

QUESTIONNAIRE

PART ONE

OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

- ◆ Immediately after Beijing, a consultant was engaged by UNFPA to assist come up with a National Plan of Action. This was meant to institutionalize gender. The consultant also organized sensitization workshops for key sectors, e.g., a gender sector which worked on producing the National Platform for Action and the 8 committees which are part of the National Development Strategy which is Government's long term plan. The National Platform for Action identified 14 critical areas of concern namely:

- Minority Status of Women
- Participation in Decision Making
- Multiple roles of Women
- Feminisation of Poverty
- Reproductive Health
- Education
- Economic Empowerment
- Culture, Family and Socialisation
- Violence Against Women
- Information, Communication and Arts
- The Girl Child
- Environment and Natural Resources Management
- Women with Disabilities
- Women's Rights

- ◆ Swaziland identified six priority areas namely:

1. Education
2. Feminization of Poverty
3. Reproductive Health
4. Women's Rights
5. Minority Status of Women's Power Sharing & Decision Making
6. Culture, Family & Socialization & The Girl Child.

In 1996 UNFPA employed a gender officer and was seconded to the Ministry of Home Affairs. In 1998 Government took over and allocated budget to the gender desk. A number of NGOs established gender desks that were meant to implement the Beijing Platform of Action, e.g., Women's Resource Centre, Family Life Association of Swaziland and Coordinating Assembly of Non-governmental Organization. Other NGOs when they implement their activities they include gender as a cross cutting issue. NGOs have come up with a Gender Consortium where gender issues are addressed in a collective manner. The Gender Consortium also undertakes advocacy and sensitization issues. A task gender force drafted a gender report stating all the priority areas and this is presently awaiting Cabinet's approval and this will form the basis for policy formulation.

There has been improvements in other areas like Education and Violence due to sensitization that has been put in place. There has been a slight improvement in the area of participation of women in decision making.

- ◆ In 1996 the Ministry of Home Affairs was given the responsibility to handle gender issues through gazettee extraordinary No. 37. For a long time the gender programme did not have a Ministry responsible for it.

Swaziland formulated a National Development Strategy (NDS) which is a longterm strategy to improve the country's economy. A number of sector based committees were created to prepare sector issues paper to input into the NDS. A Gender Sector Committee was one of the eight sectoral committees, it prepared a paper that addressed the gender issues of concern.

A Gender Task Force was formed under the Auspices of the Economic and Social Reform Agenda (ESRA); a short term national strategy to kick-start the Economy. The task force produced a report that identified the National critical areas of concern and a programme of implementation. The report is presently awaiting Cabinet's approval; and it will form the basis for policy formulation.

- ◆ Swaziland, like many African countries, has strong cultural traditions. As a homogenous society, customs and traditions have been preserved down the ages and reflect the unique national identity. Swazi society reflects a strong culture which promotes group interest over those of the individual. Some of the cultural practices and traditions impede the advancement of women and reinforce male dominance.

A large part of women's low social status derives from some traditional cultural values which recognise women as minors. As such, women are perceived to constantly require male protection in relation to, for instance, the management and control of property. In denying them independent access and rights to inheritance of such assets as land and cattle for instance, these cultural principles also deny women the rights to an independent means of making a living. Thus women are tied to a dependent relationship with men as

fathers, husbands, uncles and even sons. These same cultural values are all too often invoked to counter advocacy's for change. Even when it has become quite clear that the social conditions under which these cultural practices had been suited and provided with checks and balances, are no longer in place they continue to be enforced.

- ◆ The Ministry of Education has made a major achievement in the area of education with special emphasis on the girl child which forms one of the six priority areas of concern selected from the fourteen (14) national areas of concern.

The Ministry of Education has been one of the key players in raising awareness and sensitizing policy makers (in the education sector) and working on the implementation on issues of gender in the area of education. The key objective of the programme is to ensure the institutionalization and mainstreaming of gender in the school curriculum.

The Ministry conducted gender sensitization workshops for 28 policy makers (education sector) 31 Inspectorate personnel, curriculum designers and guidance counsellors, and 45 Social Studies and siSwati panellists. Also to be conducted soon are gender sensitization workshops for Science and Mathematics as well as Home Economics subject panellists. The objective of these sensitization workshops for the subject panellists is to review

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The target group included both males and females. Positive results have been observed in behaviour and language change of policy makers in particular. Ultimately, the measure of success will depend on to what extent gender issues have been included in the curriculum.

- ◆ Swaziland's priority was sensitization due to the concept being misconstrued. A gender mainstreaming strategy is being developed. The Ministry of Home Affairs is in the process of sensitizing senior officers with the view to engendering the ministry's policy.

