



THE REPUBLIC OF MALAWI

NATIONAL GENDER POLICY

JANUARY 2015

SECOND EDITION



HIS EXCELLENCY
PROF. ARTHUR PETER MUTHARIKA
PRESIDENT OF THE REPUBLIC OF MALAWI

Foreword

“My Government is committed to gender parity, women empowerment and upholding of women’s rights as a prerequisite to poverty reduction and sustainable development”.

The Government commitment is premised on the provisions of the Constitution of the Republic of Malawi which 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 the basic human rights and development issue as affirmed in a number of international and regional human rights instruments to which Malawi is a signatory.

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.

The Malawi Growth and Development Strategy 11 (MGDS11) which is the overarching strategy for the country, recognizes gender equality to be very important for the attainment of sustainable, social and economic development.

Currently, the implementation of the first 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 and enforcement of Domestic Violence; Deceased Estates (Wills, Inheritance and Protection); Gender Equality; Marriage Divorce; and Family Relations, Child Care, Justice and Protection; and Trafficking in Persons Acts; and development and review of legislations with a gender perspective.

The implementation of the Millennium Development Goals (MDGs) has shown that Malawi is lagging behind in MDGs 2, 3 and 5. These goals have a gender connotation. It is my sincerely hope that the implementation of the National

Gender Policy will contribute to the accelerated attainment of successor goals to MDGs, the Sustainable Development Goals.

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.

**His Excellency Prof. Arthur Peter Mutharika,
President Of The Republic Of Malawi**

Preface

The Government of Malawi, through the Ministry responsible for Gender, Children and Social Welfare, spearheaded the development of the first National Gender Policy from 1998 to 2000 through a wide consultative process which involved other government ministries and departments, development partners, donors, civil society and NGOs. The overall goal of the policy was *to mainstream gender in the national development process to enhance participation of men, women, boys and girls for sustainable and equitable development for poverty eradication*. The Policy was launched on 8th March 2000 and it had six thematic areas namely: 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 National 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 issues which the Policy did not address. **The major** challenges and emerging issues include HIV and AIDS, gender based violence (GBV), human trafficking, increased environmental degradation, climate change 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 Malawi Constitution which has gender equality principles and related provisions, the MGDS, MDGs, **Post 2015 Development Agenda (SUSTAINABLE DEVELOPMENT GOALS)** and the various international and regional instruments on gender equality and women empowerment that Malawi is a party to. Some of these instruments being the 1979 United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the 2008 Southern African Development Cooperation (SADC) Protocol on Gender and Development, the 2003 Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, the 2003 African Union's Solemn Declaration on Gender Equality in Africa and the UN Resolutions: 1325 (2000)

and 1820 (2008) on women, peace and security and ending sexual violence in conflict situations.

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

Hon. Patricia Anne Kaliati, M.P.
**MINISTER OF GENDER, CHILDREN, DISABILITY AND SOCIAL
WELFARE**

Acknowledgement

The process of developing the revised National Gender Policy entailed extensive consultations with stakeholders that included government, development partners and Non-Governmental Organisations. The Principal Secretaries Committee on Social Development and Cabinet Committee on Sustainable Social Development were also consulted and endorsed the Policy.

Dr. Mary Shawa
**SECRETARY FOR GENDER, CHILDREN, DISABILITY AND SOCIAL
WELFARE**

List of Acronyms and Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
CRC	Convention on the Rights of the Child
GBV	Gender Based Violence
DAGG	Development Assistance Group on Gender
DHRMD	Department of Human Resource Management and Development
DHS	Demographic Health Survey
HIV	Human Immune Virus
MDG	Millienium Development Goals
MoF&ED	Ministry of Finance and Economic Development
MGDS	II Malawi Growth and Development Strategy 11
NGO	Non-Governmental Organization
NGO GCN	NGO Gender Coordinating Network
NSO	National Statistical Office
PHC	Population and Housing Census
PLHA	People Living with HIV and AIDS
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
WHO	World Health Organization
WILSA	Women and Law in Southern Africa

Glossary of Terms

Domestic Violence: means any criminal offence arising out of physical, sexual, psychological or emotional, social, economic or financial abuse committed by a person against another within a domestic relationship (affiliation by birth, blood, co-habitation, marriage, love, or shared parenthood)

Gender: refers to a range of socially constructed roles and relationships, responsibilities, attitudes, behaviors, values, status and privileges that society ascribes to men, women, boys and girls on a given culture or location.

Gender Equality: entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices.

Gender Equity: means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Analysis: is a systematic way of looking at the different impacts of development, policies, programmes and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned.

Gender Mainstreaming: 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.

Gender Based Violence: means any act perpetrated by a person against another that results in, or is likely to result in, physical, sexual or psychological harm or suffering, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

National Gender 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.

Sex: refers to the biological characteristics which define humans as female or male.

1. Introduction

The National Gender Policy provides guidelines for mainstreaming gender in various sectors of the economy with the overall goal of reducing gender inequalities and enhancing participation of women, men, girls and boys in socio economic and political development.

1.1. Background

Historical Context

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.* It further draws from regional and international instruments to which Malawi is a party. The persistence of gender inequalities and under representation of women in decision making positions at all levels continue to provide the need for a gender policy to provide the policy framework for addressing them.

Current Status of the Issue

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 in national development processes, and disseminations of sector specific gender mainstreaming guidelines, capacity building of stakeholders, strengthening networking, coordination and collaboration between and among stakeholders and implementation of comprehensive and well coordinated programmes with monitoring and evaluation systems. The current major challenges and emerging issues highlighted in most reviews include HIV and AIDS, decision making in reproductive and other health issues, persistent gender based violence (GBV), human trafficking, child labor, increased environmental degradation, climate change and high levels of poverty. All these challenges and emerging issues have gender dimensions.

Linkages with other Relevant Policies

The current National Gender Policy, just like any other public sector policy, draws from several other public sector policies and programmes 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 and international standard setting instruments on gender and women empowerment.

The National Gender Policy is linked to national, regional and international instruments and protocols. At the national level, among others, the Policy has strong linkages to several policies and instruments such as the following:

The Malawi Constitution

The Malawi Constitution guarantees 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.

The Malawi Growth and Development Strategy II

The Malawi Growth and Development Strategy (MGDS II) 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.

The 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.

The Education Policy

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

The National HIV and AIDS Policy

In the area of HIV and AIDS, the National Gender Policy will advocate for integration of gender 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.

The 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, storage and preparation.

The Environmental policies

The Natural Resources and Environmental policies 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 natural resource, environmental degradation and climate change management.

The National Youth Policy

The National Youth Policy whose overall goal is to provide a framework that guides youth development and implementation of all youth programmes 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.

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 and empowerment of women, the Government of Malawi ratified and is a signatory to several regional and international instruments and commitments. The most notable instruments and commitments are: SADC Protocol on Gender and Development; the CEDAW; the Convention on the Rights of the Child (CRC); the Vienna Conference on Human Rights; and the Beijing Platform for Action. All these are human rights instruments for the advancement of women and children, for example, CEDAW, CRC and the African Protocol on Women Rights provide a leeway for a woman to appeal at regional and international levels 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 and related national laws on gender equality.

1.2. The Problem Statement

The current National Gender Policy will deal with several challenges and emerging issues from the implementation of the 2000-2005 National Gender Policy such as: 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 programmes, continued high dropout rates for girls from schools; high poverty levels particularly amongst women; limited participation and representation of women in decision-making processes at all levels; inadequate enforcement of laws; and huge disparities in access and control over resources by the majority of women.

Gender based violence against women and girls are on the increase despite intensified campaigns and legislation against it. This 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. In the final year of primary school (Standard 8), the dropout rate is 22.76 for females and only 8.61 for males resulting in the low transition rate of girls into secondary and tertiary education.

