



DRAFT

African Union Gender Strategy

(2018-2023)

CONTENTS	PAGE NUMBER
Acronyms List	
Acknowledgements	
Executive Summary	
I. OVERVIEW	
Introduction	
Why a Gender Strategy now	
SWOT Analysis	
Guiding Principles	
Situation analysis	
Theory of Change	
II. STRATEGY	
Vision	
Goals	
Gender strategies for the pillars and goals of Agenda 2063	
Aspiration 1: A prosperous Africa, based on inclusive growth and sustainable development.	
Aspiration 2: An integrated continent politically united and based on the ideals of Pan Africanism and the vision of African Renaissance.	
Aspiration 3: An Africa of good governance, democracy, respect for Human Rights, Justice and the Rule of Law.	
Aspiration 4: A peaceful and secure Africa.	
Aspiration 5: Africa with a strong cultural identity common heritage, values and ethics.	
Aspiration 6: An Africa whose development in people driven, relying on the potential offered by African People, especially its women and youth, and caring for children	
Aspiration 7: An Africa as a strong united resilient and influential global player and partner.	
III. ROLES, RESPONSIBILITIES AND IMPLEMENTATION	
Institutional arrangements	
Implementation Plan	
Monitoring, Evaluation and Learning	
Budget and Finance Arrangements	
Annexes	
Annex A: Definitions	
Annex B: AU Gender Strategy aligned to Agenda 2063 and the SDGs	
Annex C: Schedule of consultative meetings	
Accompanying documents	
Key issues paper	
Mapping of normative frameworks	
Results framework	
Operational plan	
Communications plan	

LIST OF ACRONYMS

ACHPR	Africa Charter on Human and Peoples' Rights
AfDB	African Development Bank
AU	African Union
AUC	African Union Commission
AUWC	African Union Women's Committee
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Civil Society Organisation
ECA	Economic Commission for Africa
ECCAS	Economic Community of Central African States
ECOWAS	Economic Community of West African States
GEWE	Gender Equality and Women Empowerment
GFP	Gender Focal Point
GMS	Gender Management System
GPDD	Gender Policy and Development Division
ICPD	International Conference on Population and Development
MDGs	Millennium Development Goals
NEPAD	New Partnership for Africa's Development
NGOs	Non- governmental Organisations
RECs	Regional Economic Communities
SADC	Southern Africa Development Community
SDGs	Sustainable Development Goals
STC	Special Technical Committee
ToR	Terms of Reference
UN	United Nations

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EXECUTIVE SUMMARY

The African Union (AU) Gender Strategy provides a vision for the continent through to its centenary, and proposes specific actions for the remaining five years of the first Ten Year Implementation Plan of Agenda 2063. Framed around the seven aspirations of the continent's bold agenda, the central focus of the strategy is that *gender equality can and must be achieved during this period!*

Three T's inform the strategy:

- **Timing:** In addition to 2063, the strategy builds on the momentum of the African Union Decade for Women running from 2010 to 2020, and the Sustainable Development Goals, from 2015 to 2030. The SDG slogan, "*leave no one behind*" provides a powerful global impetus for this final push to achieve gender equality.
- **Traction:** The strategy brings together many strands into one powerful force for change. Never before has there been a greater consensus on the need for gender equality to be attained on the continent. A key message emerging from all the consultations is that *now is the time to seize the initiative!*
- **Transformation:** Africa is in the throes of momentous change. The continent boasts some of the richest natural resources in the world. Despite the persistent challenges of poverty, Africa is home to some of the fastest growing economies in the world. Military governments and authoritarian rule are giving way to democratically elected governments changed through the ballot box. The guns are gradually being silenced. Citizens are raising their voices, literally and through social media, to demand a new Africa. All this provides a powerful enabling environment for women, youth and other marginalised groups to claim their rightful place. From the various world conferences on women, to Africa's own decade for women, a space is opening for real change. Africa's demographic dividend – its youthful population- is a key force to be harnessed in this unstoppable march for gender justice. Attached at **Annex A** is a list of key definitions arising from the literature review, that reflect this transformative agenda.

The **mapping of normative frameworks for gender equality** that accompanies this strategy shows that the AU's Agenda 2063 and all the African, global and regional instruments that governments have committed to make a powerful case for change. The strength of the strategy is *bringing together all the existing commitments within the framework of Agenda 2063*.

The **key issues paper** that accompanies this strategy maps **performance** against these **provisions**. Key gaps include:

- Women in Africa remain the majority of the poor, the dispossessed, the landless, the unemployed, those working in the informal sector, and those shouldering the burden of care, especially where war, hunger and disease have weakened state capacity and responses.
- While there have been tremendous strides in achieving gender parity in primary and even secondary schools, teenage pregnancies, early child marriages, gender stereotypes in curriculum and career guidance limit the prospects of the girl child.
- Women constitute less than 5% of CEOs in Africa; own less than 10% of the land, eek minimal earnings from cross border trade and still struggle to access credit as well as other support to run businesses.

