food production, processing, preparation and storage;
- 3.3.2.5 Revise laws and policies to improve women's economic rights to property, inheritance, and labour force participation;
- 3.3.2.6 Promote women's access to agricultural market information and infrastructure;
- 3.3.2.7 Advocate for research on gender responsive agricultural technologies;
- 3.3.2.8 Lobby for favourable credit conditions for women and other disadvantaged groups.
- 3.3.2.9 Encourage women to produce high quality products for sale.
- 3.3.2.10 Increase access and ownership to land for women.

3.3.3 Objective 2

To reduce nutritional disorders among women and children

Strategies

- 3.3.3.1 Promote diversified household food production, storage and consumption of six food groups by women and children;
- 3.3.3.2 Promote the involvement of men and boys in the production and preparation of diversified food;
- 3.3.3.3 Advocate for the elimination of food taboos, cultural practices and eating habits that negatively impact on the nutritional status of women and children;
- 3.3.3.4 Promote engendered grain banks and safety net programmes that ensure that women, persons with disabilities and other vulnerable groups are primary beneficiaries;
- 3.3.3.5 Integrate gender in the monitoring mechanisms of food and nutrition;
- 3.3.3.6 Promote consumption of iodised salt and food rich in iron, oils, folate, vitamins and proteins.
- 3.3.3.7 Encourage small livestock by vulnerable groups including women and the physically challenged;
- 3.3.3.8 Promote food and nutrition campaigns according to area specific available foods;
- 3.3.3.9 Promote appropriate food and nutrition education to prevent and address nutritional disorders;
- 3.3.3.10 Promote the linkage of food and nutrition to economic empowerment,

literacy and education, agriculture, health and environmental management and other related disciplines.

3.3.3.11 Facilitate the development of IEC materials on food and dietary diversification for the various gender categories

3.3.3.12 Promote research on nutritive value of locally available food for the benefit of the women and other vulnerable groups.

3.4 POLICY THEME 4: NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT

3.4.1 Policy Theme Goal

Equal and equitable participation of women, men, girls and boys and other vulnerable groups in the sound management, conservation and utilization of natural resources and the environment for sustainable development.

3.4.2 Objective 1

To increase participation and involvement of women, men, girls, boys and vulnerable groups in planning, designing, implementation and evaluation of natural resources and the environment

Strategies

3.4.2.1 Promote women's participation in community afforestation, water, land management programmes;

3.4.2.2 Promote gender responsive irrigation technologies;

3.4.2.3 Empower both women and men to sustainably manage their ownwater points;

3.4.2.4 Promote research on gender responsive natural resource management systems;

3.4.2.5 Promote gender analysis and mainstreaming in natural resource policies and

programmes

3.4.2.6 Raise public awareness on the need of involving women, persons with disabilities

and other vulnerable groups in the management of natural resources and environment;

3.4.3 Objective 2

To minimize negative natural resource and environmental impacts thereby enhancing environmental benefits of projects to the majority of the vulnerable groups.

Strategies

3.3.3.1 Promote energy saving technologies to reduce women's time and energy on the multiple roles;

3.3.3.2 Promote more involvement of women, men and vulnerable groups in issues of waste management and pollution;

- 3.3.3.3 Create awareness among women, men, girls and boys on global warming and climate change;
- 3.3.3.4 Promote organic farming for women and men;
- 3.3.3.5 Create awareness on the genetically modified organisms (GMOs) and how they affect food security and the health of people;
- 3.3.3.6 Create awareness on alternative and clean sources of energy;

3.5 Policy Theme 5: Governance and Human Rights

3.5.1 Policy Theme Goal

Attained good governance, realised human rights and equal participation of women, men, girls and boys in national development.

3.5.2 Objective 1

To promote full and equal participation of women men, girls and boys in decision-making at all levels

Strategies

- 3.5.2.1 Empower women to participate effectively in socio-economic and political arenas through leadership, management and gender training
- 3.5.2.2 Facilitate the creation of a conducive environment for incorporating gender perspectives in governance and human rights;
- 3.5.2.3 Create awareness among women and men to appreciate, support and promote women in decision-making positions at all levels;
- 3.5.2.4 Advocate for legislation and policies to enhance women participation at all levels of governance and decision making.
- 3.5.2.5 Create and strengthen support systems for women to take an active part in decision making at all levels.
- 3.5.2.6 Engender socialization process for boys and girls to increase equal participation in decision making
- 3.5.2.7 Promote the provision of information to stimulate women to effectively participate in decision making processes at all levels
- 3.5.2.8 Lobby for the appointment of 50% women to decision-making positions;
- 3.5.2.9 Lobby for the quota system in the selection of women to parliament;

3.5.3 Objective 2

To effect all International Conventions, Declarations and other legal instruments on Human Rights to which Malawi is a signatory.

Strategies

3.5.3.1 Advocate for the review of the national laws and policies so that they are in harmony with international and regional conventions and declarations;

3.5.3.2 Domesticate and implement international, regional conventions and other legal instruments to which Malawi is a party

3.5.4 Objective 3

To create a conducive policy and legal environment for women and men of Malawi to enjoy their human rights.

Strategies

3.5.4.1 Advocate for the review of all oppressive gender insensitive constitutional, statutory and customary laws and policies that perpetuate gender discrimination;

3.5.4.2 Advocate for the translation and dissemination of the gender sensitive constitutional, statutory and customary laws into vernacular languages

3.5.5 Objective 4

To build capacity of civil society, private sector and government institutions on gender and human rights.

Strategies

3.5.5.1 Strengthen women's and human rights network to exchange information and ideas, and to collaborate on joint initiatives;

3.5.5.2 Involve women's groups in human rights promotion and advocacy campaigns, specifically to promote all thematic areas in the National Gender Policy

3.5.5.3 Encourage women's and human rights groups to join women worldwide in commemorating International and regional events affecting women and children

3.5.5.4 Train civil society, private sector and government institutions on investigating, reporting, monitoring and evaluating women's and human rights

3.5.5.5 Provide support, training and advice to Women's Parliamentary Caucus and parliamentarians to ensure that women's rights and gender issues are brought to the attention of the legislature;

3.5.5.6 Ensure that a substantive gender and women's human rights segment is

included in all human rights training activities for government partners such as law enforcement professionals, the military and government officials.

3.5.5.7 Sensitise the population on their human rights.

3.6 Policy Theme 6: Poverty Eradication and Economic Empowerment

3.6.1 Policy Theme Goal

Enhanced women's economic and social empowerment

3.6.2 Objective 1

To promote women's access to and control over productive resources and economic opportunities

Strategies

- 3.6.2.1 Promote capacity building of women and the youth in the areas of business, credit management, economic empowerment, literacy, skills development, production, processing and marketing;
- 3.6.2.2 Promote marketing possibilities for products produced by women at both local and international levels;
- 3.6.2.3 Lobby for the creation of a special fund by government to financially support women's businesses ;
- 3.6.2.4 Advocate for the setting up of sustainable social security schemes and soft loans for persons with disability , the elderly and other vulnerable groups;
- 3.6.2.5 Improve women's access to technology for production and marketing of products
- 3.6.2.6 Lobby for women's ownership of land and property.

3.6.3 Objective 2

To integrate gender issues into overall national development strategies and solicit support from development partners.

Strategies

- 3.6.3.1 Ensure that the national economic and development strategies and policies fully integrate gender issues and concerns;
- 3.6.3.2 Ensure that national budgets, plans, programmes and projects are engendered;
- 3.6.3.3 Ensure provision of frameworks or mechanisms for the implementation, monitoring and evaluation of the national development strategies ;
- 3.6.3.4 Mobilize donor support for national commitments to gender equality and women's empowerment.

3.6.4 Objective 3

To create a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.

Strategies

- 3.6.4.1 Advocate and lobby for the review of conditions of service and labour laws to be gender responsive;
- 3.6.4.2 Provide labour market information in schools and colleges (career talks);
- 3.6.4.3 Advocate for the formulation of gender responsive policies, rules and regulations that support the development of the informal sector;
- 3.6.4.4 Eradicate occupational segregation and all forms of employment discrimination including sexual abuse;
- 3.6.4.5 Advocate for the enforcement of legislative measures that ensure equal pay for equal work and equal remuneration for jobs of equal value for women and men;
- 3.6.4.6 Advocate against calls for extensive work experience by organizations for the recruitment of qualified young women and men;
- 3.6.4.7 Promote dissemination and provision of trade and investment Information and backstopping services to women and men entrepreneurs;
- 3.6.4.8 Promote functional adult literacy education for both women and men engaged in MSMEs.

3.7 POLICY THEME 7: GENDER AND HIV AND AIDS

3.7.1 Policy Theme Goal

Strengthened Gender Responsive HIV and AIDS programming.