The maternal mortality ratio which has been reduced from 1120 per 100,000 in 2000 to 675 per 100,000 in 2011 is still high by WHO standards. Life expectancy has declined to 39.6 for women and 40 years for men mainly due to HIV and AIDS. 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 and control to credit is low, between 10% and 15%.

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.

Women's participation and representation in decision-making can lower levels of female poverty. However, women's participation and representation in decision making is only 23%.

At institutional level, there are also a lot of challenges and key among them is the limited gender mainstreaming capacities across all sectors; inadequate resource allocation; and misconceptions and misunderstanding of the meaning of gender in the communities.

1.3.Purpose of the Policy

The purpose of the policy is to strengthen gender mainstreaming and women empowerment at all levels in order to facilitate attainment of gender equality and equity in Malawi.

2. Broad Policy Directions

2.1.Policy Goal

To reduce gender inequalities and enhance participation of women, men, girls and boys in socio economic development processes.

2.2.Policy Outcomes

- i. Increased meaningful participation of women, men, girls and boys in decision making, wealth creation and poverty reduction.
- ii. Reduced gender based violence at all levels
- iii. Enhanced gender mainstreaming across all sectors
- iv. Enhanced institutional capacity of the National Gender Machinery

2.3.Policy Objectives

The Policy seeks to achieve the following broad objectives:

- i. To advocate for increased access, retention and completion to quality education for girls and boys.
- ii. To ensure women, men, boys and girls sexual and reproductive health rights, and HIV AIDS status are improved.

- iii. To strengthen gender mainstreaming in all sectors of the economy.
- iv. To reduce poverty among women and other vulnerable groups (Orphans, widows, PLHA, persons with disabilities, the elderly) through economic empowerment.
- v. To promote women's participation in decision making positions in both politics and public life.
- vi. To reduce gender based violence.
- vii. To strengthen the capacity of the National Gender Machinery.

3. Policy Priority Areas

The policy is targeting the following priority areas; Gender in education and training; health; agriculture, food security and nutrition; natural resources, environment and climate change management; economic development; governance and human rights. The policy also prioritizes gender perspective in gender based violence and capacity of the national gender machinery.

3.1. Gender in Education and Training

Education and training are key to achieving gender equality. Communities that are empowered through education and training are able to make informed choices and therefore more likely to contribute to the socio-economic growth and development of the community itself and the country as a whole.

Problem statement

The ratio of literate women to men is below 1 and while the ratio of girls to boys at primary education level is almost 1:1, it declines to 0.78 (Malawi Government, MDGs Report 2011) at secondary education level and is even lower at tertiary level. Primary school dropout rate is also high for females i.e. 22.76% and only 8.6% for males (NSO, DHS 2010). This is attributed to a number of reasons including early marriages and pregnancies, long distances to school, poor infrastructure and sanitation, male preference among communities and harmful cultural practices. Due to their lower levels of education, most women are therefore not able to compete favorably with their male counterparts in terms of access to services, participation in decision making processes and the ability to exploit available opportunities among others.

Policy statements

The policy shall ensure that:

- i. Gender disparities between men and women in all spheres of education are reduced.

3.2. Gender in Health

Good health status of a population is correlated to high level of development. In general, poor health is costly to households and the economy. In households where women, men, boys and girls have access to health services such as malaria and tuberculosis control services, HIV and AIDS and sexual and reproductive health services, women's vulnerability to HIV, maternal and child mortality and morbidity rates are lower. Therefore, a substantial effort to mainstream gender in the health programmes including the national response to HIV and AIDS is critical.

Problem Statement

Fundamental gender and power imbalances continue to exacerbate health problems in Malawi. Maternal and Child Mortality rates are currently estimated at 675/100,000 live births and 112/100,000 births, respectively (NSO, DHS 2010) and the major causes include; early marriages and pregnancies, poverty and marginalization, harmful cultural practices, gender based violence, malaria, tuberculosis and other opportunistic infections, lack of information and services and religious beliefs. Access to contraceptives remains a challenge and is estimated at 46 per cent (NSO, DHS 2010). Family planning interventions target women mostly. Consequently, the Total Fertility Rate (TFR) has remained high at 5.7. It is estimated that about 70,474 induced abortions occur annually in Malawi, giving an induced abortion ratio of 11.3 per 1000 live births and also contributing significantly for the high maternal mortality among adolescent and young women.

The poor access to SRH information and services by adolescents exposes them to STI infections and HIV and AIDS thereby compromising their reproductive health. The HIV prevalence rate among the general population stands at 10.6 per cent, with women and girls having higher infection rates than men and are often infected at younger ages. It is estimated that adolescent girls are four times more likely to be HIV positive than their male counterparts (NSO, DHS 2010). One of the key

factors that exacerbate the problem is the dominance of men and boys and the subordination of women in sexual relationships due to the socialization process.

Policy statements

The policy will ensure that;

- i. Women, men, girls and boys and other vulnerable groups have access to quality sexual and reproductive health services
- ii. Gender issues are mainstreamed in all HIV and AIDS programmes
- iii. Gender issues are mainstreamed in all other health programmes

3.3. Gender in Agriculture, Food Security and Nutrition

Agriculture is key to food security, economic growth and wealth creation. Women play important roles in agriculture. They constitute 70% of full time farmers, carry out 70% of the agricultural work, and produce 80% of food for home consumption and therefore they ensure nutrition security at household level.

Problem Statement

Women are the major food producers and contribute greatly to cash crop production in Malawi, However, their access to, and control over production factors, such as capital, land, agricultural inputs, and technology is limited. Access to markets for women is also limited as a result of transport costs and cultural norms that restrict women's travel outside their village. Limited access to processing or value adding technology results in most agricultural products from women farmers being of low value and quality, and hence they fetch low prices at the market.

Food security is a major concern at household and national level in both rural and urban areas. In most cases, the mother has to fetch food to feed the family. This results into school drop outs especially on the girl child to support their mothers' efforts in search of food, especially in provision of *ganyu* labor. The direct result of food shortage is malnutrition, particularly amongst women and children, which is a major cause of maternal and under-five mortality. Furthermore, the mother has to take care of malnourished children, reducing her time to engage in productive activities. The intra-household food distribution pattern further disadvantages women and children as men are expected to consume the most nutritious foods

rather than women and children. This problem has been exacerbated by inadequate involvement of men in nutrition related programmes, home management and food hygiene practices, because such programmes are traditionally and mistakenly viewed as reserved for women.

Policy Statements

The policy will ensure that:

- i. Women and other vulnerable groups have access to and control over agricultural productive resources, technologies and markets for cash crops, food and nutrition security
- ii. Nutritional disorders are reduced among all gender groups.

3.4. Gender in Natural Resources, Environment and Climate Change Management

Natural resources form a principal source of social well being and economic development in Malawi. Mainstreaming gender in natural resources and environmental management has a number of benefits which include enhanced value and ownership of the natural resources by all gender groups, sustainable and equitable use of soil, water, forests and energy resources.

Problem Statement

It is estimated that between 1990 and 2005 the country lost around 494,000 hectares of forest (Malawi Government, MDG Report 2011). This problem is compounded by Gender inequalities in natural resource and environmental management. The gender inequalities include the under representation of vulnerable groups in decision making forums on the utilisation of forests, land and water. Deterioration of natural resources displaces communities, especially those living in poverty.

Other gender challenges include the low inadequate information and education on sustainable environment management, inadequate gender responsive environmental policies and programmes and mitigating measures of the impact of environmental degradation and climate change.

Policy statement

The policy shall ensure that:

- i. All gender groups value and own natural resources and their environment.
- ii. Gender is mainstreamed in natural resource and the environment.