It is hoped that policies of other sectors/ministries are going to be engendered given government's commitment to pursue the gender issues and to introduce gender focal points in relevant ministries. Efforts have been made to sensitize the civic society on gender issues. Most people are aware of the issues and positive change in attitude and behaviour has been recognized. However, there is still a lot more to be done in order to change the attitude and behaviour. The media has been involved greatly in sensitizing people on gender issues through reporting. This has been as a result of sensitization that happened after the Fourth World Conference on Women. The media also cover gender sensitization activities. In institutions of higher learning gender has not been institutionalized but it is hoped that they will eventually include the element of gender.

- ◆ Women have been in an economically disadvantaged position and structural adjustments and globalization of markets has greatly affected women, e.g., the devaluation of the rand

which affects women who do business between Swaziland and South Africa; and the EU/South African trade agreement which have liberated markets and affected the SADC countries particularly women in Swaziland. Initiatives to empower women economically are affected due to donors dwindling which is caused by the global financial crisis.

PART TWO

FINANCIAL AND INSTITUTIONAL MEASURES

2. The national budget allocated for gender and development has risen by 200% from 1998/99 to 1999/2000.

International and Bilateral donors that help in gender and development issues are: UN Agencies, DFID, BILANCE, BRITISH COUNCIL, EU, MICRO PROJECT, PUBLIC ENTERPRISE FUND AND UNITED STATES INFORMATION SERVICE.

- ◆ Immediately after Beijing, a consultant was engaged by UNFPA to assist come up with a National Plan of Action. This was meant to institutionalize gender. The consultant also organized sensitization workshops for key sectors, e.g., a gender sector which worked on producing the National Platform for Action and the 8 committees which are part of the National Development and Strategy which is Government's long term plan.
- ◆ The Ministry of Home Affairs together with gender related NGOs conduct sensitization workshops both at policy making level and at grassroot level. Another issue of concern is the drafting of the national gender policy which has to be completed to influence implementation of gender programmes. The country presents regional reports to SADC on the implementation rate.

The NGO sector has formed a gender consortium for purposes of lobbying and advocacy. The consortium share work plans as a sector as well as with government.

PART THREE

ANNEX 1

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment action/new
<p>I. Women and poverty</p>	<ul style="list-style-type: none"> * Poverty alleviation Programme * Public Enterprise Fund * 44 Million Fund * Women in Development Programme * NGOs Targeting Women's Group for Economic Empowerment * UNDP Sustainable Livelihoods Programme * The Ministry of Commerce & Industry (Handicraft Section) 	<ul style="list-style-type: none"> * Multiple roles of women. * Lack of business management skills * Lack of commercial attitude. * Lack of cooperation between group members. * Poor project management skills. * Lack of research * Lack of access to and control over productive resources. * Poor project planning. 	<ul style="list-style-type: none"> * Further : that hinder economic * Revisior practices i subordi * Enactig directly al poverty. * Further business r
<p>II. Education and training of women</p>	<ul style="list-style-type: none"> * UN Programme that promotes training of locals on gender issues. * Rural Education Programmes (Min. of Education). * School HIV/AIDS Population education Programme. * Forum for African Women's Educationalists (FAWE) * Min. of Education Programme on engendering the Curricular. 	<ul style="list-style-type: none"> * Gender stereotypes throughout the Education system. * Re-entry & retention of girls. * Lack of funds * Education Policy. * Socialisation & Culture 	<ul style="list-style-type: none"> * Advoca child. * Mainst in institut * Review teaching i * Further in the Edu

<p>at to further initiative</p>	<p>instization on issues women from attaining independence of laws and cultural at relegate women to e positions. new policies that viate aining of women in anagement skills.</p>	<p>ing for re-entry of a girl aining gender training nts of higher learning, of curricular and aterial. xpositization for all these cation Sector.</p>
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Critical Areas of Concern	Examples of programs : the critical an Beijing Platfo roy targets an related achiev
<p>III Women and Health</p>	<ul style="list-style-type: none"> * Safe Mother * SINAN * AIDS Policy * NGOs with R Programmes * Rural Health * IBFAN
<p>IV Violence against women</p>	<ul style="list-style-type: none"> * Swaziland Ac * Family Life A * Umlapo (Wor * Women & Le * Women in Lar Africa. * Council of Sw * Training of Pe * Save the Child * Femicide Proj
<p>V Women and armed conflict</p>	