3.7.1 Objectives

To mainstream gender concerns and gender issues in all HIV and AIDS strategies.

Strategies

- 3.7.1.1 Advocate gender responsive research and analysis for HIV and AIDS programming in all sectors
- 3.7.1.2 Ensure that policy and decision-makers, in public, private sector and civil society organisations put in place and implement sectoral policies that effectively address HIV and AIDS gender issues and concerns;
- 3.7.1.3 Ensure the effective participation of vulnerable groups particularly women, girls, People Living with HIV (PLWAs) and people with disabilities in all decision making processes in gender policies and programming of HIV and AIDS
- 3.7.1.4 Ensure that the rights and dignity of those living with and affected by HIV and AIDS particularly women and children are respected, protected and upheld in a conducive legal, political, economic, social and cultural gender friendly environment;
- 3.7.1.5 Facilitate the development of gender responsive policies and programs by providing adequate gender disaggregated data in all sectors;
- 3.7.1.6 Make gender equality and women's empowerment central to all strategies, policies and programs to effectively prevent, treat and mitigate HIV and AIDS;
- 3.7.1.7 Promote access to non-discriminatory, confidential and gender friendly HIV and AIDS services, appropriate for and accessible to women, the youth and other vulnerable groups;
- 3.7.1.8 Lobby for stiffer punishments on sexual violence and the enactment of a law on elimination of harmful cultural practices that promote women's susceptibility and vulnerability to HIV and AIDS;
- 3.7.1.9 Facilitate the provision of post-exposure prophylaxis (PEP) as a legal requirement for victims of sexual abuse.

3.7.3 Objective 2

To promote behavioral change and preventive interventions relating to HIV and AIDS to address the specific gender needs of the different categories of the vulnerable groups

Strategies

- 3.7.2.1 Develop adequate IEC gender responsive, accessible and effective material on HIV and AIDS;
- 3.7.2.2 Provide care, treatment and support to HIV-infected and affected women, children and their families;

- 3.7.2.3 Strengthen prevention strategies of HIV infection in the general population among women of child bearing age and their partners, especially for young and pregnant women;
- 3.7.2.4 Intensify male involvement in addressing family health and HIV and AIDS activities;
- 3.7.2.5 Systematically target the media to raise gender awareness about STIs, HIV and AIDS and other opportunistic infections;
- 3.7.2.6 Ensure the meaningful involvement of PLHIV, especially women, in Public awareness campaigns, policy formulation and programme implementation processes;
- 3.7.2.7 Ensure that the number of Counselling and Testing, and Prevention of Mother to Child Transmission (PMTCT) services are increased and women are encouraged to use the services;
- 3.7.2.8 Advocate for, and facilitate, male involvement in all programmes and strategies aimed at educating the public about HIV and AIDS.
- 3.7.2.9 Intensify community leaders' involvement in eliminating harmful cultural practices that promote the spread of HIV and AIDS

3.8 POLICY THEME 8: GENDER BASED VIOLENCE

3.8.1 Policy Theme Goal

Gender Based Violence Eliminated through laws, policies and social-economic services

3.8.2 Objective 1

To enhance formulation and enforcement of laws and policies related to gender based violence

Strategies

- 3.8.2.1 Orient law enforcers, Traditional leaders, religious leaders, political leaders and the public on the new laws and policies on gender based violence;
- 3.8.2.2 Advocate for the review and enforcement of the penal codes to criminalize emerging issues such as sexual abuse in marriages ;
- 3.8.2.3 Advocate for comprehensive implementation and monitoring of policies, procedures and protocols of GBV
- 3.8.2.4 Advocate for the development of institutional gender policies, sexual harassment policies and laws that include clear reporting mechanisms and sanctions for educators and other staff who violate such policies;
- 3.8.2.5 Create awareness on laws that protect women's rights;

3.8.2.6 Advocate for increased resource allocation in response to GBV;

3.8.3 Objective 2

To improve the response and access to socioeconomic services to address Gender Based Violence

Strategies

3.8.3.1 Lobby for the strengthening of victim Support Units and female cells

3.8.3.2 Create a conducive environment for reporting of gender-based violence cases at all institutions including the police;

3.8.3.3 Advocate for the provision of legal aid and alternative dispute resolution services to victims of GBV;

3.8.3.4 Advocate for mainstreaming of Gender Based Violence in HIV and AIDS and other reproductive health programs;

3.8.3.5 Advocate for the provision of counseling services to victims of gender based violence at all levels (community, educational institutions, workplace and public places);

3.8.3.6 Strengthen multi-sectoral collaboration, networks and alliances particularly between and among legal, social and health organizations;

3.8.3.7 Revise laws and policies to improve women's rights to property, land, inheritance, and labour force participation;

3.8.3.8 Strengthen enforcement mechanisms for the existing laws that punish perpetrators of GBV specially service providers;

3.8.4 Objective 3

To improve knowledge, attitudes and practices on gender-based violence issues.

Strategies

3.8.4.1 Lobby organizations and institutions to mainstream gender in their programmes and activities;

3.8.4.2 Collaborate with the media on development of guidelines for media reporting on GBV issues which ensure sensitive coverage;

3.8.5 Objective 4

To eliminate all forms of human trafficking especially women and children

Strategies

- 3.8.5.1 Advocate for the enactment of law on the elimination of human trafficking;
- 3.8.5.2 Create public awareness on human trafficking;
- 3.8.5.3 Strengthen the efforts of stakeholders in the fight against human trafficking
- 3.8.5.4 Advocate for provision of rehabilitation services to survivors of human trafficking.

4.0 IMPLEMENTATION ARRANGEMENTS

4.1 Institutional Arrangements

Bearing in mind that gender issues are multi-sectoral and cut across all areas of development, it is imperative that inter-agency and inter-institutional linkages are promoted. To promote gender equality and equity in the national development system, the existing government and other stakeholder's machinery at all levels shall be harnessed for the implementation and co-ordination of the National Gender Policy. The Institutional Framework for implementation of the National Gender Policy shall therefore comprise structures and institutions within the public sector, NGO and private sector, and the civil society including faith and community based organizations in close collaboration and partnership with various interested donors and development partners. These structures and institutions shall be under the overall direction of the National Gender Machinery which has the mandate to spearhead gender responsive development and in particular ensuring the improvements of women's status. Hence, the institutional framework needs to embrace all other gender systems and structures put in place by Government Ministries and Departments, Non-Governmental Organisations, the Private Sector, Civil Society, Faith and Community Based Organisations and all donor agencies.

At National Level, the National Gender Machinery shall remain the Ministry of Women and Child Development particularly the Department responsible for Gender and Women Affairs. Specific roles of the machinery are presented below. However, for it to effectively discharge its functions, there is the need for a functional review which will among other things determine the appropriate number and caliber of staff for the Department, and clearly define the functions and duties of the staff in line with the Departments mandate. The functional review should extend to the Ministry's district structures.

4.2 The National Gender Machinery

The National Gender Machinery will have the following core functions:

- Provide overall policy direction and spearhead and oversee the formulation and review of the National Gender Policy;
- Coordinate, advocate, lobby and network on issues of gender with all sectors;
- Provide Institutional strengthening and capacity development initiatives that advance gender equality.
- Mobilise resources for allocation towards gender mainstreaming and gender activities;

- In liaison with the Ministry of Economic Planning and Development, monitor and evaluate progress made towards achieving gender responsive national development.
- Provide technical guidance and backstopping services to all sectors including gender training, gender research and analysis and planning skills to build capacity for gender responsive interventions;
- Establish and maintain a gender resource centre;

4.3 Roles of Other Stakeholders

Besides sectoral ministries the National Machinery shall collaborate closely with other key actors, such as NGO's, faith and community based organisations, the private sector and local authorities to implement and achieve the goals of the gender policy. Within these agencies, co-ordination of gender issues across sub-sectors shall be enhanced through establishment of Gender Focal points manned by senior officers at policy and decision-making levels. Roles of other stakeholders include, but not limited to the following:-

- Ensure gender mainstreaming in all activities of every organisation in the field, including in particular promoting the use of sex-disaggregated data, promote the use of gender analysis in planning and reporting, and promote attention to women's issues, etc;
- Each organisation will appoint a gender focal point at sufficiently senior level of decision-making level that will be the point of contact on gender mainstreaming issues;
- Ensure knowledge of the national gender policy and the action plan within Organisations;
- Assess and build sectoral capacities to create awareness and understanding on gender concerns
- Identify and prioritise gender concerns and issues within the sectors and take appropriate action;
- Advocate within the sectors to develop and implement gender responsive programmes;
- Mobilise resources for gender mainstreaming;
- Establish documentation centres within the organizations and/or sector;
- Institute organizational information and management system that is gender sensitive;
- Link and collaborate with other sectors and the National Gender and Development Commission for effective gender mainstreaming and information sharing.

