

ENHANCING GENDER EQUALITY IN AFRICA: Progress in three regional economic communities

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SYNOPSIS

Gender inequality—particularly in education attainment and health and survival—has narrowed in Africa. But women’s participation in key political offices across the continent remains low. The efforts of regional economic communities (RECs) to promote gender equality have become more pronounced in the last two decades. This study presents the gender strategy and evaluates the performance of three RECs: East African Community (EAC), Economic Community of West African States (ECOWAS), and Southern African Development Community (SADC).

Among the key findings: The RECs and their member countries had a mixed performance in reducing gender inequality. While EAC and SADC have recorded moderate achievements in women’s participation in political decision making, ECOWAS has fared less well. EAC and SADC countries’ gains stem largely from reforms in the electoral systems, which have quotas for women’s representation in Parliament and a well-defined gender-equality machinery.

Although all three RECs have made progress (to varying degrees) in reducing the gender gap in economic participation, education attainment, and health and survival, the participation of women in political and decision-making processes remains low. On that metric, EAC scored highest with 0.302, followed by SADC with 0.196 and ECOWAS with 0.147 (annex 4). Among EAC and SADC countries the high achievers were South Africa, Mozambique, Namibia, Rwanda, and Burundi.

The main conclusion: Gender mainstreaming has increasingly dominated RECs’ actions in the last decade, yet gender inequality is still pronounced, albeit varying among the RECs and countries.

The key lesson: Many REC member states have made progress in achieving gender equality, particularly in education attainment and health and survival. But the participation of women in key political offices is—so far—unimpressive.

The main recommendations: Extensive dissemination of gender equality documents ratified by member states or enshrined in constitutions is important. Greater efforts to generate the public’s awareness of their human and gender rights and publicizing that these rights are legally binding on all actors in the state would help narrow the gender gap further.

Introduction

African governments need to keep narrowing the gender gap in their countries. The negative effect of widening gender gap on the poverty incidence among women is widely documented in the

literature (for example, Kabeer 2003; Jie and Kanji 2003; OECD 2009; and Chaudhry and Rahman 2009). The call to achieve gender equality and promote women and girls’ empowerment by 2030 was reiterated at the United Nations Heads of State and Government

meeting in New York (September 25–27, 2015) and was included as one of the Sustainable Development Goals (SDGs).

RECs' efforts to promote gender equality in Africa have become more pronounced in the last two decades. They recognize that it is a critical step toward promoting a peaceful, prosperous, and sustainable world. Increased intervention by RECs is also based on recognition that collaborative regional efforts are needed.

Gender differences in education attainment, pay gaps, political empowerment, and child survival have narrowed moderately in Africa (WEF 2015), but much needs to be done to meet the SDG goal of gender equality by 2030. In the 2015 ranking of the global gender gap index of the World Economic Forum, African countries are dispersed: East African countries were ranked high, with Rwanda 6, Tanzania 49, and Uganda 58.¹ Southern African countries also had high scores, with South Africa ranked 17 and Botswana 55. West Africa showed a generally poor performance, with Ghana at 63 and Nigeria at 125. This evidence raises concerns about the effectiveness of efforts to reduce gender inequality across the African region.

RECs such as ECOWAS, SADC, and EAC, as well as the African Union (AU), have signed and ratified protocols on gender equality. These include the Constitutive Act of the AU; the Dakar Platform for Action (1994); the Beijing Platform for Action (1995); and the African Charter on Human and People's Rights on the Rights of Women in Africa (2003)—better known as the Maputo Protocol. More recent targets were in the Millennium Development Goals (MDGs) 2000–2015, as updated and strengthened in the SDGs.

¹ The 2015 WEF ranking involved 145 countries that were ranked on the basis of women's economic participation and opportunities, educational attainment, health and survival, and political empowerment.

This study reviews the three RECs' strategies for narrowing gender inequality, while appraising their performance and drawing lessons for African countries.

International legal frameworks

Equality between men and women has gained more international recognition in recent years, as demonstrated in international declarations and pronouncements on equal human rights. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which was adopted in 1979 by the United Nations General Assembly and since ratified by 183 countries, was intended to reinforce the provisions of existing international instruments to eliminate such discrimination. Initially, CEDAW did not address the gender-based violence that is widespread in crisis situations, but the committee that monitors implementation addressed the issue in its General Recommendation No. 19 and Jurisprudence (IASC Gender Handbook 2009), by including the definition of gender-based violence in the general recommendation.

Other United Nations resolutions and world conferences have sought to strengthen the protection and promotion of women's human rights, including:

- The 1993 World Conference on Human Rights (UNESCO Beijing Report 1995).
- The 1995 Beijing World Conference on Women (UNESCO Beijing Report 1995).
- The Security Council Resolution 1325 in 2000 (IASC Gender Handbook 2009).

Institutional frameworks in Africa

In Africa, gender mainstreaming is promoted through the Gender Management System (GMS; box 1). The GMS is intended to advance gender equality through political will, forging partnerships with stakeholders and building capacity and sharing good practices (AU 2009).