3.5. Gender in Governance and Human Rights

Women's active participation in politics and decision making positions is a right and ensures good governance, transparency and accountability. Democracy can only be fully realized when both men and women are equally represented in politics and decision making positions. It is envisaged that through increasing women representation and participation in parliament, local assemblies, public and the private sector, Malawi will achieve sound governance and sustainable development.

Problem Statement

Within the Malawi Society, women and other gender groups are afforded a lower status than men, leading to a 'denial of rights' such as access to information, adequate nutrition, health services, education, finances, property, reproductive rights, family planning, etc to which they are entitled. Males remain the dominant decision-makers in the public and private sectors at all levels. Women hold limited positions at all levels of governance, and are poorly represented in the politics. The representation of women in decision making positions in the public service is at 23% (Malawi's MDG Report 2011) whilst in parliament is at 16,7%, 11.5% in local councils and 23% in decision making positions in the public sector and 9.5% in the formal employment. At the household level, a strong tradition persists of maintaining the low status of girls and women, and this extends to marriage and throughout society as a whole. The legal system is largely unresponsive to women's needs and most rural women have little knowledge of their rights.

Policy Statements

The policy shall ensure that:

- i. Women and girls and boys fully and equally participate in politics and decision making positions at all levels
- ii. Women and girls' rights are upheld at all levels

3.6. Gender and Economic Development

Economic empowerment increases household income resulting in poverty reduction. Increasing women's labor force participation, productivity and earnings will have a direct impact on poverty reduction and stimulate economic growth and development.

Problem Statement

Despite Poverty levels declining by 15 percent from 54 percent in 1990 to 39 percent in 2009 (Malawi Government, MDG Report 2011), female headed households which account for 30% of all households generally have lower incomes than male headed households and more often have less means to move out of poverty. A female headed household has 14 % less consumption per capita than a male headed household mainly due to gender differences in access and control over resources (NSO, PHC, 2008). The key causes of poverty include limited access to cultivatable land, low education, inadequate skills, poor health status, limited off-farm employment, and lack of access to credit.

Policy statement

To ensure that:

- i. Gender issues are mainstreamed in all poverty reduction and economic empowerment initiatives
- ii. Women participation in economic empowerment initiatives is increased and strengthened

3.7. Gender Based Violence

Gender Based Violence, especially violence against women, girls and the vulnerable groups, has been recognized by the Malawi Government as a severe impediment to social well being and poverty reduction. Eradication of Gender Based Violence is therefore critical for the attainment of national development. The Government has further recognized the impact of Gender Based Violence on the vulnerable groups in relation to the prevalence of the HIV and AIDS pandemic.

Problem Statement

Gender based violence and human trafficking have their roots in the unequal power relations between men and women. Men and boys may also become victims of gender based violence and human trafficking. However, there is sufficient evidence that the majority of victims are females, while the perpetrators are predominantly males. Current statistics show that 99% of the violators are men and 96% of the victims are women.

There are clear indications that, while both sexes irrespective of age and economic status may suffer from GBV and human trafficking; poor women, girls and vulnerable groups are disproportionately affected due to economic deprivation and high levels of illiteracy.

Policy statements

The policy shall ensure that:

- i. Laws and policies shall be formulated and enforced to eliminate gender based violence and human trafficking
- ii. Response and access to socio economic services are improved to address gender based violence and human trafficking
- iii. Knowledge, attitudes and practices on Gender Based Violence are improved

3.8 National Gender Machinery

Notably there is poor coordination on gender issues among players. The Ministry responsible for Gender needs to be the coordination focal machinery. On the other hand, there is the tendency that each player takes itself to be the champion of the gender cause. There is need to build capacity of all players so that they understand their roles.

Problem Statement

Currently, the Gender Machinery in Malawi is fragmented and poorly coordinated. Although the Ministry responsible for Gender has been acting as the lead coordination institution for government, National Assembly, development partners, civil society and the media on gender equality and empowerment of women; the coordination has not been effective.

Provision of capacity development has been limited to those in the public service i.e. gender focal points. The monitoring and evaluation system is fragmented. As a result it has been difficult to track resources allocated for the promotion of gender.

Policy Statements

The policy shall ensure that

- i. An effective harmonized coordination mechanism on gender within the National Gender Machinery is in place
- ii. The policy shall ensure that the capacity of all stakeholders of the National Gender Machinery is developed and strengthened

4. Implementation Arrangements

4.1. Institutional Arrangements

Gender issues are multi-sectoral and cut across all areas of development. To promote gender equality and equity in the national development system, the existing public sector, the private sector, media, development partners and civil society organizations should be harnessed for the implementation of the Policy. The Ministry responsible for Gender has established a structure at the headquarters level with 11 positions. Implementation of gender issues relies on gender focal points in the public sector, the media and Civil Societies; the Development Assistance Group on Gender (DAGG); Gender, Culture, HIV and AIDS and Human Rights Technical Working Group; Gender Based Violence Technical Working Group.

The Institutional Framework for implementation of the National Gender Policy shall therefore comprise the Gender, Youth Development and Sports Sector Working Group, Gender Technical Working Group. The Gender, Youth Development and Sports Sector Working Group will also work in close collaboration with other Sector Working Groups to ensure that gender is mainstreamed in all the sectors.

The Role of Stakeholders in the Policy Implementation

The Key stakeholders in implementation of the policy include the Ministry of Gender, Children, Disability and Social Welfare, Office of the President and Cabinet, Department of Human Resource Management and Development, Ministry of Finance, Economic Planning and Development, Ministry of Health, Ministry of

Education, Science and Technology, Ministry of Agriculture, Irrigation and Water Development, Ministry of Justice and Constitutional Affairs and other Government Ministries, District Councils, Development Partners and NGOs. The role of the stakeholders in the implementation institutional framework for the Gender Policy shall be as follows:

Ministry responsible for Gender

The Ministry responsible for Gender shall coordinate and provide oversight in the implementation of the Gender Policy across all sectors.

Office of the President and Cabinet

The OPC shall provide policy direction and guidance in gender mainstreaming. It will ensure that deliberate measures are put in place to empower women.

Ministry responsible for Finance, Economic Planning and Development

The Ministry of Finance, Economic Planning and Development shall ensure that adequate resources are allocated and disbursed for gender specific programmes across all sectors. It will also ensure that sectoral budgets are gender responsive so that different needs of all gender groups are met and shall ensure that the Malawi Growth and Development Strategy (MGDS), sectoral M&E Frameworks and PSIP projects are gender responsive.

Department of Human Resource Management and Development

The DHRMD shall ensure that gender is mainstreamed in recruitment, selection and training across all sectors.

Ministry responsible for Education, Science and Technology

The Ministry of Education, Science and Technology shall ensure that effective gender strategies are in place to facilitate girl child education.

Ministry responsible for Health

The Ministry of Health shall ensure that access to health care especially for pregnant women and sexual reproductive health services for girls is enhanced.

Ministry responsible for Agriculture, Irrigation and Water Development

The Ministry of Agriculture, Irrigation and Water Development shall ensure that effective gender strategies are in place to guarantee food self sufficiency for female

headed households who are often times vulnerable due to lack of control over the use of factors of production such as land.

Ministry responsible for Justice and Constitutional Affairs

The Ministry of Justice and Constitutional Affairs shall ensure that gender related laws are in place to protect the rights of women and children who are frequently subjected to various forms of abuse.

Other Sectoral Ministries and District Councils

Other sectoral ministries and district councils will lead in the mainstreaming and implementation of gender in their respective sectors/councils.

Civil Society Organizations

The CSOs shall advocate, lobby and implement gender mainstreaming and women empowerment programmes at all levels.