4.4 Ministry of Economic Planning and Development (MEPD) and the Ministry of Finance (MoF)

The Ministry of Economic Planning and Development (MEPD) in conjunction with the Ministry of Finance (MOF) which provides professional and technical support to Government and the public on budgeting economic and social policy, management and development and the M&E master plan. As a co-coordinator for development planning, MEPD has an important role in safeguarding the operationalisation of the national gender policy by ensuring that gender issues are mainstreamed throughout all aspects of the national development planning. In collaboration with other sectoral ministries, MEPD shall ensure that women and men are equally targeted and benefit from all development programmes. Specific roles of the MEPD shall include but not limited to;

- Ensure that all policies, macro and micro are gender responsive;
- Build capacity of planners and policy analysts to enhance their gender analysis skills as a strategy for establishing effective structural linkages between central and sectoral planning and local authorities;
- Ensure that gender budgeting is mainstreamed in the planning processes;
- Ensure that all data collected, analysed and disseminated by the National Statistical Office is desegregated by gender;

5.0 IMPLEMENTATION PLAN

The implementation plan, which highlights timeframe and responsibility for implementation of the strategies, is attached as *appendix 1* for detailed reference.

6.0 MONITORING AND EVALUATION

The National Gender Policy implementation requires an integrated and effective monitoring and evaluation system with appropriate and efficient feedback mechanisms. This requires undertaking monitoring and evaluation functions at all levels including gathering information at the macro, sectoral and grassroots levels. To facilitate this process, an institutionalized approach should be adopted to develop and establish internal self-monitoring and evaluation mechanisms for all stages of programming. This institutionalized framework entails developing appropriate monitoring and evaluation instruments and performance output, outcome and impact indicators.

The indicators will be used at different levels to measure what will go into programs or projects and what comes out of them. The input-process-output-outcome-impact M&E frameworks will need to be developed and used for programs or projects in order to systematically track progress in the achievement of the policy intended goals.

The effectiveness of the system calls for strengthening and enhancing gender planning skills for all those involved, assigning a high level officer to co-ordinate gender responsive planning who will ensure that the gender perspective is reflected in all sectoral activities of policy development and implementation.

In addition to these internal mechanisms, clear linkages and relationships with the National Gender Machinery and the National Gender and Development Commission, inter-agency and inter-institutional linkages are necessary for the operationalisation and successful realization of the Policy goal. *Appendix 2* is the Policy Impact Monitoring and Evaluation matrix.

Research will need to be an integral part of Policy implementation and monitoring and evaluation. For effective implementation of Policy and realization of the policy vision and goal, interventions will have to be research based.

7.0 RESOURCE MOBILIZATION

The National Machinery will have the overall responsibility of ensuring that adequate resources are mobilized and made available for the execution of the National Gender Policy at national level. The NGO, civil society and private sector will also need to play a significant role in resource mobilisation carrying out all planned gender initiatives and programs.

In this regard, efforts will be made at both national and local levels to ensure that all possible avenues for resource mobilization are utilized. This will include lobbying central government as well as parliament to prioritize gender initiatives and programs on the national agenda as well as on the national budget. Cooperation will also be sought with various donor and development partners in an effort to raise adequate resources for the implementation of the National Gender Policy

8.0 CAPACITY BUILDING

This Policy strongly advocates for the following in the implementation process:

- Inter-agency coordination,
- Capacity building

For effective implementation of the Policy, the National Machinery including its district structures and all the other stakeholders will need to be capacitated to operationalise the outlined policy strategies. The Malawi Gender Trainers Team which is a capacity building arm for the National Machinery will need to play a pivotal role. However, for it to be more effective, the MGTT will need to be reorganized from its present form to a national capacity building body that is closely affiliated to the National Machinery. The Machinery will be the secretariat to the MGTT. The MGTT's capacity will need to be built. MGTT members will need to be further trained in gender issues for them to be more effective. For effective utilization of MGTT capacity building services by the stakeholders, there will be the need to create awareness about the existence of the MGTT.

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GLOSSARY

Persons with Disability: persons with sensory, physical impairment

Vulnerable persons: these include orphans, persons with disabilities, majority of women.

National Machinery: it is a single body or a complex organized system of bodies, often under different authorities, but recognized by the government as the institution dealing with the promotion of the status of women (ILO, 1995). The Ministry of Women and Child Development is the National Gender Machinery.

Post Exposure Prophylaxis: treatment given to a person after being exposed to HIV infection

Six food groups: staples; legumes; fats and substitutes; fruits; vegetables; and food from animals.

Gender issues: these are issue, which consider the conditions and position of men and women in society. If there are differences in opportunities, roles and situations between men and women, including access to and control in decision making, gender issues arise.

Gender mainstreaming: Mainstreaming gender is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

Gender equity: means that men and women are treated fairly.

Gender equality: means women and men have identical rights and status under society and the law.

APPENDICES

Appendix 1: Implementation Plan

OVERALL POLICY GOAL: *To mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for sustainable and equitable development.*