Box 1. Roles of GMS institutions

The AU Organ: Implements the AU Gender Policy and its action plan by allocating a minimum of 10 percent of the budget to women's empowerment and gender equality program goals.

AU Commission: Coordination and leadership role in the advocacy and implementation of the AU's Gender Policy.

RECs: Synchronize and harmonize their gender policies with the AU's Gender Policy.

Member states: Align their gender mainstreaming policies, goals, objectives, and programs with those adopted by RECs and with AU Gender Policy commitments.

Civil society bodies: Work with international, regional, and national bodies in promoting gender equality.

Source: AU Gender Policy Report 2009.

SADC legal framework

The SADC was established in 1992 with 15 member states.² Its main objective is to achieve regional integration and eradicate poverty.³ To achieve this, member states have signed about 26 protocols since inception. They focus on issues such as trade (1996), education (1997), mining (1997), health (1999), corruption (2001), and gender (2008), which is the main legal framework binding member states on gender equality.

Southern African countries have the highest prevalence of HIV/AIDS, in Africa and globally.⁴ Sawers and Stillwaggon (2010) argued that the oppression of women due to low incomes and

² Angola, Botswana, Democratic Republic of Congo (DRC), Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia, and Zimbabwe (<http://www.sadc.int/>).

³ <http://www.sadc.int/>.

⁴ In 2013 the prevalence of HIV among adults aged 15–49 was 19.1 percent in South Africa, 21.9 percent in Botswana, and 27.4 percent in Swaziland. In other regions, it was as low as 3.2 percent in Nigeria, for instance, and 6.0 percent in Kenya.

assets, and the power attributed to in the society men make it hard for them to negotiate safe sexual practices, thus increasing the prevalence of HIV among women in the region. It is therefore unsurprising that policy actions, declarations, and protocols have been launched by member states to promote gender equality and reduce disease prevalence.

SADC Declaration on Gender and Development (1997) was signed in September, 1997. Member states endorsed:

- I. The establishment of a policy framework for mainstreaming gender in all SADC activities.
- II. An institutional framework for advancing gender equality.
- III. The establishment of a standing committee of ministers responsible for gender affairs in the region.
- IV. The adoption of the existing advisory committee made up of one representative from the government and one member from a nongovernmental organization in each member state.
- V. The establishment of "gender focal points" whose task is to ensure that gender is taken into account in all sectoral initiatives.
- VI. The establishment of a Gender Unit in the SADC Secretariat.

The resolution aimed to achieve the 30 percent target of women's representation in political and decision-making bodies by 2005. Other decisions included the repeal of laws and constitutional amendments on prevention of violence against women; and changes to social practices that discriminate against women.

The Addendum to the declaration, signed in 1998, affirmed the commitment of member states to the prevention and eradication of violence against women and children in SADC.

SADC Council and Summit decisions (2005)

The Council met in 2005 to review the existing gender structure in SADC. The outcome resulted in the upward shift of the 30 percent representation by women in politics and decision-making positions to 50 percent. This is in line with the AU gender parity rule (SADC 2013).

SADC Gender Policy (2007)

Although many member states had signed and ratified international gender instruments, they had not fully incorporated them in their national laws, policies, and programs (SADC 2007). Thus the SADC Gender Policy was adopted.

The policy's aim was to advance equal participation by women in decision making and, more importantly, to help in ratifying and domesticating regional and international instruments among member states. The policy became the SADC Protocol on Gender and Development in 2008.

SADC Protocol on Gender and Development (2008)

Despite the decisions to increase women's participation in politics to 50 percent in 2005, they were not legally binding until 2008 when the Protocol on Gender and Development was signed by 13 heads of state and government. The main relevant objectives included empowering women and eliminating discrimination against them; and harmonizing implementation of gender instruments.

The Protocol has 10 parts and is divided into 43 articles. Eleven member states have ratified the Protocol, making it legally binding on SADC countries.⁵

Article 12 (1) mandates member states to increase the participation of women to at least 50 percent in decision-making positions in the public

and private sectors by 2015. Article 12(2) advocates for increased public awareness of gender equality actions. Article 13(1) mandates member states to adopt specific legislative measures to ensure equal women's participation in electoral processes. Article 33(1) urges member states to ensure that their national budgets are gender responsive.

SADC implementation strategy

In attempting to put the provisions of the Protocol and other gender instruments into practice, Article 13(2) mandates member states to develop policies, strategies, and programs that will enhance gender mainstreaming.

Strategies for implementing Article 12(1)

- Encouraging member states to sign and ratify the SADC Protocol.
- Reforming constitutions and reviewing national gender policies to accommodate the 50 percent women's representation in political decision making.
- Creating awareness of the SADC Protocol among political parties.
- Reviewing the manifestos of political parties to align with the 50 percent quota of women's participation.

Strategies for implementing Article 12(2)

- Declaring a 30-day campaign for the 50:50 representation of women in SADC member states.
- Strengthening public awareness and campaigns in the region using the media.
- Ensuring that corporate social responsibilities of firms are directed to supporting public awareness campaigns.

Strategies for implementing Article 13(1)

- Addressing patriarchal systems, and enacting laws that protect women against all forms of election-related violence.