Development Partners

The development partners shall mobilize resources for the implementation of the policy.

1.1. Implementation Plan

Implementation of the Gender Policy will be done by different sectors and their specific roles will be as outlined above. The Ministry **responsible for** Gender as the National Gender Machinery shall provide technical guidance and coordinate all gender interventions for all sectors to ensure effective implementation of the policy.

1.2. Monitoring and Evaluation Plan

Means of monitoring

The national Gender Policy implementation requires an integrated and effective monitoring system. This requires undertaking monitoring and evaluation functions at all levels including gathering information at macro, sectoral and grassroots levels. The Government commits to develop and implement a national Gender monitoring and evaluation system for implementation of the National Gender Policy. The Ministry responsible for Gender through its Planning and Research Department will coordinate and lead the monitoring and evaluation process and ensure timely reporting and dissemination of results. A Gender Monitoring and

Evaluation Report will be published annually with data that is gender and sex disaggregated. All agencies implementing programmes related to this Policy will report periodically to the respective coordinating institution. In addition to the routine monitoring reports, the following sources will be used:

- Integrated Household Survey
- Welfare Monitoring Survey
- Demographic Health Survey

Policy Evaluation

The Policy will be reviewed in the midst of implementation to assess progress made and at the end of the implementation period in 2020 after monitoring key milestones and targets. The reviews will be coordinated by the Ministry responsible for Gender.

**NATIONAL GENDER POLICY IMPLEMENTATION, MONITORING
AND EVALUATION STRATEGY**

IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

1.0 INTRODUCTION

The Implementation, Monitoring and Evaluation (M&E) Strategy contains three main sections namely Strategies for Policy Priority Areas, Implementation Plan and Monitoring and Evaluation Plan. Strategies for the Policy Priority Area section present each Policy Priority Area with its specific objective(s) and strategies while the Implementation Plan gives a detailed outline of the Policy Priority Area and its corresponding Policy Statement followed by Objectives and their strategies within a specified time period. The M&E plan on the other hand focuses on monitoring results at the output and outcome levels.

2.0 STRATEGIES FOR POLICY PRIORITY AREAS

This section presents each Policy Priority Area with its specific objective (s) and strategies as follows:

Policy Priority Area 1: GENDER IN EDUCATION AND TRAINING

Objective 1: To increase access, retention and completion to quality education for girls and women

- Strategy 1: Advocate for comprehensive implementation of the Compulsory Universal Primary Education
- Strategy 2: Advocate for development, implementation, and enforcement of sexual violence and harassment laws and policies
- Strategy 3: Promote reporting of sexual violence and harassment cases in schools
- Strategy 4: Advocate for affirmative policies relating to selection of pupils and students to secondary and tertiary levels
- Strategy 5: Encourage girls to study science subjects including ICT.
- Strategy 6: Advocate for girls' and boys' conducive learning environment i.e. sanitary facilities, boarding facilities, classroom space and furniture.
- Strategy 7: Address all socio-economic factors that undermine retention of girls in school
- Strategy 8: Advocate for modification and elimination of cultural practices that have negative effects on girls and boys education

- Strategy 9: Advocate for training of more female teachers and their deployment in rural areas
- Strategy 10: Encourage the communities to take an active interest in their children's learning

Objective 2: To strengthen development and use of gender responsive, guidelines, curriculum, education materials and equipment at all levels

- Strategy 1: Integrate gender in the school curriculum from **Early Childhood Development (ECD), primary, secondary and tertiary**
- Strategy 2: Develop the capacity of the implementers of school curriculum to support gender equality
- Strategy 3: Advocate for establishment of Gender Units in tertiary institutions.

Objective 3: To empower women and men through equitable access to adult literacy education

- Strategy 1: Broaden the concept of literacy to cover functional aspects
- Strategy 2: Lobby for investment in adult education for achievement of national development strategies

Policy Priority Area 2: GENDER IN HEALTH

Objective 1: To improve women and girls' sexual and reproductive health rights

- Strategy 1: Advocate for the modification and elimination of harmful cultural practices affecting reproductive health of women and girls and other vulnerable groups
- Strategy 2: Advocate for increased male involvement in reproductive health services
- Strategy 3: Promote awareness on the benefits of sexual and reproductive health services among women, men, girls and boys
- Strategy 4: 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.

Objective 2: To mainstream Gender issues in all HIV and AIDS programming

- Strategy 1: Ensure that gender issues are mainstreamed in HIV and AIDS programmes
- Strategy 2: Promote effective participation of vulnerable groups particularly women, girls, PLWHA, people with disabilities in HIV and AIDS programming

- Strategy 3: Promote the provision of Post Exposure Prophylaxis (PEP) to survivors of rape within 72 hours.
- Strategy 4: Lobby for stiffer punishments on sexual violence offenders that knowingly infect others with HIV and AIDS
- Strategy 5: Advocate for the enactment, popularization and implementation of laws on elimination of harmful cultural practices that promote women`s susceptibility and vulnerability to HIV and AIDS
- Strategy 6: Promote gender responsive, accessible and effective IEC materials on HIV and AIDS
- Strategy 7: Promote male involvement in addressing HIV and AIDS activities
- Strategy 8: Promote community leaders` involvement in modifying harmful cultural practices that promote the spread of HIV and AIDS

Objective 3: To promote gender mainstreaming in all other health programmes

- Strategy 1: Advocate for mainstreaming of gender issues in all other health programmes
- Strategy 2: Advocate for elimination of stigma and discrimination
- Strategy 3: Promote health seeking behavior among women, men, girls and boys

Policy Priority Area 3: GENDER IN AGRICULTURE, FOOD SECURITY AND NUTRITION

Objective 1: To strengthen gender mainstreaming in agriculture, food security and nutrition

- Strategy 1: Advocate for gender mainstreaming in the food security and nutrition policies, programming and project interventions
- Strategy 2: Advocate for women's access to agricultural productive services and resources i.e. markets, market information and technologies
- Strategy 3: Advocate for women's control over agricultural productive services and resources i.e. cash, land, technologies and other assets like radios.
- Strategy 4: Promote gender responsive irrigation technologies

Objective 2: To reduce nutritional disorders among women, men, girls and boys.

- Strategy 1: Empower women, men, girls and boys in good food utilization and dietary diversification practices
- Strategy 2: Advocate for appropriate food and nutrition education at all levels

Policy Priority Area 4: GENDER IN NATURAL RESOURCES, ENVIRONMENT AND CLIMATE CHANGE MANAGEMENT

Objective 1: To ensure equal participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment and climate change

- Strategy 1: Promote participation of women, men, girls and boys and other vulnerable groups in the planning, design and management of natural resources, environment, and climate change interventions
- Strategy 2: Promote active participation of women, men and other vulnerable groups in issues of pollution and waste management
- Strategy 3: Promote public awareness on the need of involving women, persons with disabilities and other vulnerable groups in the management of natural resources, environment and climate change

Objective 2: To ensure equal participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment and climate change.