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
POLICY THEME 1: GENDER, LITERACY, EDUCATION AND TRAINING				
High-quality, equitable education and training	<i>To increase access to quality education to all school age children at(early childhood) primary, secondary and tertiary levels.</i>	Advocate for strong legal measures to outlaw sexual violence and harassment in schools, with clear procedures for dealing with abuse, which are widely communicated	MoWCD, MoEVT, ACEM, Judiciary, Media, UNIMA, MZUNI, TEVET, PRISAM	By 2009
		Ensure the implementation and enforcement of legal commitments to gender equality in relation to sexual violence and harassment in schools.	MoWCD, MoEVT, ACEM, UNIMA, TEVET, MZUNI, Judiciary, PRISAM	Continuously
		Ensure that training in gender is included in the teacher-education programme, both in pre-service training and in-service college-based or school-based training;	MIE, MoWCD, MoEVT, ACEM, PRISAM, NGOs, FBOs	By end 2009
		Advocate for provision of a conducive environment for girls' personal hygiene for management of menstruation and sanitation and students with special education needs to enhance equity;	MoWCD, MoEVT, ACEM, PRISAM MoH, MoWDI, NGOs, FBOs, UNICEF, UNFPA	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Advocate for the adaptation and rehabilitation of existing schools and build additional school infrastructure including teachers houses at all levels to cater for the increased number of pupils and students;	MoEVT, MoWCD, ACEM, PRISAM, MoTPW, UNICEF	Continuously
		Implement affirmative policies relating to selection of pupils and students to secondary and tertiary levels where possible;	MoWCD, MoEVT, UNIMA, TEVET, ACEM, PRISAM, MANEB, NGOs	Continuously
		Reinforce social mobilization campaigns to enroll all school age children and retain them in school, particularly girls;	MoLGRD, MoWCD, MoEVT, FAWEMA, NGOs, FBOs	Continuously
		Encourage parents and community members to play an active role in the management of the education resources to ensure they are used for the benefit of both girls and boys equitably;	MoLGRD, MoWCD, MoEVT, FAWEMA, NGOs, FBOs	Continuously
		Advocate for gender parity and put girls' education on the agenda for all service providers;	MoWCD, MoEPD, UNICEF, Plan Malawi, UNFPA, Media	Continuously
		Involve traditional and religious leaders in promoting girls' education at both national and local levels;	MoWCD, FAWEMA, ACEM, MoEVT, NGOs, FBOs, UNICEF, Plan Malawi, Media	Continuously
		Advocate for the reinforcement of the re-admission policy at all levels to allow more girls who dropout to come back to school;	MoWCD, MoEVT, ACEM, PRISAM, UNICEF, UNIMA, TEVET, MZUNI, Communities, UNICEF, Media	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Advocate for girls' boarding facilities and more classroom space to cater for increased numbers of students	MoWCD, MoEVT, UNICEF, MoF, MoEPD, Plan Malawi	Yearly
		Advocate for legislation for Compulsory Universal Primary Education;	MoEVT, MoWCD, Legislature, Judiciary, Law Commission, Media, FAWEMA	By end 2009
		Address all socio-economic factors that undermine retention of girls in school	MoEVT, FAWEMA, UNICEF, Plan Malawi, Communities	Continuously
		Advocate for parenting centers for young mothers who have to go back to school after delivery	MoEVT, MoWCD, UNICEF	Continuously
	<i>To the development and use of gender responsive curriculum, educational materials and equipment at all levels.</i>	Integrate gender in the school curriculum from lower classes	MoEVT, MIE, MoWCD, FAWEMA, UNICEF, ACEM, PRISAM	By 2009
		Develop the capacity and role of the inspectorate and gender units to support gender equality in the classroom;	MoWCD, MoEVT, ACEM, PRISAM	By 2009
		Advocate for gender sensitive curriculum, educational materials and equipment for primary, secondary and tertiary education.	MoEVT, MoWCD, MIE, ACEM, FAWEMA, PRISAM, Media, NGOs, FBOs	By end 2009
		Strengthen the Gender Unit at Malawi Institute of Education and Gender Studies Unit at the University of Malawi;	MoWCD, MoEVT, UNIMA, MIE, MoF	By end 2008
		Advocate for establishment of Gender Units in tertiary institutions.	MoWCD, MoEVT	By 2010
		<i>To reduce dropout rates of girls and boys at all levels of education.</i>	Advocate for modification of cultural practices that have negative effects on girls and boys education;	MoWCD, MoEVT, Dept. of Museums of Malawi, Dept. of Arts and Crafts, FAWEMA, NGOs, MoLGRD, UNICEF, Plan Malawi, FBOs, Communities
	Empower teachers to analyse and challenge gender stereotyping and gender bias in curriculum materials, in language use and relations in the school and with the community;		MoWCD, MoEVT, NGO GCN, FAWEMA, NGOs, ACEM, PRISAM	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Advocate for training and employing more female teachers and deploy more of them in rural areas	MoWCD, MoEVT, MoF, MoEPD, FAWEMA, ACEM, PRISAM, TEVETA	Continuously
		Create an enabling environment in learning institutions for students to report sexual, verbal abuse and harassment;	MoWCD, MoEVT, Police, ACEM, PRISAM, NGOs, FBOs, UNICEF	Continuously
		Improve the teaching-learning environment to reduce absenteeism, repetition and dropout rates for both boys and girls;	MoEVT, ACEM, UNICEF, Plan Malawi, NGOs, WFP, WVI, FBOs	Continuously
		Encourage parents and community members to take an active interest in their children's learning and ensure that the school learning environment is healthy and safe;	MoWCD, MoEVT, MoLGRD, Communities, UNICEF, Plan Malawi	Continuously
		Lobby for the legislation and enforcement of non-employment of school age children;	MoWCD, MoLSD, ILO, UNICEF, Plan Malawi, Legislature, Law Commission	By end 2009
		Create awareness on the legal provision for the minimum age of marriage of 18 years according to the law;	MoWCD, Legislators, NGOs, FBOs, MoJ	By 2009
		Advocate for the reinforcement of the re-admission policy at all levels to allow more girls who dropout due to pregnancy to come back to school after delivering.	MoWCD, MoEVT, UNIMA, MZUNI, FAWEMA, NGOs, FBOs, ACEM, PRISAM, UNICEF	Continuously
		Provide incentives to parents who keep their girl children in school.	MoWCD, UNICEF, NGOs, Private Sector, FBOs, MoEVT, ACEM, PRISAM, FAWEMA	Continuously
	<i>To increase enrolment of girls in sciences and technology,</i>	Encourage girls and boys to study science subjects including ICT;	MoWCD, MoEVT, TEVETA, MoLSD, NGOs, FBOs, UNIMA, UNICEF, NYCoM, MoYDS, Communities	Continuously
		Increase the number of female teachers in mathematics, science and ICT in schools at all levels to act as role models for girls;	MoEVT, MIE, UNIMA, MZUNI, TEVETA, MoLSD, UNICEF, FAWEMA, UNFPA	By 2010
		Advocate for equal access to scholarships and career planning for women, men, girls and boys;	MoWCD, DHRMD, MoF, NGOs, FBOs, ACEM, PRISAM	Continuously
		To integrate science and technology	MoWCD, MoAFS, DHRMD,	By 2010

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		subjects in institutions that train frontline staff.	Dept. of Forestry, MIE, UNIMA, MZUNI, NRC	
	<i>To empower women and men through equitable access to adult basic education</i>	Lobby for investment in adult education for achievement of national development strategies;	MoWCD, NCLAE, NGOs, SIDA, ICELAND, MoEPD, MoF	Continuously
		Broaden the concept of literacy from 'learning to read and write and do arithmetic' to the acquisition of skills for social action and women's empowerment;	MoWCD, NCLAE, MIE	By 2010
		Form relationships and programmes with donors who prioritise adult education;	MoWCD, SIDA, ICELAND, NGOs, Private Sector	Continuously
		Develop new and stronger links with NGOs advocating gender equality to engage in advocacy for gender equality in basic education	MoWCD, NGO CGN, DAGG	By 2010

OVERALL POLICY OBJECTIVES: (see pages 9-10)

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
POLICY THEME 2: GENDER AND REPRODUCTIVE HEALTH				
Gender responsive health system (instituted) where gender issues and concerns are addressed throughout the National Health Service provision, especially at primary health care level.	<i>To increase access to health services for women, men, boys and girls and all vulnerable groups.</i>	Advocate for more user friendly health facilities and services that benefit women and girls, men and boys and vulnerable groups especially those in rural areas.	RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media	Continuously
		Promote access to and control over primary health care services by women, men, boys and girls	RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, MoF, FBOs, Media	Continuously
		Promote access to reproductive health information and care services for women and men, boys and girls.	RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media	Continuously
		Advocate for gender sensitive	MoWCD, RHU, MOH,	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		information, education and communication (IEC) services on reproductive health services of national, district and community level among women.	FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media	
		Advocate for increased involvement of men and boys in reproductive health services.	MoWCD, RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media	Continuously
	<i>To lobby for improvement of quality health services so that they equitably address the needs of women, girls, men and boys and all vulnerable groups</i>	Promote research and gender analysis for informed specific health care needs of women, men, boys and girls and other vulnerable groups	MoWCD, NSO, CSR	Continuously
		Advocate for improved responsive technical and professional training of all health personnel so that they address the gender needs particularly those of women and other vulnerable groups.	MOH, CHAM, UNIMA, FBOs, MZUNI	Continuously
		Strengthen preventive programs that promote women's health; using a Gender-sensitive and rights based approach.	MoWCD, RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media, MHRC, HRRC, NGOs	Continuously
	<i>To reduce high maternal and neonatal mortality rate to acceptable levels in Malawi</i>	Lobby for sufficient budgetary allocations to the Road map maternal and other reproductive health services to ensure accessibility and quality RH services for women particularly those in rural areas;	MoWCD, MoH, MoF, MoEPD, RHU, BLM, CHAM	Yearly
		Lobby for ring fencing of facility budgetary allocations on maternal and neonatal services to ensure accessibility and quality maternal and neonatal health (MNH) services for women particularly in rural areas.	MoH, BLM, MoF, CHAM	Yearly