⁵ The ratification of two-thirds of member states is required to make a protocol legally binding.

- Ensuring parliamentary monitoring of women's participation in political parties and government.
- Encouraging member states to adopt gender budgeting.⁶

Strategies for implementing SADC Gender Policy (2007)

The institutional framework for the SADC Gender Policy goals is the GMS. It consists of a set of structures, mechanisms, and processes that aim to ensure that gender considerations are well integrated into all SADC policies, programs, and actions. The GMS is based on some commitments directed to gender mainstreaming.

Annex 1 encapsulates SADC countries' legislation on gender equality.

ECOWAS legal framework

Founded in 1975 to promote interstate economic and political cooperation, ECOWAS has 15 member states.⁷ A revised treaty was signed in 1993, which binds member states to 93 articles.⁸ Article 63 mandates member states to formulate, harmonize, coordinate, and establish appropriate policies and mechanisms for enhancing the economic, social, and cultural conditions of women.

Adoption of ECOWAS Gender Policy (2004)

To bring into effect the REC's objective of empowering women, the ECOWAS Gender Development Centre was set up in 2003 as a specialized agency. Through this center, the Gender Policy framework of ECOWAS, adopted in 2004, is translated into practical gender programs.

The ECOWAS Gender Policy also gave birth to the ECOWAS Gender Policy for Mainstreaming in Energy Access, which is expected to run from 2016 to 2030. It is foreseen that women's participation in public energy-related activities and decision-making positions will increase to at least 25 percent of women by 2020. By 2030, equal gender parity is envisaged.

ECOWAS Supplementary Act on Equality of Rights between Women and Men for Sustainable Development (2015)

The broad objective is to improve the participation of women at all levels of political decision making and in conflict management, peace processes, and security. Article 10 mandates member states to adopt laws and policies to ensure the development and protection of girls. Article 12(1) mandates member states to adopt legislative measures that will promote equal participation between women and men in the electoral process. Article 12(2) mandates member states to ensure equal participation of women and men in designating political representatives.

ECOWAS implementation strategy

The key strategies are to:⁹

- Generate awareness, sensitization, and advocacy on gender issues.
- Bring in gender sensitivity and analysis into research and policy development.
- Review structures and institutions to comply with gender mainstreaming in ECOWAS.
- Integrate gender issues in sectoral programs and adopt gender-sensitive planning and budgeting.

⁶ Excerpted from the SADC Framework for Achieving Gender Parity in Political and Decision Making Positions by 2015.

⁷ Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, and Togo.

⁸ <http://www.ecowas.int/ecowas-law/treaties/>

⁹ See Gender Strategy, ECOWAS Parliament 2010–2020.

EAC legal framework

EAC has five member states.¹⁰ Its objective is to “develop policies and programs aimed at deepening cooperation among the partner states” (EAC 2012: 12).

EAC Treaty (2000)

Signed in 2000, this treaty emphasizes gender equality, respect for women’s right, and the role of women in socioeconomic development.¹¹ Article 5 commits member states to gender mainstreaming and the enhancement of women in cultural, social, political, economic, and technological development. Article 121 is dedicated to the role of women in socioeconomic development.

The EAC has established other ways of promoting gender equality issues such as the Gender and Community Development Committee and the Eastern African Sub-Regional Support Initiative (EASSI) for the Advancement of Women. EASSI spearheaded the campaign for the EAC Gender Protocol, which was accepted by the EAC in 2012.¹² But results have been lackluster, due to bureaucratic challenges. Hence EASSI has since promoted an EAC Gender Bill, which has the same objective as the Gender Protocol but is much less time consuming.

The EAC Gender Equality and Development Bill 2016 had its first reading in February 2016. Its objective is to make provision for gender equality, protection, and development in the EAC.

EAC implementation strategy

EAC member states have adopted varying strategies to implement the gender aspects of the Treaty, and have, for example:

- Ratified, domesticated, and adopted international instruments.
- Enacted and adopted national instruments, ranging from gender-sensitive constitutions to national development frameworks.
- Established a Sectoral Council on Gender, Youth, Children, Social Protection, and Community Development to articulate gender issues.
- Reviewed the constitutions of political parties to align with the 30 percent minimum quota of women’s participation.
- Engaged the media in promoting women’s empowerment.

Further, women’s and men’s concerns and experiences are key to the design, implementation, monitoring, and evaluation of legislation, policies, and programs. Partnerships with NGOs and civil society bodies play a supportive role in implementation and monitoring.

Annex 2 outlines EAC countries’ legislation on gender equality; annex 3 highlights their gender policies and programs.

Performance appraisal of gender-focused actions

Although many countries have adopted protocols and other legal documents on gender equality, domestication and implementation differ among signatory countries. This leads to divergent performance between RECs and among member states. Annex 4 gives the four main gender equality performance indicators (economic participation, education attainment, health and survival, and political empowerment) for the three RECs.

SADC

Annex 5 presents data on SADC countries’ performance on the four indicators. The performance of SADC member states in the

¹⁰ Burundi, Kenya, Rwanda, Tanzania, and Uganda.