- Strategy 1: Advocate for gender mainstreaming in Environmental Impact Assessments (EIAs)
- Strategy 2: Promote research on gender responsive natural resource, environment and climate change
- Strategy 3: Promote gender analysis and mainstreaming in natural resources, environment and climate change policies and programmes

Policy Priority Area 5: GENDER IN GOVERNANCE AND HUMAN RIGHTS

Objective 1: To increase women's participation in politics and decision making positions

- Strategy 1: Advocate for legislation and policies to enhance women participation at all levels of governance and decision making
- Strategy 2: Advocate for the enactment, popularization and implementation of gender related Acts
- Strategy 3: Promote the provision of information to stimulate women to effectively participate in decision making processes at all levels
- Strategy 4: Advocate for political parties to give space to women at all levels and positions

Objective 2 - To strengthen gender mainstreaming in Laws and Justice delivery systems

- Strategy 1: Domestication of international and regional conventions and other legal instruments to which Malawi is a party
- Strategy 2: Disseminate the international and regional legal instruments and enacted laws

Policy Priority Area 6: GENDER AND ECONOMIC DEVELOPMENT

Objective 1: To integrate gender issues into overall national development strategies

- Strategy 1: Promote the integration of gender issues in all national economic and development strategies and policies.
- Strategy 2: Ensure that gender is mainstreamed in national budgets, plans, strategies and programmes

Objective 2: To promote women's and other vulnerable groups' access to and control over productive resources and economic opportunities

- Strategy 1: Lobby for the creation of a special fund by government to financially support women and other vulnerable groups businesses
- Strategy 2: Promote capacity building of women and other vulnerable groups in entrepreneurship
- Strategy 3: Promote access to local and international markets for products produced by Women and other vulnerable groups
- Strategy 4: Promote dissemination and provision of trade and investment information and technical advice to women entrepreneurs and other vulnerable groups

Strategy 5: Promote male involvement in women economic empowerment

Objective 3: To ensure a favorable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors

Strategy 1: Advocate and lobby for the formulation and review of conditions of service and labor laws, to be gender responsive

Strategy 2: Advocate for the eradication of occupational segregation and discrimination including sexual abuse and harassment.

Policy Priority Area 7: GENDER BASED VIOLENCE

Objective 1: To reduce gender based violence and human trafficking incidences

Strategy 1: Advocate for enactment and enforcement of GBV related laws

Strategy 2: Create awareness on laws and services that promote and protect the rights of women and other vulnerable groups

Strategy 3: Advocate for the modification and elimination of harmful cultural practices that perpetuate GBV and discrimination against women and girls

Strategy 4: Advocate for the enactment of law on the elimination of human trafficking

Objective 2: To reduce gender based violence and human trafficking incidences

Strategy 1: Strengthening the GBV delivery systems

Strategy 2: Advocate for improved legal services, psycho social support and vocational and business skills for survivors of GBV.

Objective 3 To reduce gender based violence and human trafficking incidences by 35% by 2020

Strategy 1: Promote awareness on negative effects of GBV and human trafficking at all levels

Strategy 2: Promote positive reporting and increased coverage of GBV issues in the media

Policy Priority Area 8: CAPACITY OF THE NATIONAL GENDER MACHINERY

Objective 1: To strengthen the capacity of the National Gender Machinery

Strategy 1: Institutionalize the Gender SWG

Strategy 2: Operationalize gender coordination structures at national, district and community levels to facilitate the implementation of Gender, Nutrition and Home Management programmes.

Strategy 3: Develop and implement the gender communication and advocacy strategies

Objective 2: To strengthen the capacity of the National Gender Machinery

Strategy 1: Capacity building in gender mainstreaming and budgeting

Strategy 2: Capacity building in programme and financial management

3.0 IMPLEMENTATION PLAN

Policy Priority Area 1: GENDER IN EDUCATION AND TRAINING			
Policy Statement 1.1: Gender disparities among women, men, girls and boys in all spheres of education are removed.			
Objective	Strategy	Responsibility	Timeframe
To increase access, retention and completion to quality education for girls and women	Advocate for comprehensive implementation of the Compulsory Universal Primary Education	MoGCDSW, MoEST, CSQBE, NGO-GCN, UNICEF, UNESCO	2015-2018
	Advocate for development, implementation, and enforcement of sexual violence and harassment laws and policies	MoGCDSW, Malawi Police Service, MoEST CSOs, Local Authorities, MHRC,	2015-2020
	Promote reporting of sexual violence and harassment cases in schools	MoEST, MoGCDSW, School PTAs, LEAs, FAWEMA, UNICEF, CRECCOM, CSQBE, WVI, Action Aid	2015 - 2020
	Advocate for affirmative policies relating to selection of pupils and students to secondary and tertiary levels	MoGCDSW, MoEST, MoL, TEVETA, ACEM, UNIMA, MZUNI, CSQBE, PRISAM	2015-2020
	Encourage girls to study science subjects including ICT.	MoGCDSW, MoEST, NCST, UNIMA, MZUNI, NACIT, FAWEMA, UNICEF	2015-2020
	Advocate for girls` and boys conducive learning environment i.e. sanitary facilities, boarding facilities, classroom space and furniture.	MoGCDSW, MoH, NGO-GCN, CSQBE, Local Authorities, UNICEF, USAID, WVI, Plan Malawi	2015-2020
	Address all socio-economic factors that undermine	MoGCDSW, MoEST, MEPD,	2015-

	retention of girls in school	CSQBE, CRECCOM, Local Authorities, UNESCO, UNFPA	2020
	Advocate for modification and elimination of cultural practices that have negative effects on girls and boys education	MoGCDSW, MoEST, CSQBE, CRECCOM, Local Authorities, UNICEF, GIZ, UNFPA	2015-2020
	Advocate for training of more female teachers and their deployment in rural areas	MoGCDSW, MoEST, CSQBE, FAWEMA, NGO-GCN, GIZ	2015-2020
	Encourage the communities to take an active interest in their children's learning	Local Authorities, CSQBE, WVI, Plan Malawi, CRECCOM	2015-2020
To strengthen development and use of gender responsive, guidelines, curriculum, education materials and equipment at all levels	Integrate gender in the school curriculum from Early Childhood Development (ECD), primary, secondary and tertiary	MoGCDSW, MoEST, MIE, UNIMA, MZUNI, CUNIMA, PRISAM, MANEB, ACEM, CSO	2015-2018
	Develop the capacity of the implementers of school curriculum to support gender equality	MoGCDSW, MoEST, MIE, PRISAM, UNESCO, UNICEF	2015-2020
	Advocate for establishment of Gender Units in tertiary institutions.	MoGCDSW, MoEST, MIE, UNIMA, MZUNI, CUNIMA	2015-2018
To empower women and men through equitable access to adult literacy education	Broaden the concept of literacy to cover functional aspects	MoGCDSW, MoLGRD, MoEST, CRECCOM, GIZ, ICEIDA, FBOs, UNESCO, Action Aid	2015-2020
	Lobby for investment in adult education for achievement of national development strategies	MEPD, MoGCDSW, MoLGRD, MoEST, CRECCOM, GIZ, ICEIDA, FBOs, UNESCO, CSOs	2015-2020

Policy Priority Area 2: GENDER IN HEALTH

Policy Statement 2.1: Women and girls and other vulnerable groups have access to quality sexual and reproductive health			
Objective	Strategy	Responsibility	Timeframe
To improve women and girls' sexual and reproductive health rights	Advocate for the modification and elimination of harmful cultural practices affecting reproductive health of women and girls and other vulnerable groups	MoGCDSW, MoH, RHU, CHAM, BLM, FBOs, Media, UNFPA	2015-2020
	Advocate for increased male involvement in reproductive health services	MoGCDSW, MoH, RHU, CHAM, BLM, FBOs, Media, UNFPA	2015-2020
	Promote awareness on the benefits of sexual and reproductive health services among women, men, girls and boys	MoGCDSW, MoH, RHU, CHAM, BLM, FBOs, Media, UNFPA	2015-2020
	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.	MoGCDSW, MoH-RHU, BLM, CHAM, Media, UNFPA	2015-2018
Policy Statement 2.2: Gender issues are mainstreamed in all HIV and AIDS Programmes			
Objective	Strategy	Responsibility	Timeframe
To mainstream Gender issues in all HIV and AIDS programming	Ensure that gender issues are mainstreamed in HIV and AIDS programmes	OPC-DHNA, MoGCDSW, MoF, MEPD, MOH, MoEST, NAC, MHEN, MEJN, NAPHAM, MANET+, COWHLA, CHAM, UNAIDS Action Aid, World Vision, Oxfam, MIAA, SWAM	2015-2020
	Promote effective participation of vulnerable groups particularly women, girls, PLWHA, people with	OPC-DHNA, MoGCDSW, MEPD, MOH, MoDE, NAC,	2015-2020