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Lobby for easily accessible family planning, prenatal, antenatal and delivery services to all women in the reproductive age group even those in rural areas	MoWCD, RHU, MOH, FPAM, BLM, CHAM, FBOs, Media	Continuously
		Advocate for training, recruitment and retention strategies for more midwives, community health workers (HSAs) and doctors and for their equitable deployment in the rural and urban areas;	MoWCD, UNIMA, MoF, CHAM, DHRMD, MZUNI, NMCM, MoH	Continuously
		Promote awareness of sexual and reproductive health rights amongst the youth;	MoWCD, RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media	Continuously
		Advocate for the legalisation of provision of safe abortion services for medically-at-risk mothers.	MoWCD, NGOs, RHU, MOH, FPAM, CHAM, MoYS, NYCoM, Media	By end 2008
POLICY THEME 3: AGRICULTURE, FOOD SECURITY AND NUTRITION				
Household, community and national food and nutrition security enhanced	<i>To increase women's and other vulnerable groups access to and control over agricultural productive resources and technologies for food and nutrition security</i>	Advocate for gender analysis and mainstreaming in all food and nutrition security policies, programmes and projects intervention;	MoWCD, MoAFS, OPC/N &HIV/AIDS, MoEPD, MoF, DHRMD, OPC, NGOs, FBOs.	Continuously
		Ensure that women, persons with disabilities, poor and other vulnerable groups have equitable access to agricultural inputs and services;	MoWCD, MoAFS, ADMARC, MoPDE	Continuously
		Promote gender awareness and analytical skills at all levels for gender responsive nutrition and food security policies, programmes, projects, plans and activities;	MoWCD, MoAFS, OPC/N&HIV/AIDS, NGOs, Media	Continuously
		Promote dissemination of appropriate gender responsive labor and time saving technologies for increased	MoWCD, MoAFS, MITDC, MEDI, NGOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		food production, processing, preparation and storage;		
		Revise laws and policies to improve women's economic rights to property, inheritance, and labour force participation;	MoWCD, Law Commission, Legislator, WLSA, Judiciary	By 2010
		Promote women's access to agricultural market information and infrastructure;	MoWCD, MoAFS, ADMARC, MoICE, Media	Continuously
		Advocate for research on gender responsive agricultural technologies;	MoWCD, ARET, MoAFS, National Research Council, NSO, MEDI, MIRTDC	Continuously
		Lobby for favourable credit conditions for women and other disadvantaged groups	MoWCD, Mo	Continuously
	<i>To reduce nutritional disorders among women and children</i>	Promote diversified household food production, storage and consumption of six food groups by women and children;	MoAFS, MEDI, UNIMA, OPC/N&HIV/AIDS, ADMARC, Communities, NGOs, FBOs	Continuously
		Promote the involvement of men and boys in the production and preparation of diversified food;	MoWCD, MoAFS, OPC/N&HIV/AIDS	Continuously
		Advocate for the elimination of food taboos, cultural practices and eating habits that negatively impact on the nutritional status of women and children;	MoWCD, Dept. of Museums of Malawi, Dept. of Arts and Crafts Communities, OPC/N&HIV/AIDS, MoH	By 2011
		Promote engendered grain banks and safety net programmes that ensure that women, persons with disabilities and other vulnerable groups are primary beneficiaries;	Dept of Disaster Preparedness, MoWCD, MoAFS, ADMARC, Communities, NGOs, FBOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Integrate gender in the monitoring mechanisms of food and nutrition;	MoWCD, MoAFS, OPC/N&HIV/AIDS, MoEPD	By 2010
		Promote consumption of iodised salt and food rich in iron, oils, folate, vitamins and proteins.	MoWCD, OPC/N&HIV/AIDS, MBS, NGOs, FBOs, UNIMA, Media	Continuously
		Encourage rearing of small livestock by vulnerable groups including women and the physically challenged;	MoWCD, MoAFS, UNIMA, MoPDE	Continuously
		Promote food and nutrition campaigns according to area specific available foods;	MoAFS, Media, OPC/N&HIV/AIDS, MoWCD, MoICE, NGOs, FBOs	Continuously
		Promote appropriate food and nutrition education to prevent and address nutritional disorders;	MoAFS, Media, OPC/N&HIV/AIDS, MoWCD, MoICE, NGOs, FBOs	Continuously
		Promote the linkage of food and nutrition to economic empowerment, literacy and education, agriculture, health and environmental management and other related disciplines.	MoAFS, Media, OPC/N&HIV/AIDS, MoWCD, MoICE, NGOs, FBOs, MoEPD, Dept of Environ, NCLAE	Continuously
		Facilitate the development of IEC materials on food and dietary diversification for the various gender categories	MoWCD, HEU, MoICE, MoAFS, OPC/N&HIV/AIDS, UNIMA, MIE	By 2010
		Promote research on nutritive value of locally available food for the benefit of the women and other vulnerable groups	UNIMA, NSO, CSR, MoWCD, MoAFS, NRCM	Periodically
POLICY THEME 4: NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT				
Equal and equitable participation of women, men, girls and boys and	<i>To increase participation and involvement of women, men, girls, boys and vulnerable groups in planning, designing, implementation and</i>	Promote women's participation in community afforestation, water and land management programmes;	Dept of F, MoWCD, CURE, MoIWD, MoLHS, NGOs, FBOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
other vulnerable groups in the sound management, conservation and utilization of natural resources and the environment for sustainable development.	<i>evaluation of natural resources and the environment</i>			
		Promote gender responsive irrigation technologies;	MoAFS, MIRDC, NGOs, FBOs	Continuously
		Empower women and men to manage their own water resources and services;	MoWCD, MoIWD, NGOs, FBOs	Continuously
		Promote research on gender responsive natural resource management systems;	MoWCD, Dept of Env, NSO, CRS, MoMNR, NGOs, UNIMA	Continuously
		Promote gender analysis and mainstreaming in natural resource policies and programmes	MoWCD, Dept of Env, NSO, CRS, MoMNR, NGOs, UNIMA	Continuously
		Empower both women and men to invest in the management of their own and community water resources and services;	Dept of F, MoWCD, CURE, MoIWD, MoLHS, NGOs, FBOs, MoMNR	Continuously
		Raise public awareness on the need of involving women, persons with disabilities and other vulnerable groups in the management of natural resources and environment;	MoWCD, MoPDE, Media, MoMNR, Dept of Env, NGOs, FBOs, MoICE	Continuously
	<i>To minimize negative natural resource and environmental impacts thereby enhancing environmental benefits of projects to the majority of the vulnerable groups.</i>	Promote energy saving technologies to reduce women's time and energy on reproductive activities;	MoWCD, MIRD, UNIMA, MEDI, NGOs, Private Sector	Continuously
		Promote more involvement of women, men and vulnerable groups in issues of waste management and pollution;	MoWCD, MoPDE, Media, MoMNR, Dept of Env, NGOs, FBOs, MoICE, DAs, Town, City and Municipal Councils	Continuously
		Create awareness among women, men, girls and boys on global warming and climate change;	Dept of Env, MoENR, MoICE, NGOs	By 2009
		Promote organic farming for women and men;	MoWCD, MoAFS, NGOs, FBOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Create awareness on the genetically modified organisms (GMOs) and how they affect food security and the health of people;	MoAFS, MoICE, NGOs, FBOs	By end 2009
POLICY THEME 5: GOVERNANCE AND HUMAN RIGHTS				
Attained good governance, realised human rights and equal participation of women, men, girls and boys in national development.	<i>To promote full and equal participation of women men, girls and boys in decision -making at all levels</i>	Empower women to participate effectively in socio-economic and political arenas through leadership, management and gender training	MoWCD, WLSA, NGOs, MGTT	Continuously
		Facilitate the creation of a conducive environment for incorporating gender perspectives in governance and human rights;	MoWCD, MoLGRD, NGOs, MHRC, HRCC, HRRC, DAs, Political parties, MoLGRD	By 2010
		Create awareness among women and men to appreciate, support and promote women in decision-making positions at all levels;	MoWCD, MoICE, Media, NGOs, Political Parties	Continuously
		Advocate for legislation and policies to enhance women participation at all levels of governance and decision making.	MoWCD, Legislature, OPC, NGOs, MoLGRD, Media	By 2010
		Create and strengthen support systems for women to take an active part in decision making at all levels.	MoWCD, NGOs,	By 2010
		Engender socialization process for boys and girls to increase equal participation in decision making	MoWCD, Communities	Continuously
		Promote the provision of information to stimulate women to effectively participate in decision making processes at all levels	MoICE, MoWCD, Media, DHRMD	Continuously
		Lobby for the appointment of 50% women to decision-making positions.	MoWCD, DHRMD, OPC	By 2009
		<i>To effect all International Conventions,</i>	Advocate for the review of the	MoWCD, Law

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
	<i>Declarations and other legal instruments on Human Rights to which Malawi is a signatory.</i>	national laws and policies so that they are in harmony with international and regional conventions and declarations	Commission, Judiciary, Legislature	
		Domesticating and implementing international, regional conventions and other legal instruments to which Malawi is a party	Judiciary, Law Commission, MoWCD,	Continuously
	<i>To create a conducive policy and legal environment for women and men of Malawi to enjoy their human rights.</i>	Advocate for the review of all oppressive gender insensitive constitutional, statutory and customary laws and policies that perpetuate gender discrimination;	MoWCD, Law Commission, Judiciary, OPC, Legislature	By 2010
		Advocate for the translation and dissemination of the gender sensitive constitutional, statutory and customary laws into vernacular languages.	MoWCD, Law Commission, Media, MIE	By 2010
	<i>To build capacity of civil society, private sector and government institutions on gender and human rights.</i>	Strengthen women's and human rights network to exchange information and ideas, and to collaborate on joint initiatives;	MoWCD, MHRC, NGO GCN	By 2010
		Involve women's groups in human promotion and advocacy campaigns, specifically to promote all thematic areas in the National Gender Policy	MoWCD, MHRC, NGO GCN	Continuously
		Encourage women and human rights groups to join women worldwide in commemorating International and regional events affecting women and children	MoWCD, NGO GCN, MHRC	Yearly
		Train civil society, private sector and government institutions on investigating, reporting, monitoring and evaluating women's human rights	MoWCD, DHRMD, MHRC, HRRC, HRCC	By 2010
		Provide support, training and advice to Women's Parliamentary Caucus and parliamentarians to ensure that women's rights and gender issues are	MoWCD, Legislature, NGOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		brought to the attention of the legislature;		
		Ensure that a substantive gender and women's human rights segment is included in all human rights training activities for government partners such as law enforcement professionals, the military and government officials.	MoWCD, DHRMD, MHRC, MIE, UNIMA, MZUNI	By 2010
		Sensitize the population on their human rights.	MoWCD, MHRC, NGOs, HRCC, HRRC	Continuously
POLICY THEME 6: POVERTY ERADICATION AND ECONOMIC EMPOWERMENT				
Enhanced women's economic and social empowerment	<i>To promote women's access to and control over productive resources and economic opportunities</i>	Promote capacity building of women in the areas of business, credit management, economic literacy, skills development, production, processing and marketing;	MoWCD, Dept. of Arts and Crafts, MEDI, SEDOM, DEMAT, DHRMD, TEVET, UNIMA	Continuously
		Promote marketing possibilities for products produced by women at both local and international levels;	MoWCD, MoTrade, MIPA, MEPEC, MCCCCI	Continuously
		Lobby for the creation of a special fund by government to financially support women' businesses ;	MoWCD, MoF	By 2009
		Advocate for the setting up of sustainable social security schemes and soft loans for persons with disability , the elderly and other vulnerable groups;	MoWCD, MoPDE, MoLVT, OPC, MoEPD, MoF, Bingu Silver Grey Foundation	By 2010
		Improve women's access to technology for production and marketing of products	MoWCD, MoLVT, TEVET, MoAFS, MEDI, MIRTDC, NGOs	Continuously
		Lobby for women's ownership of land and property	MoWCD, MoLGRD, MoLHS	Continuously
	<i>To integrate gender issues into overall national</i>	Ensure that the national economic and	MoWCD, MoEPD,	By end 2008