¹¹ <http://www.eac.int/treaty/>

¹² <http://www.eassi.org/women-rights-and-gender-equality>

political empowerment indicator is mainly attributed to reforms in constitutional and electoral systems, coupled with the adoption of voluntary quotas by political parties.

Although the representation of women in parliament is still low in some countries—including DRC (6.7 percent) and Botswana (9.5 percent)—many member states have increased their share (annex 6).¹³ The evidence is buttressed by the political empowerment indicator (see annex 5). Angola, Mozambique, South Africa, and Tanzania, along with Seychelles, were close to meeting the 50:50 gender parity target set for women in Parliament by 2015.

The achievements made by these countries are attributed to the high degree of domestication of regional gender instruments through actions such as gender budgeting, constitutional review to accommodate gender equality, and more important, well-established gender equality machinery. For instance, South Africa's gender budgeting strategy has helped track the national budget from a gender perspective since 1996 (ACBF 2009). Similarly, Mozambique's Family Law (Law 10/2004) and its Law on Domestic Violence against women (Law 29/2009) address Articles 8 and 20 of the SADC Protocol on Gender and Development (SADC 2013).

The poor performance in the political empowerment indicator in some member states continues to depress the gender equality drive of the SADC. The extent of domesticating the SADC protocols and enforcement of legislative quotas may be responsible for the varying performance.

South Africa was rated highest on political empowerment in 2015, with an index score of 0.4. Angola, Mozambique, Namibia, and Tanzania recorded moderate scores (see annex 5). The other countries' poor scores, despite legislated gender quotas, may be tied to weak enforcement

and lack of political will on gender parity.¹⁴ For instance, even though DRC has less than 10 percent of women in Parliament, its Electoral Law of 2006 requires equal representation of men and women—but the Electoral Commission does not enforce the law (SADC 2013).

South Africa's excellent achievements in political empowerment of women stem from wide dissemination of the provisions of regional, national, and international gender documents. Its laws are available in local languages (ACBF 2009), raising awareness of the public to their rights under the constitution and as enshrined in other gender-focused laws. Legal backing as provided in Article 9(3) of the 1996 Constitution guarantees the gender rights of women. Article 12(1), Section 174(2) of the constitution also mandates that the appointment of judicial officers should reflect gender composition. In addition, the Constitution provides for the establishment of The Commission for Gender Equality as one of the institutions for strengthening Constitutional Democracy in South Africa (Section 181(1)). All these efforts have helped boost women's participation in political decision making.

EAC

The percentage of women in Parliament (annex 7) is above the computed average for the three RECs. All countries except Kenya have at least 35 percent women in parliament—Rwanda has 63.8 percent in the lower house and 38.5 percent in the upper house (end-2015).

The constitutions of Tanzania (1977), Rwanda (2003), and Burundi (2005) mandate a minimum of 30 percent women in parliament and other public offices. These stipulations are enforced, and compliance is high.

The political empowerment indicator (annex 8) also ranks Kenya as having the least women's

¹³ Average of the two Houses of Parliament.

¹⁴ Some of these countries have legislated gender quotas (see annex 6).

political empowerment among EAC peers, with a score of 0.182. The under-representation of Kenyan women in political and decision-making positions despite pro-women constitutional provisions is mainly attributed to the male-dominated political structure—as exemplified by the abandonment of a proposed minimum one-third quota for women in Parliament before the 2013 general elections.

Education attainment and health and survival global indices show that all the EAC members surpassed the average of 0.5. All countries except Burundi and Rwanda scored above 0.8 in the last two fiscal years (see annex 8).

In short, though EAC has largely bridged the gender gap on education attainment and health and survival, it still needs to do more to foster women's political empowerment and economic participation.

ECOWAS

Annex 9 shows that women's participation in parliament declined from 2006 to 2015, except for Cabo Verde, Côte d'Ivoire, and Togo.

Annex 10 provides four performance indicators for measuring gender inequality. Most countries have recorded success in health and survival, recording 0.9 and above. All have high scores in education attainment and economic participation, ranging from 0.60 to 0.80 on both indicators.

Political empowerment is not, however, impressive, at very close to zero (Cabo Verde and Senegal aside). All countries have scores lower than the computed average of 0.5.

Articles 12(1) and 12(2) of the Protocol on Gender Equality (see above) have achieved little success, despite ratification of the Protocol. However countries had high scores on economic participation

The overall score is 0.6341, or higher than the average of 0.50, pulled down by the meager political empowerment score.

The major reasons for this low score are that many of the ECOWAS countries do not make constitutional provision for gender equality through quotas (or do not enforce them); and the level of domesticating ECOWAS protocols is very low. Much is still required to politically empower women to see gender equality in the region.

Lessons

Although all three RECs have made progress (to varying degrees) in reducing the gender gap in economic participation, education attainment, and health and survival, the participation of women in the political and decision-making processes remains low. On that metric, EAC scored highest with 0.302, followed by SADC with 0.196 and ECOWAS with 0.147 (annex 4). Among EAC and SADC countries the high achievers were South Africa, Mozambique, Namibia, Rwanda, and Burundi. What lessons do they offer to other countries?