	disabilities in HIV and AIDS programming	MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, MIAA, SWAM.	
	Promote the provision of Post Exposure Prophylaxis (PEP) to survivors of rape within 72 hours.	OPC-DHNA, MoGCDSW, ,MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, Malawi Police, MIAA, SWAM	2015 – 2020
	Lobby for stiffer punishments on sexual violence offenders that knowingly infect others with HIV and AIDS	MoGCDSW, MoJ, Judiciary, Malawi Police, MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, Malawi Police, MEDIA, Action Aid, World Vision, and Oxfam.	2015 – 2020
	Advocate for the enactment, popularisation and implementation of laws on elimination of harmful cultural practices that promote women`s susceptibility and vulnerability to HIV and AIDS	MoGCDSW, MoJ, Judiciary, Malawi Police , MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, , MEDIA, Action Aid, World Vision, Oxfam, MIAA, SWAM.	2015 – 2018
	Promote gender responsive, accessible and effective IEC materials on HIV and AIDS	OPC-DHNA, MoGCDSW, ,MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, Media,	2015 - 2016

		SWAM	
	Promote male involvement in addressing HIV and AIDS activities	OPC-DHNA, MoGCDSW, MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, Media, District Staff, Local Authorities, Action Aid, World Vision, and Oxfam.	2015 - 2020
	Promote community leaders' involvement in modifying harmful cultural practices that promote the spread of HIV and AIDS	OPC-DHNA, MoGCDSW, ,MOH, NAC, MHEN, NAPHAM, MANET+, COWHLA, CHAM, FBOs, UNAIDS, UNFPA, Media, District Staff, Local Authorities, Action Aid, World Vision, Oxfam	2015-2020
Policy Statement 2.3: Gender is mainstreamed in other health programmes			
To promote gender mainstreaming in all other health programmes	Advocate for mainstreaming of gender issues in all other health programmes	MoGCDSW, MoH, MHEN, WHO, CSOs,, Local Authorities, Media	2015-2020
	Advocate for elimination of stigma and discrimination	MoGCDSW, MoH, MHEN, WHO, CSOs,, Local Authorities, NAPHAM, MANET+, COWHLA, SWAM, MIAA, Media	2015-2020
	Promote health seeking behavior among women, men, girls and boys	MoH, MoGCDSW, Local Authorities, Media,	2015-2020

Policy Priority Area 3: GENDER IN AGRICULTURE, FOOD SECURITY AND NUTRITION			
Policy Statement 3.1: Women and other vulnerable groups have access to and control over agricultural productive services and resources.			
Objective	Strategy	Responsibility	Timeframe
To strengthen gender mainstreaming in agriculture, food security and nutrition	Advocate for gender mainstreaming in the food security and nutrition policies, programming and project interventions	MoGCDSW, MoAFS, OPC/Nutrition & HIV and AIDS, MoEPD, MoF, DPSM, NGO GCN, FAO, WFP	2015-2020
	Advocate for women's access to agricultural productive services and resources i.e. markets, market information and technologies	MoGCDSW, MoAFS, MoIT, ADMARC, NASFAM, FAO, WFP	2015-2020
	Advocate for women's control over agricultural productive services and resources i.e. cash, land, technologies and other assets like radios.	MoGCDSW, MoAFS, MoIT, ADMARC, NASFAM, FAO, WFP	2015-2020
	Promote gender responsive irrigation technologies	MoGCDSW, MoA, MoIWD Min of Env. And Climate Change, Dept of Natural Resources, Dept of Forestry, UNDP, CISANET, Total Land Care, WVI, CRS, , Local Authorities, Communities	2015-2020
Policy Statement 3.2: Nutritional disorders are reduced among women, men, girls and boys			
Objective	Strategy	Responsibility	Timeframe
To reduce nutritional disorders among	Empower women, men, girls and boys in good food utilization and dietary diversification practices	MoGCDSW, MoAFS, OPC/Nutrition & HIV and AIDS, CSOs	2015-2020

women, men, girls and boys.	Advocate for appropriate food and nutrition education at all levels	MoGCDSW, MoAFS, OPC/Nutrition &HIV and AIDS, CSOs	2015-2020
Policy Priority Area 4: GENDER IN NATURAL RESOURCES, ENVIRONMENT AND CLIMATE CHANGE MANAGEMENT			
Policy Statement 4.1: Women, men, girls and boys actively participate in natural resources, environment and climate change management			
Objective	Strategy	Responsibility	Timeframe
To ensure equal participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment and climate change	Promote participation of women, men, girls and boys and other vulnerable groups in the planning, design and management of natural resources, environment, and climate change interventions	MoGCDSW, MoA, MoIWD Min of Env. and Climate Change, Dept of Natural Resources, Dept of Forestry, UNDP, CISANET, Total Land Care, Local Authorities, Traditional Leaders	2015-2020
	Promote active participation of women, men and other vulnerable groups in issues of pollution and waste management	MoGCDSW, MoA, MoIWD Min of Env. And Climate Change, Dept of Natural Resources, Dept of Forestry, UNDP, CISANET, Total Land Care, Local Authorities, Traditional Leaders	2015-2020
	Promote public awareness on the need of involving women, persons with disabilities and other vulnerable groups in the management of natural resources, environment and climate change	MoGCDSW, MoA, MoIWD Min of Env. And Climate Change, Dept of Natural Resources, Dept of Forestry, UNDP, CISANET, Total Land	2015-2020

		Care, District Councils, Local Authorities, Media, Communities	
Policy statement 4.2: GENDER IS MAINSTREAMED IN NATURAL RESOURCE, ENVIRONMENT AND CLIMATE CHANGE			
Objective	Strategy	Responsibility	Timeframe
To ensure equal participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment and climate change.	Advocate for gender mainstreaming in Environmental Impact Assessments (EIAs)	MoGCDSW, MEPD, MoTPI, Min. Lands & Housing, MoA, MoIWD, Min of Env. and Climate Change, Dept of Energy, Dept of Forestry, UNDP, CISANET, Total Land Care, LEAD, CEPA.	2015-2020
	Promote research on gender responsive natural resource, environment and climate change	MoGCDSW, MoA, MoIWD Min of Env. And Climate Change, Dept of Natural Resources, Dept of Forestry, MCST, UNDP, CISANET, LEAD, CEPA, Total Land Care, CARE MW, Communities	2015-2018
	Promote gender analysis and mainstreaming in natural resources, environment and climate change policies and programmes	MoGCDSW, MoA, MoIWD Min of Env. And Climate Change, Dept of Natural Resources, Dept of Forestry, UNDP, CEPA, CISANET, Total Land Care, CARE MW, , Local Authorities, Traditional Leaders,	2015-2020