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
	<i>development strategies and solicit support from development partners.</i>	development strategies such as the Malawi Growth and Development Strategy (MGDS) Public Sectors Investment Programme (PSIP) fully integrate gender issues and concerns.	OPC, DHRMD	
		Ensure that national budgets are planned, approved, implemented, monitored and audited in a gender-sensitive way;	MoWCD, MoF, MoEPD	Periodically
		Ensure provision of frameworks or mechanisms for the implementation, monitoring and evaluation of the national development strategies ;	MoEPD, MoF	Continuously
		Mobilize donor support for national commitments to gender equality and women's empowerment	MoWCD, MoF, MoEPD	Continuously
	<i>To create a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.</i>	Advocate and lobby for the review of conditions of service and labour laws to be gender responsive;	MoWCD, MoLVT, Malawi Law Commission	By 2010
		Provide labour market information in schools and colleges (career talks);	MoLVT, MoEST	Continuously
		Advocate for the formulation of gender responsive policies, rules and regulations that support the development of the informal sector;	MoWCD, OPC, MoEPD	Continuously
		Eradicate occupational segregation and all forms of employment discrimination;	MoLVT, MoWCD	Continuously
		Advocate for the enforcement of legislative measures that ensure equal pay for equal work and equal remuneration for jobs of equal value for women and men;	MoLVT, MoWCD, Judiciary, MHRC, FBOs	Continuously
		Advocate against calls for extensive work experience by organizations for the recruitment of qualified young	MoLVT, MHRC, MoWCD, FBOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		women and men;		
		Promote dissemination and provision of trade and investment information and backstopping services to women and men entrepreneurs;	MoTrade, MEDI, MoLVT, MIPA	Continuously
		Promote functional adult literacy education for both women and men engaged in MSMEs.	MoWCD, NGOs, FBOs, MoEST	Continuously
POLICY THEME 7: GENDER AND HIV AND AIDS				
Strengthened Gender Responsive HIV and AIDS programming.	<i>To mainstream gender concerns and gender issues in all HIV and AIDS strategies.</i>	Advocate gender responsive research and analysis for HIV and AIDS programming in all sectors	MoWCD, NAC, OPC/N&HIV and AIDS	Continuously
		Ensure that policy and decision-makers, in public, private sector and civil society organisations put in place and implement sectoral policies that effectively address HIV and AIDS gender issues and concerns;	MoWCD, NAC, Media, OPC/N&HIV and AIDS, NGOs, MBCA, MIAA	Continuously
		Ensure the effective participation of vulnerable groups particularly women, girls, People Living with HIV (PLHIV) and people with disabilities in all decision making processes in gender policies and programming of HIV and AIDS	MoWCD, NAC, MANET+, NAPHAM, MoPD, FBOs	Continuously
		Ensure that the rights and dignity of those living with and affected by HIV and AIDS particularly women and children are respected, protected and upheld in a conducive legal, political, economic, social and cultural gender friendly environment;	NAPHAM, MANET+, NAC, MHRC, NGOs, FBOs, Police	Continuously
		Facilitate the development of gender responsive policies and programs by	NSO, MoWCD, MoEPD, CSR	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		providing adequate gender disaggregated data in all sectors;		
		Make gender equality and women's empowerment central to all strategies, policies and programs to effectively prevent, treat and mitigate HIV and AIDS;	MoWCD, MoEPD, MoF, OPC, NAC	Continuously
		Promote access to non-discriminatory, confidential and gender friendly HIV and AIDS services, appropriate for and accessible to women, the youth and other vulnerable groups;	NAC, MoH, MoWCD, OPC/N&HIV, NGOs, FBOs	Continuously
		Lobby for stiffer punishments on sexual violence and the enactment of a law on elimination of harmful cultural practices that promote women's susceptibility and vulnerability to HIV and AIDS;	MoWCD, Dept. of Culture, Judiciary, NGOs, Law Commission, Traditional Leaders	Continuously
		Facilitate the provision of post-exposure prophylaxis (PEP) as a legal requirement for victims of sexual abuse	MoH, CHAM, NAC, BLM, NGOs, Pvt Sector, Judiciary	Continuously
	<i>To promote behavioral change and preventive interventions relating to HIV and AIDS to address the specific gender needs of the different categories of the vulnerable groups</i>	Develop adequate IEC gender responsive, accessible and effective materials on HIV and AIDS;	NAC, MoWCD, Censorship Board, HEU, MoH, MoICE, NGOs, FBOs	Continuously
		Provide care, treatment and support to HIV-infected and affected women, children and their families;	NAPHAM, MANET+, NAC, NGOs, Communities, MoH, CHAM	Continuously
		Strengthen prevention strategies of HIV infection in the general population among women of child bearing age and their partners, especially for young and pregnant women;	NAC, NGOs, MANET+, NAPHAM, MoWCD	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Intensify male involvement in addressing family health and HIV and AIDS activities;	NAC, MoWCD, FPAM, BLM, Media	Continuously
		Systematically target the media to raise gender awareness about STIs, HIV and AIDS;	NAC, MoWCD, Media, BLM, NGOs	Continuously
		Ensure the meaningful involvement of PLHIV, especially women, in public awareness campaigns, policy formulation and programme implementation processes;	NAPHAM, MANET+, NAC, MoWCD, NGOs, FBOs, OPC	Continuously
		Ensure that the number of Counseling and Testing, and Prevention of Mother to Child Transmission (PMTCT) services are increased and women are encouraged to use the services;	NAC, MoH, MACRO, NGOs, MoF, CHAM, Pvt Sector	Continuously
		Advocate for, and facilitate, male involvement in all programmes and strategies aimed at educating the public about HIV and AIDS.	NAC, MoWCD, Media, OPC/N&HIV	Continuously
		Intensify community leaders' involvement in eliminating harmful cultural practices that promote the spread of HIV and AIDS	Dept. of Culture, Media, Traditional leaders, NAC, MoWCD, OPC/N&HIV	Continuously
POLICY THEME 8: GENDER BASED VIOLENCE				
Gender Based Violence Eliminated through laws, policies and social-economic services	<i>To enhance formulation and enforcement of laws and policies related to gender based violence</i>	Orient law enforcers, Traditional leaders, religious leaders, political leaders and the public on the new laws and policies on gender based violence;	MoWCD, MoHA, MoLGRD, Media, Judiciary, Law Commission	By 2010
		Advocate for the review and enforcement of the penal codes to criminalize emerging issues such as sexual abuse in marriages	MoWCD, Law Commission, MoHA, Judiciary, NGOs	Continuously