Importance to domesticate protocols

Success in political empowerment in some EAC and SADC countries is based on a high degree of internalization of regional instruments in their constitutions and other related laws. The constitutions are explicit on gender issues with quota systems for women's seats in parliament, the cabinet, and other public positions. In some countries such as Burundi, Rwanda, Tanzania, and Zimbabwe, it is as high as 30 percent.

Most ECOWAS countries' constitutions are gender neutral, as in Nigeria. Structures of the electoral system in some of the EAC and SADC countries have also changed from male-dominated systems. Political parties in member states continue to adopt and implement voluntary party quotas, while some countries

such as Lesotho, Mozambique, Namibia, and Rwanda have legislated on the matter (SADC 2013). Reforms in the electoral system are therefore crucial.

Generating greater awareness and promoting commitment to gender legislation

Extensive dissemination of gender equality documents ratified by member states or enshrined in constitutions is important. Greater efforts to generate the public awareness of their human and gender rights and publicizing that these rights are legally binding on all actors in the state would help narrow the gender gap further.

Adopting gender budgeting

Gender-sensitive budgeting in some countries has supported gender equality. Tracking the budget from a gender perspective is still conspicuous by its absence in many African countries. Incorporating such tracking would allow economic and social priorities to reflect the interests of women in Africa (ACBF 2009).

Embrace more interventions by NGOs and civil society bodies

The strong interventions of NGOs and civil society bodies—and their collaboration with government departments—have aided gender equality in some countries. These actors have helped sensitize the public to their rights, involve them in legal actions (such as abused women), and sponsor gender equality bills in Parliament.

Conclusions

Gender mainstreaming has increasingly dominated RECs' actions in the last decade, yet gender inequality is still pronounced, albeit varying among the RECs and countries.

EAC and SADC have, for example, recorded greater gains in the participation of women in politics and decision making than ECOWAS. Their performance is largely due to reforms in their

electoral systems, which now have quotas for women's representation in parliament, the cabinet, and other political offices.

Furthermore constitutional provisions favoring women and a well-defined gender machinery also contributed to these two RECs' success.

Many REC member states have made progress in achieving gender equality, particularly in education attainment and health and survival. But the participation of women in key political offices is—so far—unimpressive. RECs and governments need to intensify their efforts on this front.

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Annex

Annex table 1. SADC member country legislation on gender equality

Country	Legislation
DRC	The Electoral Law of 2006 mandates equal representation of men and women in political parties. Article 14 of the 2006 Constitution ensures equality of gender representation at all levels.
Lesotho	The National Assembly Electoral Act (2011), Section 47(2)(b), requires all political parties contesting proportional representation seats to submit party lists that arrange the candidates in order of preference from top to bottom, with a female or male candidate followed by a candidate of the opposite sex. The Local Government Elections (Amendment) Act (2004) provides for a quota system that reserves at least 30 percent of local government seats for women.
Malawi	Section 13 of the 1994 Constitution states as its first goal the achievement of gender equality through full participation of women in all spheres of society on the basis of equality with men. The Gender Equality Bill (2013) promotes the equality of women and men in all functions of society, and the country's commitment to regional and international instruments.
Mauritius	The Local Government Act (2012) requires that at least one-third of candidates in

	the local government elections be women.
South Africa	The Electoral Act (1998) allows for full and equal participation of women in political activities. Section 1(b) of the 1996 Constitution states that the country is founded on the values of non-racialism and non-sexism. The Promotion of Equality and Prevention of Unfair Discrimination Act (2000).
Swaziland	The 2005 Constitution Act No. 001 has legal provisions on gender equality. Section 28 states that women have the right to equal treatment and equal opportunities in political, economic, and social activities; it also commits government to provide, subject to availability of resources, the facilities to realize their potential and advancement. Sections 94 and 95 of the constitution further specify a minimum representation of women in decision-making bodies of at least 30 percent.
Tanzania	The constitution specifies a minimum of 30 percent representation of women in the National Assembly.
Zimbabwe	Major provisions promoting gender equality are in the constitution. Appointments to the judiciary must reflect broadly the diversity of the country's gender composition. It is also required that women constitute at least 50 percent of the membership of all commissions and other elective and appointed government bodies. Some seats in Parliament are also reserved for women.

Source: Authors' compilation, based heavily on SADC (2013).