- At 24% women in parliament, Africa mirrors the global average, and boasts the only country in the world (Rwanda) with over 50% women in parliament. But these figures vary widely, with over half the countries on the continent having less than 10% women in parliament. The situation is often even worse at the local level. Africa presently has only two women heads of state. Political space remains closed and hostile to women on many fronts.
- Although many constitutions have been reviewed and laws amended to embrace gender equality over the last few decades, the daily lives of the majority of women (especially in the rural areas) are governed by customary laws, traditions and practices that often contradict these statutory provisions.
- Harmful practices undermine the bodily integrity, Sexual and Reproductive Health and Rights of women.
- Gender violence, the most glaring indicator of inequality, remains unacceptably high. It is both a cause and consequence of the high levels of HIV and AIDS that has a disproportionate effect on women, especially young women who constitute the majority of those infected and affected by the deadly virus.
- The momentum for change is constantly undermined by patriarchal attitudes and mind sets, often reinforced by the mainstream and new media. While women constitute more than half the population, they comprise less than one in five of those whose views and voices are heard in the media. The media at best ignores women; at worst values them for their physical rather than mental attributes.
- Weak and under resourced gender structures at local, national, regional and global level struggle to effectively drive the change agenda.

The strategy envisions a continent in which women and girls, boys and men have equal **voice, choice** and **control** over their lives. The strategy identifies key priorities for attaining gender equality in each aspiration and goal of Agenda 2063 (see summary mapping and action points at **Annex B**). Key **priorities** include:

- A conceptual shift from the **practical** to the **strategic** needs of women; from **basic needs** to a **rights based, bottom-up, holistic approach**.
- Ending child marriages, gender violence and harmful traditional practices.
- Eradicating maternal mortality, HIV and AIDS and ensuring affordable, accessible, youth friendly SRHR services.
- Ensuring women's equal access to productive resources, including mining, land, credit, and ICTs, and training in STEM subjects.
- Guaranteeing equal pay for work of equal value; recognising and rewarding the unpaid work of women.
- Enhancing women's effective participation in and through public institutions, the media and new media.
- Engaging men and boys and the youth in the struggle for gender equality.
- Building strong Gender Management Systems including Gender Responsive Budgeting at all levels.

These priorities were identified at nine consultative workshops and a vibrant online discussion with a range of stakeholders including rural women, faith based organisations, civil society and international co-operating partners (see schedule of meetings at **Annex C**).

The strategy should be read together with the **Results Framework** that sets out the agreed gender targets and indicators of Agenda 2063 and the SDGs, as well as the **Operational plan**, that identifies actions to be taken at continental, regional and national

level. It is also accompanied by a **Capacity Needs Assessment and Communications Strategy** for ensuring that gender is reflected in and through Agenda 2063.

PART I: OVERVIEW

INTRODUCTION

The AU recognises gender equality as a fundamental human right and an integral part of regional integration, economic growth and social development. The AU is therefore committed to removing all forms of gender inequalities at the regional and national levels through a series of policies, goals and actions derived from legally binding international, continental and regional instruments. The ultimate goal of the African Union is to be a peaceful, prosperous and integrated continent¹.

The analysis of the socio-cultural, political and economic situation of the continent shows that gender inequities still persist in every sphere. Women and girls face challenges in accessing legal rights, education, health and economic resources, amongst others. Despite efforts that have been made by Member States to improve their situation, several specific technical, socio-cultural and economic constraints account for this state of affairs. There have been improvements in national gender policies, structures, guidelines, action plans and programmes addressing gender inequities, raising awareness on gender equality, gender analysis, and mainstreaming at both national and regional levels. Despite these efforts, implementation falls far short of the stated commitments.

The adoption of the Africa Agenda 2063 and the Sustainable Development Goals (SDGs) calls for accelerated efforts to close the gender equality gap in light of persistent emerging threats such as climate change, appalling levels of poverty, HIV and AIDS, gender based violence and trafficking in persons. Aspiration six of Agenda 2063 calls for people driven, inclusive development through, among others:

Including women in decision-making regardless of gender, political affiliation, religion, ethnic affiliation, locality, age or other factors.

Fully empowering women in all spheres, with equal social, political and economic rights, including the rights to own and inherit property, sign contracts, register and manage businesses.

Enabling rural women to have access to productive assets: land, credit, inputs and financial services.

Eliminating gender-based violence and discrimination (social, economic, political) against women and girls.

Attaining full gender parity, with women occupying at least 50% of elected public offices at all levels and half of managerial positions in the public and the private sectors.

Article 2 of the African Charter on Human and Peoples' Rights enshrines the principle of non-discrimination on the grounds of race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status. Articles 60 and 61 of the African Charter on Human and Peoples' Rights recognise regional and international human rights instruments and African practices consistent with international norms on human and peoples' rights as being important reference points.