		Communities	
Policy Priority Area 5.0: GENDER IN GOVERNANCE AND HUMAN RIGHTS			
Policy Statement 5.1: Women and girls fully and equally participate in politics and decision making positions at all levels			
Objective	Strategy	Responsibility	Timeframe
To increase women's participation in politics and decision making positions	Advocate for legislation and policies to enhance women participation at all levels of governance and decision making	MoGCDSW, National Assembly, Ministry of Local Government, NGO GCN, UNDP, Action Aid, World Vision, Oxfam.	2015-2018
	Advocate for the enactment, popularization and implementation of gender related Acts	MoGCDSW, Ministry of Justice, Ministry of Local government, OPC, National Assembly, NGO GCN, UNDP, NAMISA, Ministry of Info., Action Aid, World Vision, Oxfam.	2015-2020
	Promote the provision of information to stimulate women to effectively participate in decision making processes at all levels	MoGCDSW, National Assembly, Ministry of Local Government, NGO GCN, UNDP	2015-2020
	Advocate for political parties to give space to women at all levels and positions	MoGCDSW, Political Parties, Ministry of Local Government, National Assembly, NGO GCN, UNDP, Action Aid, World Vision, Oxfam.	2015-2020
Policy Statement 5.2: Women's and girls rights are upheld at all levels			
Objective	Strategy	Responsibility	Timeframe

To strengthen gender mainstreaming in Laws and Justice delivery systems	Domesticate international and regional conventions and other legal instruments to which Malawi is a party	MoGCDSW, Malawi Law Commission, UNFPA	2015-2020
	Disseminate the international and regional legal instruments and enacted laws	MoGCDSW, NGO-GCN, Malawi Police Service, UNFPA, Action Aid, World Vision, Oxfam.	2015-2020 2015-2020
Policy Priority Area 6: : GENDER AND ECONOMIC DEVELOPMENT			
Policy Statement 6.1: Gender issues are mainstreamed in all Economic Development initiatives			
Objective	Strategy	Responsibility	Timeframe
To integrate gender issues into overall national development strategies	Promote the integration of gender issues in all national economic and development strategies and policies.	OPC, MoF, EPD, MoGCDSW, MoEST, National Assembly UNDP, NORAD, MEJN, ECAMA, JICA, Action Aid, World Vision, Oxfam.	2015-2020
	Ensure that gender is mainstreamed in national budgets, plans, strategies and programmes	MoF, EPD, MoGCDSW, MoEST, UNDP, NORAD, MEJN, ECAMA, JICA, Action Aid, World Vision, Oxfam.	2015-2020
Policy Statement 6.2: Women and other vulnerable groups participation in economic empowerment initiative is increased and strengthened			
Objective	Strategy	Responsibility	Timeframe
To promote women`s and other vulnerable groups`	Lobby for the creation of a special fund by government to financially support women and other vulnerable groups businesses	MoGCDSW, MoF, MEPD, MoIT, National Assembly, Ministry of Disability and the	2015-2020

access to and control over productive resources and economic opportunities		Elderly, NABW, NASME, OVOP, NORAD, UNDP, FBOs, ICEIDA, UNICEF, MEJN, NGOGCN, Action Aid, World Vision, Oxfam.	
	Promote capacity building of women and other vulnerable groups in entrepreneurship	MoGCDSW, MEPD, MoIT, Ministry of Disability and the Elderly, TEVETA, DEMAT, MEDI, MIPA, MIRTDC, NABW, UNICEF, MEJN, NGOGCN, Action Aid, World Vision, and Oxfam.	2015-2020
	Promote access to local and international markets for products produced by Women and other vulnerable groups	MoGCDSW, MoIA, Ministry of Disability and the Elderly, MCCI, MEPC, MIPA, MEDI, FEMCOM UNICEF, MEJN, NGOGCN, Action Aid, World Vision, Oxfam.	2015-2020
	Promote dissemination and provision of trade and investment information and technical advice to women entrepreneurs and other vulnerable groups	MoGCDSW, MoA, Ministry of Disability and the Elderly MCCI, MEPC, MIPA, MEDI, FEMCOM, UNICEF, MEJN, NGO GCN	2015-2020
	Promote male involvement in women economic empowerment	MoGCDSW, Local Authorities, MLGRD	
Objective	Strategy	Responsibility	Timeframe
To ensure a	Advocate and lobby for the formulation and review	MoGCDSW, MoL, MoJ, ILO,	2015-

favorable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors	of conditions of service and labor laws, to be gender responsive	MCCI, ECAM, NGO-GCN, Labour Unions, MHRC, Ombudsman	2016
	Advocate for the eradication of occupational segregation and discrimination including sexual abuse and harassment.	MoGCDSW, MoL, MoJ, ILO, MCCI, ECAM, NGO-GCN, Labour Unions, MHRC, Ombudsman	2015-2020
Policy Priority Area 7.0: GENDER BASED VIOLENCE			
Policy Statement 7.1: Laws and policies are formulated and enforced to reduce GBV			
Objective	Strategy	Timeframe	Timeframe
To reduce gender based violence and human trafficking incidences	Advocate for enactment and enforcement of GBV related laws	MoGCDSW, MoJ, UNFPA, Action Aid, World Vision, Oxfam, ECC	2015-2018
	Create awareness on laws and services that promote and protect the rights of women and other vulnerable groups	MoGCDSW, NGO GCN, CONGOMA, World Vision, Action Aid, MHRC, Mo LG, UNFPA, Action Aid, World Vision, Oxfam, ECC	2015-2020
	Advocate for the modification and elimination of harmful cultural practices that perpetuate GBV and discrimination against women and girls	MoGCDSW, NGO GCN, ECC, Mo LG, UNFPA, CONGOMA, Action Aid Malawi, World Vision.	2015-2020
	Advocate for the enactment of law on the elimination of human trafficking	MoGCDSW, Dept. of Immigration, Malawi Police Service, UNFPA, MHR, UNHCR.	2015-2016

Policy Statement 7.2: Services for survivors and perpetrators of GBV are strengthened			
To reduce gender based violence and human trafficking incidences	Strengthening the GBV delivery systems	MoGCDSW, Malawi Police Service, Judiciary, NGO GCN, UNFPA	2015-2020
	Advocate for improved legal services, psycho social support and vocational and business skills for survivors of GBV.	MoGCDSW, Ministry of Justice, TEVETA, Malawi Police Service, NGO GCN, UNFPA	2015-2020
Policy Statement 7.3: Knowledge, attitudes and practices on GBV are improved			
Objective	Strategy	Responsibility	Timeframe
To reduce gender based violence and human trafficking incidences by 35% by 2020	Promote awareness on negative effects of GBV and human trafficking at all levels	MoGCDSW, NGO GCN, Media, ECC	2015-2018
	Promote positive reporting and increased coverage of GBV issues in the media	MoGCDSW, Ministry of Information, NGO GCN, Media, NAMISA,	2015-2020
Policy Priority Area 8: CAPACITY OF THE NATIONAL GENDER MACHINERY			
Policy Statement 8.1: An effective coordination mechanism on gender is in place			
Objective	Strategy	Responsibility	Timeframe
To strengthen the capacity of the National Gender Machinery	Institutionalize the Gender SWG	MoGCDSW, MoYS, MoF, MEPD, NGO-GCN, UNFPA, UNDP, EU	2015-2020
	Operationalise gender coordination structures at National, district and community levels levels to facilitate the implementation of Gender, Nutrition and Home Management programmes.	MoGCDSW, MoF, Mo LG	2015 – 2020
	Develop and implement the gender communication	MoGCDSW, MoYS, MoICE	2015-

	and advocacy strategies	,MEPD,NGO-GCN, UNFPA, UNDP, EU, Media	2020
Policy Statement 8.2: The capacity of all stakeholders of the National Gender Machinery is developed and strengthened			
Objective	Strategy	Responsibility	Timeframe
To strengthen the capacity of the National Gender Machinery	Capacity building in gender mainstreaming and budgeting	MoGCDSW, NGO-GCN, UNFPA, UNDP, EU	2015-2020
	Capacity building in programme and financial management	MoGCDSW, MoF, MEPD, Accountant General, NGO-GCN, UNFPA, UNDP, EU	2015-2020
	Capacity building in programme and financial management	MoGCDSW, MoF, DPSM	2015-2020