Annex table 2. EAC member countries' legislation on gender equality

Country	Legislation
Burundi	Article 129 of the 2005 Constitution mandates a minimum of 30 percent of women in the cabinet. Article 164 mandates a minimum representation of 30 percent of women in the Lower House of Parliament and Article 180 mandates a minimum of 30 percent women in the Senate. The Independent National Commission on Human Rights Act in 2011 and the Arusha Peace and Reconciliation Agreement in 2000 emphasize equality of rights for men and women.
Kenya	Some fundamental items are: the Constitution of 2010 (Article 59); the National Commission on Human Rights Act in 2011; the National Gender Equality Commission Act in 2011; the Ministry of Gender, Children, and Social Development, 2008; Prohibition of Female Genital Mutilation Act, 2011; Sexual Offences Act, 2006; Women Enterprise Fund Act, 2007; the Political Parties Act 2011 (as amended), which stipulates that not more than two-thirds of political parties' office bearers should be of the same gender; and the Employment Act, 2007, which stipulates three months' maternity leave and two weeks' paternity leave.
Rwanda	The Constitution of 2003 (as amended) mandates that at least 30 percent of both Houses of Parliament are to be female. It also requires 30 percent participation of women in decision making at all levels. Article 185 promulgates the establishment of the Gender Observatory, in charge of monitoring the implementation of gender indicators in all programs and all levels. The constitution established the National Women Council. Laws include the Organic Land Law, 2005; the Law on Prevention and Punishment of Gender-Based Violence, 2008; and the Law on Succession, Liberalities, and Matrimonial Regime, 1999.
Tanzania	The Constitution of 1977 mandates that Members of Parliament shall have at least 30 percent women's representation. The Constitution of Zanzibar of 1984 requires that 30 percent of Parliamentary members shall be female. Other acts include the Law of Marriage Act in 1971 and the Spinster and Single Parent Children Protection Act, 2005.
Uganda	Section VI of the 1995 Constitution mandates gender balance and fair representation of marginalized groups. Acts include the Equal Opportunities Act, 2007; Violence Against Women Act, 2009; Female Genital Mutilation Act, 2009; Uganda Primary Education Act, 1997; Local Government Act, 1997; Employment Act, 2006; Penal Code Act, 1950 (as amended); and the Land Use Act, 1998, which requires that at least one-third of the members of a district land board shall be women.

Source: Authors' compilation.

Annex table 3. EAC member countries' gender policies and programs

Country	Gender institutions, policies, and programs
Burundi	Women Initiative for Self-Empowerment, 2004; Guarantee Fund, 2012; Burundi's Women Parliamentarian Association, 2011; Strategic Plan for the Social Protection Policy, 2011; Common Fund for Education, 2007; and Vision 2025.
Kenya	National Commission on Gender and Equality; Women Enterprise Fund; and Kenya Vision 2030.

Rwanda	Gender Observatory, 2005; National Women Council, 2003; Gender-Responsive Budgeting; and Rwanda Vision 2020.
Tanzania	Women Development Fund; National Strategy for Gender Development, 2005; National Plan of Action for the Prevention and Eradication of Violence against Women and Children, 2001–2015; Vision 2025 for Tanzania Mainland; and Vision 2020 for Zanzibar.
Uganda	Equal Opportunities Commission; National Council for Women; Uganda Gender Policy, 2007; and Uganda Vision 2025.

Source: Authors' compilation.

Annex table 4. Regional economic communities' performance on gender equality, four performance indicators, 2006–2015

Country	SADC				EAC				ECOWAS			
	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	0.618	0.691	0.701	0.692	0.714	0.664	0.756	0.759	0.663	0.633	0.645	0.677
Education attainment	0.924	0.923	0.927	0.937	0.879	0.911	0.905	0.913	0.743	0.764	0.794	0.821
Health & survival	0.969	0.967	0.974	0.975	0.970	0.970	0.972	0.976	0.970	0.971	0.968	0.967
Political empowerment	0.133	0.184	0.202	0.196	0.147	0.188	0.311	0.302	0.081	0.096	0.158	0.147
Overall score	0.661	0.691	0.701	0.700	0.678	0.683	0.734	0.737	0.614	0.616	0.641	0.653

Source: World Economic Forum (2015).

Note: 0.00 = Complete inequality, 1.00 = Complete equality. In computing the scores for SADC, data was unavailable for Seychelles and Democratic Republic of Congo.

Annex table 5. Performance of SADC member countries on gender equality, four performance indicators, 2006–2015

Country	Angola				Botswana				Lesotho			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	0.587	0.630	0.588	0.59	0.693	0.736	0.817	0.8	0.607	0.879	0.745	0.672
Education attainment	0.779	0.785	0.721	0.726	0.981	1	1	1	1	1	1	1
Health & survival	0.980	0.980	0.975	0.980	0.956	0.955	0.967	0.973	0.980	0.980	0.976	0.980
Political empowerment	0.07	0.290	0.240	0.251	0.129	0.06	0.068	0.068	0.136	0.213	0.181	0.172
Overall score	0.604	0.671	0.631	0.637	0.69	0.688	0.713	0.71	0.681	0.768	0.725	0.706
	Madagascar				Malawi				Mauritius			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	0.578	0.671	0.733	0.696	0.665	0.698	0.830	0.809	0.483	0.549	0.551	0.534
Education attainment	0.960	0.959	0.974	0.981	0.860	0.889	0.890	0.910	0.983	0.988	0.989	0.991
Health & survival	0.978	0.973	0.973	0.973	0.960	0.968	0.967	0.973	0.980	0.980	0.980	0.980
Political empowerment	0.038	0.038	0.206	0.142	0.09	0.174	0.225	0.113	0.085	0.091	0.097	0.078
Overall score	0.639	0.639	0.721	0.698	0.644	0.682	0.728	0.701	0.633	0.652	0.654	0.646
	Mozambique				Namibia				South Africa			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	NA	0.811	0.789	0.773	0.614	0.739	0.733	0.775	0.556	0.673	0.647	0.670
Education attainment	NA	0.814	0.833	0.860	0.993	0.998	1	1	0.993	0.996	0.987	0.987
Health & survival	NA	0.961	0.968	0.968	0.967	0.967	0.980	0.98	0.976	0.968	0.980	0.980
Political empowerment	NA	0.345	0.358	0.361	0.172	0.192	0.175	0.287	0.326	0.377	0.397	0.400
Overall score	NA	0.733	0.737	0.741	0.686	0.724	0.722	0.76	0.713	0.753	0.753	0.759
	Swaziland				Tanzania				Zambia			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	NA	NA	0.624	0.608	0.809	0.671	0.708	0.709	0.602	0.601	0.644	0.656
Education attainment	NA	NA	0.997	1	0.859	0.872	0.875	0.894	0.843	0.847	0.846	0.863