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III. Women and Health	<ul style="list-style-type: none"> * Safe Motherhood Programme * SINAN * AIDS Policy * NGOs with Reproductive Health Programmes * Rural Health Motivation * IBFAN 	<ul style="list-style-type: none"> * Lack of Decision making power. * In accessibility to health services. * Lack of resources. 	<ul style="list-style-type: none"> * Production of IEC materials on issue of violence. * Drafting of Family Violence Bill. * General Legal Reform * Establishment of halfway houses * Establishment of juvenile courts * Further sensitization on violence i.e. (Police, media, lawyers, etc.)
IV. Violence against women	<ul style="list-style-type: none"> * Swaziland Action Group Against Abuse * Family Life Association of Swaziland * Umhango (Women's Resource Centre) * Women & Law in Southern Africa * Women in Law & Development in Africa. * Council of Swaziland Churches * Training of Police on Violence * Save the Children Fund * Femicide Project 	<ul style="list-style-type: none"> * Socialization & Culture. * Lack of resources * Absence of juvenile courts * Myths surrounding violence against women. * Gender insensitive legal system. * Lack of knowledge on issues of violence against women. * Lack of research. 	<ul style="list-style-type: none"> * Production of IEC materials on issue of violence. * Drafting of Family Violence Bill. * General Legal Reform * Establishment of halfway houses * Establishment of juvenile courts * Further sensitization on violence i.e. (Police, media, lawyers, etc.)
V. Women and armed conflict			

<p>VI Women and the economy</p>	<ul style="list-style-type: none"> * Involvement of women in informal sectors to earn a living. * Poverty alleviation Programme * Public Enterprise Fund * 44 Million Fund * Women in Development Programme * NGOs Targeting Women's Group for Economic Empowerment * UNDP Sustainable Livelihoods Programme * The Ministry of Commerce & Industry (Handicraft Section) 	<ul style="list-style-type: none"> * Women's contributions are not recognised in formal sectors. * Not measured in monetary terms. * Multiple roles of women. * Lack of business management skills and commercial attitude. * Lack of cooperation between group members. * Poor project management skills. * Lack of research. * Lack of access to and control over productive resources. * Poor project planning. 	<ul style="list-style-type: none"> * Advocate for a policy to include women in National Development. * Further sensitization on issues that hinder women from attaining economic independence. * Revision of laws and cultural practices that relegate women to subordinate positions. * Erecting new policies that directly alleviate poverty. * Further training of women in business management skills.
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VII. Women in power and decision-making	<ul style="list-style-type: none"> * Sensitization on power sharing. * Campaigns on power sharing. 	<ul style="list-style-type: none"> * Patriarchal structure of the society * Socialization & culture * Lack of support systems * Lack of research * Lack of Policy and quota system 	<ul style="list-style-type: none"> * Advocating for 30% women by year 2005 made at SADC * Hosting the Global network women in politics.
VIII. Institutional mechanisms for the advancement of women	<ul style="list-style-type: none"> * Gender Unit * NGOs * Gender Consortium 	<ul style="list-style-type: none"> * Lack of human resources * Lack of financial resources 	<ul style="list-style-type: none"> * Strengthening Units. (both government and NGOs) * Developing a joint program by consortium. * Revision of NPA * Advocating for gender poli
IX. Human Rights of Women	<ul style="list-style-type: none"> * Women in Law & Development in Africa * Coordinating Assembly on Non-governmental Organizations (CANGO) * Human Rights Association of Swaziland (HUMARAS) * Council of Swaziland Churches (CSC) * Women's Resource Centre (UMTAPD) * UN Gender Training Programmes * USIS Training Programmes 	<ul style="list-style-type: none"> * Lack of understanding of the issue. * Lack of financial & human resources. * Unratification of CEDAW. 	<ul style="list-style-type: none"> * Sensitization on Human Rights of women. * Advocate for ratification of CEDAW.

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<p>X. Women and the media</p>	<ul style="list-style-type: none"> * Gender column's in local newspapers. * Radio Programmes addressing gender. * Sensitization workshops for the media * UN Training Programmes on gender for Media Personnel. 	<ul style="list-style-type: none"> * Commercialization of Media. * Lack of resources. * Decision making positions in the media mostly held by men. 	<ul style="list-style-type: none"> * Strengthen programmes. * Training of
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XI. Women and the environment	<ul style="list-style-type: none"> * Yonge Nawe * Green Cross * SABIL Foundation * Ministry of Agriculture * Drought Consortium NGOs 	<ul style="list-style-type: none"> * Lack of awareness on environmental issues. * Lack of environmental policy enforcement * Poor screening of projects and its effects on the environment.
XII. The girl child	<ul style="list-style-type: none"> * Ministry of Health & Social Welfare * School HIV/AIDS Population Education * Ministry of Education * United Nations Children's Fund * Swaziland Action Group Against Abuse * Women's Resource Centre * Ministry of Home Affairs - Youth Department & Gender Desk * Save the Children Fund 	<ul style="list-style-type: none"> * Socialization & Culture

**Commitment to further
action/new initiative**

- * Convention to Combat Desertification Programme will be implemented.
- * Sensitization of Traditional Leaders & community on environmental issues.

- * Implementation of Convention on Rights of the Child
- * Folk Shows
- * Road Shows.
- * Forum of African Women's Educationalist Programme to be implemented.