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Advocate for comprehensive implementation and monitoring of policies, procedures and protocols of GBV	MoWCD, NGO GCN, OPC, MHRC	By 2009
		Advocate for the development of institutional gender policies, sexual harassment policies and laws that include clear reporting mechanisms and sanctions for educators and other staff who violate such policies;	MoWCD, OPC, Law Commission	By 2010
		Create awareness on laws that protect women's rights;	MoWCD, NGOs, Law Commission, NGO GCN, Media	By 2010
		Advocate for increased resource allocation in response to GBV;	MoWCD, NGOs, NGO CGN, MoEPD, MoF	Continuously
	<i>To improve the response and access to socioeconomic services to address Gender Based Violence</i>	Lobby for the strengthening of victim Support Units and female cells	MoWCD, Police, MoHA, MoJ, NGOs	By 2009
		Create a conducive environment for reporting of gender-based violence cases at all institutions including the police;	MoWCD, MoEST, NGOs, Police, Judiciary	Continuously
		Advocate for the provision of legal aid and alternative dispute resolution services to victims of GBV;	MoJ, MoWCD, NGOs, Judiciary, FBOs, WLSA	Continuously
		Advocate for mainstreaming of Gender Based Violence in HIV and AIDS and other reproductive health programs;	MoWCD, WLSA, NAC, OPC/N&HIV, MoH, CHAM, BLM	Continuously
		Advocate for the provision of counseling services to victims of gender based violence at all levels (community, educational institutions, workplace and public places);	MoWCD, MoEST, MoLVT, DHRMD, OPC, MoLGRD, NGOs, FBOs	Continuously
		Strengthen multi-sectoral collaboration, networks and alliances particularly between and among legal, social and health organizations;	MoWCD, MoEPD, DHRMD, NGOs, Pvt Sector, NGO GCN	By 2009

Specific Goal	Specific Objective	Strategy	Responsibility for Implementation	Time frame
		Revise laws and policies to improve women's rights to property, land, inheritance, and labour force participation;	MoWCD, MoEPD, Law Commission, NGOs, FBOs, MoLHPP, MoLVT	Continuously
		Strengthen enforcement mechanisms for the existing laws that punish perpetrators of GBV specially service providers;	MoWCD, NGO GCN, Judiciary, MoHA, Police, NGOs	Continuously
	<i>To improve knowledge, attitudes and practices on gender-based violence issues.</i>	Lobby organizations and institutions to mainstream gender in their programmes and activities;	MoWCD, NGO CGN	Continuously
		Develop and provide for the media guidelines for media reporting on GBV issues which ensure sensitive coverage	MoWCD, NAMISA, Media Council, MoICE, NGO GCN,	By 2009
	<i>To eliminate all forms of human trafficking especially women and children</i>	Advocate for the enactment of law on the elimination of human trafficking;	MoWCD, Law Commission, MHRC, HRRC, Legislature	By 2009
		Create public awareness on human trafficking;	MoWCD, Media, NGOs, MoICE	Continuously
		Strengthen the efforts of stakeholders in the fight against human trafficking	MoWCD, MHRC, MoHA, NGOs	Continuously
		Advocate for provision of rehabilitation services to survivors of human trafficking	MoWCD, MoHA, Police, NGOs	Continuously

Appendix 2: Policy Impact Monitoring and Evaluation

OVERALL POLICY GOAL: *To mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for sustainable and equitable development.*

OVERALL POLICY OBJECTIVES: (See pages 9-10)

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
THEME 1: GENDER AND REPRODUCTIVE HEALTH							
<i>To increase access to health services for women, men, boys and girls and all vulnerable groups.</i>	EHP coverage	HMIS, MDHS	9%	>40%	Effective EHP	RHU, MoH, FPAM, BLM, CHAM, MoYS, NYCoM, MoF, FBOs, Media	Continuousl y
	OPD service utilization per 1,000 population	HMIS, MDHS	800/1,000 population	>1,000/1,000 population	OPD utilization by majority		
<i>To lobby for improvement of quality health services so that they equitably address the needs of women, girls, men and boys and all vulnerable groups</i>	OPD service utilization per 1000 population	HMIS	800/1000 population	>1,000/1,000 population	OPD utilization by majority	MoWCD, RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media, MHRC, HRRC, NGOs, FBOs, NSO, CSR, MZUNI	Continuousl y
	Nurse/population ratio	HMIS	1:4,000	1:2000	Low nurse/population ratio		
	Doctor/population ratio	HMIS, MOH reports	1:62,000	1:25,000	Low doctor/population ratio		
	% national budget contribution to the health sector	MOF, MOH	11.1%	>20%	25% budget contrition to health sector		
<i>To reduce high maternal and neonatal mortality rate to acceptable levels in Malawi</i>	Maternal Mortality Ratio (MMR)	HMIS, MDHS	984/100,000		Low maternal mortality ratio	MoWCD, RHU, MoH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media, UNIMA, MoF, DHRMD, MZUNI, NMCM, MoEPD	Continuousl y
	Infant Mortality rate (IMR)	HMIS, MDHS	76/1,000		Low infant mortality rate		
	% of health facilities providing ANC and/or maternity services with at least the minimum package of PMTCT services in the past 12 months	HMIS, MDHS	n.a.	>75%	Rising number of health facilities providing ANC		
	% HIV+ pregnant women	NAC reports	6.9%	>80%	Rising number of		

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
	receiving a complete course of ARV prophylaxis to reduce the risk of MTCT				HIV+ women receiving complete course of ARVs		
	% of women delivering at health facility	MDHS	57%	>80%	Rising number of women delivering at health facility		
POLICY THEME 2: GENDER, LITERACY, EDUCATION AND TRAINING							
<i>To increase access to quality education to all school age children at (early childhood) primary, secondary and tertiary levels.</i>	Literacy rate	NCLAE, EMIS	63.9%	>85%	Rising overall literacy rate particularly for women	MoWCD, MoEVT, ACEM, Judiciary, Media, UNIMA, MZUNI, TEVET, PRISAM, Judiciary, MoEVT, MoH, MoWDI, NGOs, FBOs, UNICEF, UNFPA, MANEB, FAWEMA, MoLGRD, Communities, Plan Malawi, Legislature, Law Commission,	Continuously
	Female literacy rate	NCLAE, EMIS	50.5%	>85%	Rising female literacy rate		
	Youth literacy rate	NYCoM, EMIS	74.9%	95%	Rising youth literacy rate		
	Primary school repetition rates by gender	EMIS	16% girls 17% boys	<8% <8%	Declining trend of primary school repetition rates		
	Transition rate into secondary school	EMIS	35%	>70%	Rising secondary school transition		
<i>To promote the development and use of gender responsive curriculum, educational materials and equipment at all levels.</i>	% of institutions with gender sensitive Curricula and educational materials	MoE	n.a.	100%	Gender sensitive curricula and educational materials	MoEVT, MoWCD, MIE, ACEM, FAWEMA, PRISAM, Media, NGOs, FBOs, UNIMA, MoF, UNICEF, Plan Malawi,	Continuously
<i>To reduce dropout rates</i>	Completion rates in	EMIS	28%	>50%	Rising completion	MoEVT, MoWCD,	

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
<i>of girls and boys at all levels of education.</i>	primary school				rates	MIE, ACEM, FAWEMA,	Continuously
	Primary school dropout rate by gender	EMIS	23% girls 21% boys	<10% <10%	Reduced dropout rates	PRISAM, Media, NGOs, FBOs, UNIMA, MoF, UNICEF, Plan Mw, Communities, NGO CGN, Police, Legislature, Law Commission, MoJ, ILO	
<i>To increase enrolment of girls in sciences and technology,</i>	Primary school net enrolment rate by gender	EMIS	108% boys 108% girls	95%	Rising net primary school rates	MoWCD, MoEVT, TEVETA, MoLSD, NGOs, FBOs, UNIMA, UNICEF, NYCoM, MoYDS, Communities, MIE, MZUNI, TEVETA, MoLSD, FAWEMA, UNFPA, PRISAM, DHRMD, NRC, MoAFS, Dept. of Forestry	Continuously
	Primary school gross enrolment rate by gender	EMIS	124% girls 128% boys	90%	Rising primary school gross enrolment rate		
	Secondary school net enrolment rate by gender	EMIS	10% girls 11% boys	50%	Rising net secondary school enrolment rate		
	Secondary school gross enrolment rate by gender	EMIS	15% girls 20% boys	60%	Rising gross secondary school enrolment rate		
<i>To empower women and men through equitable access to adult basic education</i>	Adult literacy programme enrolment rate by gender	NCLAE	n.a.	50% women 50% men	Rising adult literacy programme enrolment rate	MoWCD, NCLAE, NGOs, SIDA, ICELAND, MoEPD, MoF, MIE, FBOs, DAGG, Private Sector, NGO GCN	Continuously
	No. of literacy classes throughout the country	NCLAE	n.a.	?	Rising number of literacy classes		
POLICY THEME 3: AGRICULTURE, FOOD SECURITY AND NUTRITION							
<i>To increase women's and other vulnerable</i>	% of food secure households	MoAFS, MoEPD	67%	100%	Food secure households	MoWCD, MoAFS, OPC/N	Continuously