Health & survival	NA	NA	0.980	0.961	0.967	0.961	0.973	0.979	0.963	0.969	0.974	0.974
Political empowerment	NA	NA	0.109	0.109	0.180	0.228	0.317	0.292	0.135	0.100	0.081	0.107
Overall score	NA	NA	0.677	0.670	0.704	0.683	0.718	0.718	0.636	0.629	0.636	0.650
Zimbabwe												
Performance indicator	2006	2010	2014	2015								
Economic participation	0.606	0.640	0.713	0.707								
Education attainment	0.920	0.933	0.940	0.974								
Health & survival	0.957	0.946	0.980	0.980								
Political empowerment	0.102	0.111	0.173	0.175								
Overall score	0.646	0.657	0.701	0.709								

Source: World Economic Forum (2015).

Note: 0.00 = Complete inequality, 1.00 = Complete equality.

Annex table 6. Proportion of women in parliament in SADC (%)

Year	2006	2010	2014	2015
Country				
Angola	12.3	38.6	36.8	36.8
Botswana	11.3	7.9	9.5	9.5
DRC	12	7.3 (LH) 12.9 (UH)	7.4 (LH) 19.4 (UH)	8.9 (LH) 4.6 (UH)
Lesotho	14	24.2 (LH) 18.2 (UH)	26.7 (LH) 27.3 (UH)	25.0 (LH) 24.2 (UH)
Madagascar	24	12.5 (LH) 11.1 (UH)	20.5	20.5
Malawi	15	20.8	16.7	16.7
Mauritius	17.1	18.8	18.8	-
Mozambique	32.8	39.2	-	39.6
Namibia	31	24.4 (LH) 26.9 (UH)	-	41.3 (LH) 23.1(UH)
Seychelles	29.4	23.5	43.8	43.8
South Africa	32.8	44.5 (LH) 29.6 (UH)	41.5 (LH) 35.2 (UH)	42.0 (LH) 35.2 (UH)
Swaziland	19	13.6 (LH) 40.0 (UH)	6.2 (LH) 33.3 (UH)	6.2(LH) 33.3(UH)
Tanzania	30.4	30.4	36	36
Zambia	12	14.0	10.8	12.7
Zimbabwe	16	15.0 (LH) 24.2 (UH)	31.5 (LH) 47.5 (UH)	31.5 (LH) 47.5 (UH)

Source: SADC (2013) and Inter-Parliamentary Union (2016).

Note: LH and UH = lower and upper houses of parliament. Countries in the SADC region have unicameral or bicameral legislatures. Figures for Tanzania are from 2009.

Annex table 7. Proportion of women in parliament in EAC (%)

Country	Year			
	2006	2010	2014	2015
Burundi	30.5 (LH)	32.1 (LH)	30.5 (LH)	36.4 (LH)
	34.7 (UH)	46.3 (UH)	46.3 (UH)	41.9 (UH)
Kenya	7.3 (LH)	9.8 (LH)	19.1 (LH)	19.7 (LH)
	-	-	26.5 (UH)	26.5 (UH)
Rwanda	48.8(LH)	56.3 (LH)	63.8 (LH)	63.8 (LH)
	34.6(UH)	34.6 (UH)	38.5 (UH)	38.5 (UH)
Tanzania	30.4	-	36.0	36.0
Uganda	29.8	31.3	35.0	35.0

Source: Inter-Parliamentary Union (2016).

Note: LH and UH = lower and upper houses of parliament.