4.0 MONITORING AND EVALUATION PLAN

Policy Priority Area 1: : GENDER IN EDUCATION AND TRAINING						
Outcome: Gender mainstreaming enhanced across the Education sector						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To increase access, retention and completion to quality education for girls and women	Increased girls and women access to education services	Ratio of boys and girls in primary school	1:1	1.03	MDG Country Report, EMIS	
		Ratio of boys and girls in secondary	1:1	0.78 in secondary	MDG Country Report, EMIS	
		Ratio of boys and girls in tertiary	0.7		MDG Country Report, EMIS	
		Percent of girls who complete their primary education	50%	31% in Dec 2010	EMIS	Continued government commitment
		Ratio of men and women accessing functional adult literacy education	1:1		National Adult Literacy Centre database	
		Number of schools with Ventilated Improved Pit latrines				EMIS

Policy Priority Area 2: GENDER IN HEALTH						
Policy Statement 2.1: Women and girls and other vulnerable groups have access to quality sexual and reproductive health						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To improve women and girls' sexual and reproductive health rights	Improved women's reproductive health rights, and HIV and AIDS status	Percentage of gender groups accessing/seeking health services by 2020	30%		Survey & M&E Reports	Availability of funds
		Percentage of women and girls accessing quality sexual and reproductive services by 2020	25%		Survey & M&E Reports	Availability of funds
Policy Statement 2.2: Gender issues are mainstreamed in all HIV and AIDS Programmes						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
	Capacity for mainstreaming gender in HIV and AIDS programmes enhanced	Number of gender responsive HIV and AIDS programmes, projects and policies	5		Annual report	
	Women and girls accessing HIV and AIDS services	Percentage of women and girls who have accessed HIV and AIDS services	20%		DHS	Continued government commitment

	increased					
	Knowledge on gender and HIV and AIDS issues enhanced	Number of campaigns on gender and HIV and AIDS	350		MoGCDS W Annual Reports	
Policy Statement 2.3: Gender is mainstreamed in other health programmes						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To promote gender mainstreaming in other health programmes	Engendered health programmes	Ratio of women and men accessing health services	1:1		MDHS	
Policy Priority Area 3: GENDER IN AGRICULTURE, FOOD SECURITY AND NUTRITION						
Policy Statement 3.1: Women and other vulnerable groups have access to and control over agricultural productive services and resources.						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To strengthen gender mainstreaming in agriculture, food security and nutrition	Engendered agriculture, food security and nutrition programmes	Percentage of women having control over agricultural productive resources	40%		CISANET Reports	Availability of funds
Policy Statement 3.2: Nutritional disorders are reduced among women, men, girls and boys						
Objective	Output	Performance Indicator	Target	Baseline	Source of	Assumption

			t		Verificati on	s/ Risks
To reduce nutritional disorders among women, men, girls and boys.	Reduced nutritional disorders among women, men, girls and boys	Number of communities reached with food utilization and dietary diversification messages	2700		Survey & M&E Reports	Availability of funds
Policy Priority Area 4: GENDER IN NATURAL RESOURCES, ENVIRONMENT AND CLIMATE CHANGE MANAGEMENT						
Policy Statement 4.1: Women, men, girls and boys actively participate in natural resources, environment and climate change management						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumption s/ Risks
To ensure equal participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment and climate change	Increased participation of women and other vulnerable groups in management of natural resources, environment and climate change	Ratio of women in VNRCs	1:1		Department of forestry	Capacity on data and knowledge management available
Policy Statement 4.2: Gender is mainstreamed in natural resource, environment and climate change						

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
	Capacity in mainstreaming gender in natural resources, environment and climate change enhanced	Number of natural resources, environment and climate change policies strategic plans, and programmes engendered	3	1	MoGCDSW Annual Reports	Funds will be available
		Number of officers trained in gender mainstreaming	100	0	MoGCDSW Annual Reports	

Policy Priority Area 5: GENDER IN GOVERNANCE AND HUMAN RIGHTS

Outcome: Enhanced gender mainstreaming across all sectors

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To increase women's participation in politics and decision making positions	Participation of women in politics and decision making positions increased	Percentage of women and girls participating in decision making positions at all levels	50%	23%	Gender Audit/Survey Reports	Conducive political environment
		Percentage of seats held by women in parliament	50%	22%	Malawi Elections Reports	Conducive political environment. Availability of financial and technical support from development

						partners
To strengthen gender mainstreaming in laws and justice delivery systems	Gender sensitive laws and justice delivery systems in place	Number of gender related laws enacted	3	0	Parliamentary report / Hansard Govt. Gazettes	Political will and commitment
		Number of electoral laws engendered	1	0	Law commission reports	Availability of funds
Policy Priority Area 6: GENDER AND ECONOMIC DEVELOPMENT						
Outcome: Increased meaning participation of all gender groups in decision making, wealth creation and poverty reduction						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To integrate gender issues into overall national development strategies	National development strategies engendered	Number of national policies and development strategies engendered	3	1	MGCCD Annual reports, Copies of the reviewed policies and strategies	Willingness of Ministries to champion Gender budgeting and mainstreaming
To promote women`s and other vulnerable groups `access to and control over	Women`s and other vulnerable groups` access to and control	Number of women and other vulnerable groups entrepreneurs trained			Training reports	Availability of funds
		Number of women and other vulnerable groups accessing	500		Trade reports	Availability of funds;

productive resource and economic opportunities	over productive resources and economic opportunities increased.	local and international markets				conducive environment
To ensure a favorable environment for equal employment opportunities and benefits for women and other vulnerable groups' in both formal and informal sectors	Equal employment opportunities and benefits available for women and other vulnerable groups' in both formal and informal sectors.	Number of gender responsive conditions of service and labor laws reviewed and formulated.	100		Reports Institutional conditions of service	Availability of resources Willingness of organizations to review and develop conditions of service.
		Number of institutions with gender responsive conditions of service	100			
Policy Priority Area 7: GENDER BASED VIOLENCE						
Outcome: Reduced gender based violence incidences at all levels						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/ Risks
To reduce gender based violence and human trafficking incidences	Gender based violence and human trafficking incidences	Anti-Human trafficking law in place	1	0	Reports	Conducive environment Political will
		Number of GBV related laws enacted	2	0	Reports	Government continued

	reduced					commitment
		Number of harmful cultural practices modified	10	0	Reports	Willingness of the communities to change, commitment of Traditional leaders to modify the practices
		Number of Media personnel trained on GBV reporting	100			Willingness of Media institutions editors to prioritize GBV activities
		Number of women accessing legal justice systems				Strengthening capacity of GBV delivery systems
		Number of GBV survivors and perpetrators rehabilitated	300			

Policy Priority Area 8: CAPACITY OF THE NATIONAL GENDER MACHINERY

Outcome: Enhanced institutional capacity of the National Gender Machinery

Objective	Output	Performance Indicator	Target	Baseline	Source of	Assumption
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			t		Verification	s/ Risks
To strengthen the capacity of the National Gender Machinery	Capacity of National Gender Machinery strengthened	Number of established Gender posts in sectoral ministries and district councils	35	0	Govt. establishment warrant	Approval of establishments are not delayed
		Number of officers trained in comprehensive gender analysis, mainstreaming and budgeting	300		Reports	Availability of funds
		Percentage of resources allocated for gender mainstreaming	2%		Budget reports	
		Number of coordination structures established at all levels			Reports	
		Number of sector specific gender mainstreaming guidelines developed	5 sectors	0	Annual reports	
		Number of officers trained in programme and financial management	10			
		Number of SWG meetings conducted	20	1	Meeting reports	
		Joint Gender M&E framework developed	1	0		
		Sub sector communication and advocacy strategy developed	1	0		