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
<i>groups access to and control over agricultural productive resources and technologies for food and nutrition security</i>	Per capita cereal availability	MoAFS, MoEP	170 kg	>270%	Adequate cereals per household	&HIV/AIDS, MoEPD, MoF, DHRMD, OPC, NGOs, FBOs, ADMARC, MoPDE, Media, MITDC, MEDI, Law Commission, Legislator, WLSA, Judiciary, ARET, National Research Council, NSO,	y
	Average maize yields per hectare	MoAFS, MoEP	809 Kg	>3000 Kg	Rising yields per hectare		
	Gender Agriculture Cooperatives formed and operating	MoAFS	211	>281	Gender sensitive cooperatives		
<i>To reduce nutritional disorders among women and children</i>	% of children who are stunted	MDHS	22%	<10%	Low cases of nutritional disorders	MoAFS, MEDI, UNIMA, OPC/N&HIV/AID S, ADMARC, Communities, NGOs, FBOs, MoWCD, MoH, UNIMA, MoICE, MIE, NSO, NRCM, CSR	Continuousl y
	% of women with nutritional deficiency	MDHS	9%	<5%	Low cases of nutritional deficiencies amongst women		
POLICY THEME 4: NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT							
<i>To increase participation and involvement of women, men, girls, boys and vulnerable groups in planning, designing, implementation and evaluation of natural resources and the environment</i>	% of men and women, boys and girls involved in all process of natural mgt	MoEPD, Dept of Env reports	n.a.	75%	Active involvement of men, women boys and girls in natural and environmental management	MoWCD, Dept of Env, NSO, CRS, MoMNR, NGOs, UNIMA, MoAFS, MIRDC, MoICE, MoEPD, Media	Continuousl y
<i>To minimize negative natural resource and environmental impacts</i>	% of affected population	NAPA M&E reports, DoDRM reports	n.a.	<5%	Reduced environmental vulnerability and	MoWCD, MoPDE, Media, MoMNR, Dept of Env,	Continuousl y

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
<i>thereby enhancing environmental benefits of projects to the majority of the vulnerable groups.</i>					impacts	NGOs, FBOs, MoICE, DAs, Town, City and Municipal Councils, MIRTHD, UNIMA, MEDI, NGOs, Private Sector, MoAFS	
POLICY THEME 5: GOVERNANCE AND HUMAN RIGHTS							
<i>To promote full and equal participation of women men, girls and boys in decision-making at all levels</i>	% of women and girls participating in decision-making at all levels	MoWCD, WLSA, MoLGRD reports	n.a.	50%	Increasing number of women and girls participating in decision making	MoWCD, MoLGRD, NGOs, MHRC, HRCC, HRRC, DAs, Political parties, MoLGRD, WLSA, MGTT, Legislature, OPC, Media, MoICE, DHRMD, Media	Continuousl y
<i>To effect all International Conventions, Declarations and other legal instruments on Human Rights to which Malawi is a signatory.</i>	Number of conventions, declarations and instruments implemented	Judiciary, MoJ reports	n.a.	100%	Implementation of conventions, declarations and instruments Malawi is a party To.	MoWCD, Law Commission, Judiciary, Legislature	
<i>To create a conducive policy and legal environment for women and men of Malawi to enjoy their human rights.</i>	Number of reported human rights violation cases effectively resolved	Malawi Police reports, MHRC, MHRRC, MoWCD	N.a.	0	Reduced cases of human rights violations	MoWCD, Law Commission, Judiciary, OPC, Legislature, Media, MIE, MHRC, NGO GCN, DHRMD, HRRC, HRCC,	Continuousl y
	Average time taken to process human rights complaints reported	MHRC reports	n.a.	< 1 week	Minimal complaints processing time		
	% of population aware about their basic human	MHRC, MHRRC	n.a.	>85%	Universal awareness of		

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
	rights	reports			human rights		
<i>To build capacity of civil society, private sector and government institutions on gender and human rights.</i>	% of government, private sector and civil society institutions with capacity in gender and human rights	MoWCD, MHRRC reports	n.a.	>85%	Effective public, NGO and private sector organizations in gender and human rights		
POLICY THEME 6: POVERTY ERADICATION AND ECONOMIC EMPOWERMENT							
<i>To promote women's access to and control over productive resources and economic opportunities</i>	% of women accessing and having control over productive resources	Economic reports, MoWCD M&E reports, MoEPD M&E reports	n.a.	>50%	Economically empowered women	MoWCD, MEDI, SEDOM, DEMAT, DHRMD, TEVET, UNIMA, MoTrade, MIPA, MEPEC, MCCCCI, MoPDE, MoLVT, OPC, MoEPD, MoF, Bingu Silver Grey, Foundation, MIRTDC,	Continuousl y
<i>To integrate gender issues into overall national development strategies and solicit support from development partners.</i>	% of gender sensitive national development strategies	MoEPD, MoWCD	n.a.	100%	Gender sensitive national development strategies	MoWCD, MoEPD, OPC, DHRMD	Continuousl y
<i>To create a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.</i>	% women employed in the formal sector	MDHS, IHS, MoLVT	n.a.	>85%	Equitable employment between men and women	MoWCD, MoLVT, Malawi Law Commission, OPC, MoEPD, Judiciary, MHRC, FBOs, MoTrade, MEDI, MoLVT, MIPA	Continuousl y
POLICY THEME 7: GENDER AND HIV AND AIDS							
<i>To mainstream gender</i>	% of HIV and AIDS	MoWCD, NAC	n.a.	>75%	Gender sensitive	MoWCD, NAC,	

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
<i>concerns and gender issues in all HIV and AIDS strategies.</i>	national and sectoral strategies (including NGOs and civil society) which have mainstreamed gender.	reports			national and sectoral HIV and AIDS strategies	Media, OPC/N&HIV and AIDS, NGOs, MBCA, MIAA, NAPHAM, MANET+, NAC, MHRC, NGOs, FBOs, Police, Judiciary, Law Commission, Traditional Leaders, MoH, CHAM, NAC, BLM, Pvt Sector, Judiciary	
	Law on elimination of harmful cultural practices that promote women's susceptibility and vulnerability to HIV and AIDS enacted	MoJ, Judiciary	none	Available law	Declining harmful cultural practices		
<i>To promote behavior change and preventive interventions relating to HIV and AIDS to address the specific gender needs of the different categories of the vulnerable groups</i>	HIV prevalence among pregnant women aged 15-24 years	MDHS, NAC reports	14.3%	10%	Reduced HIV prevalence rate amongst women aged 15-24	NAPHAM, MANET+, NAC, Communities, MoH, CHAM, NAC, MoWCD, HEU, MoH, MoICE, NGOs, FBOs, OPC	Continuousl y
	HIV prevalence among 15-49 age group	NAC M&E reports, MDHS	14%	<10%	Reduced HIV prevalence amongst economically active group		
	% sexually active persons who have voluntary tested for HIV by gender	BSS	15% women 13% men	50% women 50% men	Rising number of people testing for HIV		
POLICY THEME 8: GENDER BASED VIOLENCE							
<i>To enhance formulation and enforcement of laws</i>	No. of laws and policies related to GBV	MoWCD	n.a.	>85%	Reduced cases of GBV	MoWCD, MoHA, MoLGRD, Media,	Continuousl y

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
<i>and policies related to gender based violence</i>						Judiciary, Law Commission, Law Commission, NGOs, OPC, NGO GCN, MoEPD, MoF, Media	
	No. of reported GBV cases	MoWCD, Police, NGOs reports	n.a.	<100/month	Declining number of GBV cases		
<i>To improve the response and access to socioeconomic services to address Gender Based Violence</i>	% of women economically empowered	IHS, MoEPD/VAC,	n.a.	75%	Rising number of economically empowered women	MoWCD, WLSA, NAC, OPC/N&HIV, MoH, CHAM, BLM, NGOs, Law Commission, NGO GCN, Media, MoEPD	Continuously
<i>To improve knowledge, attitudes and practices on gender-based violence issues.</i>	% of population that is aware about GBV issues	MoWCD, WLSA, NGO GCN reports	n.a.	80%	Universal GBV awareness	MoWCD, WLSA, NAC, OPC/N&HIV, MoH, CHAM, BLM, Police, MoHA, MoJ, NGOs, MoEST, NGOs, Police, Judiciary, MoLHPP	Continuously
<i>To eliminate all forms of human trafficking especially women and children</i>	No of reported human trafficking cases	MoWCD, Police, MHRC reports	n.a.	0	Reducing cases of human trafficking	MoWCD, NAMISA, Media Council, MoICE, NGO GCN, Law Commission, MHRC, HRRC, Legislature,	Continuously

Specific Objective	Indicator	Source of Data	Current Situation (baseline data)	Desired target	Key Milestones	Responsibility for Implementation	Time Frame
						MoICE, NGOs	