Annex table 8. Performance of EAC member countries on gender equality, four performance indicators, 2006–2015

Country	Kenya				Uganda				Tanzania			
	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	0.657	0.615	0.810	0.778	0.677	0.707	0.631	0.653	0.809	0.671	0.708	0.845
Education attainment	0.918	0.940	0.973	0.942	0.859	0.922	0.846	0.930	0.859	0.872	0.875	0.857
Health & survival	0.966	0.968	0.973	0.973	0.976	0.980	0.967	0.980	0.967	0.961	0.973	0.974
Political empowerment	0.053	0.077	0.197	0.182	0.207	0.259	0.284	0.271	0.180	0.228	0.317	0.314
Overall score	0.649	0.650	0.726	0.719	0.680	0.717	0.682	0.708	0.704	0.683	0.718	0.748
	Rwanda				Burundi							
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015				
Economic participation	NA	NA	0.770	0.808	NA	NA	0.863	0.845				
Education attainment	NA	NA	0.929	0.944	NA	NA	0.901	0.857				
Health & survival	NA	NA	0.967	0.972	NA	NA	0.980	0.974				
Political empowerment	NA	NA	0.476	0.452	NA	NA	0.282	0.314				
Overall score	NA	NA	0.785	0.794	NA	NA	0.757	0.748				

Source: World Economic Forum (2015).

Note: 0.00 = complete inequality, 1.00 = complete equality.

Annex table 9. Proportion of women in Parliament in ECOWAS (%)

Country	Year			
	2006	2010	2014	2015
Benin	7.2	10.8	8.4	7.2
Burkina Faso	11.7	15.3	-	9.4
Cabo Verde	15.3	18.1	20.8	20.8
Côte d'Ivoire	8.5	8.9	9.4	9.2
Gambia	13.2	7.5	9.4	9.4
Ghana	10.9	8.3	10.9	10.9
Guinea	19.3	10.0	21.9	21.9
Guinea-Bissau	14	10	13.7	13.7
Liberia	12.5 (LH)	12.5 (LH)	11.0 (LH)	11.0 (LH)
	16.7 (UH)	16.7 (UH)	13.3 (UH)	10.0 (UH)
Mali	10.2	10.2	9.5	8.8
Niger	12.4	-	13.3	13.3
Nigeria	6.1 (LH)	7 (LH)	6.7 (LH)	5.6 (LH)
	3.7 (UH)	8.3 (UH)	6.4 (UH)	6.5 (UH)

	19.2 (LH)	27.7 (LH)	43.3 (LH)	42.7 (LH)
Senegal	-	40.0 (UP)	-	-
Sierra Leone	14.5	13.2	12.1	12.4
Togo	8.6	11.1	17.6	17.6

Source: Inter-Parliamentary Union (2016).

Note: LH and UH represent lower and upper houses of the parliament. Countries in the ECOWAS region operate either a unicameral or bicameral legislature.

Annex table 10. Performance of ECOWAS member countries on gender equality, four performance indicators, 2006–2015

Country	Benin				Burkina Faso				Cabo Verde			
	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Performance indicator												
Economic participation	0.618	0.605	NA	0.764	0.639	0.638	0.722	0.721	NA	NA	0.608	0.591
Education attainment	0.643	0.646	NA	0.700	0.646	0.748	0.799	0.831	NA	NA	0.965	0.970
Health & survival	0.969	0.961	NA	0.967	0.973	0.968	0.967	0.967	NA	NA	0.980	0.980
Political empowerment	0.082	0.076	NA	0.067	0.084	0.110	0.112	0.083	NA	NA	0.301	0.329
Overall score	0.578	0.572	NA	0.625	0.585	0.616	0.650	0.651	NA	NA	0.713	0.717
	Côte d'Ivoire				Gambia				Ghana			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	NA	0.539	0.582	0.603	0.688	0.759	NA	0.697	0.753	0.758	0.677	0.808
Education attainment	NA	0.692	0.722	0.773	0.809	0.829	NA	0.926	0.868	0.891	0.910	0.924
Health & survival	NA	0.980	0.968	0.968	0.974	0.980	NA	0.973	0.969	0.967	0.967	0.973
Political empowerment	NA	0.065	0.078	0.081	0.109	0.138	NA	0.098	0.071	0.096	0.110	0.112
Overall score	NA	0.569	0.587	0.606	0.645	0.676	NA	0.674	0.665	0.678	0.666	0.704
	Guinea				Liberia				Mali			
Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	NA	NA	0.656	0.666	NA	NA	0.637	0.620	0.665	0.514	0.555	0.605
Education attainment	NA	NA	0.649	0.707	NA	NA	0.774	0.806	0.674	0.679	0.726	0.755
Health & survival	NA	NA	0.967	0.967	NA	NA	0.967	0.967	0.968	0.976	0.955	0.949
Political empowerment	NA	NA	0.130	0.130	NA	NA	0.206	0.216	0.091	0.103	0.075	0.086
Overall score	NA	NA	0.600	0.618	NA	NA	0.646	0.652	0.600	0.568	0.578	0.599
	Nigeria				Senegal							

Performance indicator	2006	2010	2014	2015	2006	2010	2014	2015
Economic participation	0.612	0.604	0.706	0.691	NA	0.644	0.662	0.678
Education attainment	0.816	0.807	0.778	0.802	NA	0.821	0.822	0.833
Health & survival	0.966	0.961	0.967	0.961	NA	0.973	0.973	0.967
Political empowerment	0.049	0.050	0.105	0.097	NA	0.127	0.308	0.316
Overall score	0.610	0.606	0.639	0.638	NA	0.641	0.691	0.698

Source: World Economic Forum (2015).

Note: 0.00 = complete inequality, 1.00 = complete equality.



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