¹ African Union website <https://au.int/en>

Objectives

The Gender Strategy seeks to:

- Affirm the African Union's continued commitment to advancing gender equality in the Continent.
- Align gender mainstreaming in the African Union with African Union Agenda 2063 and the Sustainable Development Goals
- Harmonise gender-related policies; initiate gender-mainstreaming strategies within the Commission and for AU organs and Member States. Provisions in the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, the and International instruments such as Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) and the Sustainable Development Goals (SDGs) are aligned to the African Union Agenda 2063,
- Define a hierarchy of priority of gender interventions by thematic areas and regional focus.
- Prepare gender-sensitive development response strategies in the continent through programmes and projects to be implemented by AU through the Directorate of Women, Gender and Development.
- Develop and review monitoring and evaluation tools and mechanisms for tracking progress towards gender equality within the Commission, RECs and at Member State level.
- Allocate adequate resources to the Directorate of Women, Gender and Development and subsequently Member States to facilitate the implementation of the AU gender programmes.
- Improve communications and branding of AU gender mainstreaming efforts.

WHY A NEW GENDER STRATEGY – THE THREE “T”S



The Time is right to revisit the rationale which underscores the AU current policy (2009) and practice on Gender Equality and Women's Empowerment (GEWE) within the AU. The 2009 Gender Policy is being evaluated, and a strategy developed to take account of key developments in Africa and globally. In September 2015 the United Nations General Assembly adopted the Sustainable Development Goals (SDGs), including a stand-alone goal on gender equality (Goal 5). The SDGs built on their predecessor Millennium Development Goals (MDGs) by expanding a human rights-based development

framework under the theme "leave no one behind". The African Union (AU) reached its mid-term milestone of the African Women's Decade (2010-2020) in 2015.

TABLE 1: KEY DATES AND MILESTONES

2009	2010	2013	2015	2020	2023	2030	2063
AU adopts a gender policy	African Women's Decade commences	50 th Anniversary of the AU	SDGs adopted	End of the African women's decade	First ten years Agenda 2063	Deadline SDGs	100 years AU
	Africa Agenda 2063						
	African Women's Decade			Sustainable Development Goals			

Strategic focus: While priorities abound, a stronger focus needs to be placed on investing into actions that have a greater potential of yielding results within the desired timelines and present the clear opportunities for collaboration, innovation and transformation. – *Gender Strategy Concept Note*

In 2013, during its 50th anniversary celebrations, the AU adopted Agenda 2063, a roadmap for the next fifty years. Aspiration six provides for development that is people-driven, relying on the potential of African people, especially its women and youth, and caring for children. Gender is integral to all the seven aspirations and twenty goals, even where these are gender neutral in their formulation. An important objective of the AU Gender Strategy is to ensure that gender aspects of Agenda 2063 are articulated, monitored, evaluated and resourced. Agenda 2063 and Agenda 2030 have advanced targets for development objectives in general, and

for GEWE in particular, building on successes attained under the MDGs. Also, their results frameworks are bolder, more focused, yet inclusive and action driven. The narrative for GEWE is therefore rapidly changing.

Traction is needed to move from commitments to action and however simple they may be, action must be witnessed by those most affected by inequalities. The AU is endowed with some of the most progressive legal and policy frameworks in the world, however their realization still remains beyond the reach of the majority of its population. While issues at hand are often very complex, a few simple steps can help catalyze greater motion. They include providing a strategic direction, focusing on a narrow set of actions, coordinating responses, addressing systems and not symptoms, crowding-in comparative advantages, leveraging the media and allocating adequate and timely resources. Traction also means showing greater tolerance towards risks, accepting and learning from risks, celebrating gains, pushing the bar continuously higher and devising a mix of planning and implementation cycles. It also requires incentivizing synergies and action at regional and national levels and thereby ensuring that the voices, priorities and realities at that level are accounted for in any policy-making process is an essential step to accelerating the pace of implementation.



Transformation: Africa is ready for change and one that will relegate poverty and exclusion to history. At the 2015 AU Summit in Johannesburg, women from grassroots organizations demanded that the continent “Retires the Hoe to the Museum”. They are asking for solutions which not only increase their productivity but create wealth and enable them engage more actively in citizenry. As a well-known female lawyer from the Gambia asked: “How can women participate in the political process when they are busy feeding their families?” Agenda

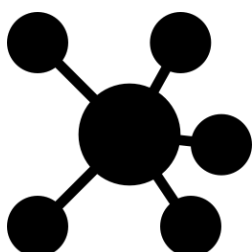
2063 is designed to respond to such calls for action. It has set ambitious targets and defined innovative strategies to support this vision, including 10 Fast Track projects to maximize the benefits of development, remove major hurdles to integration and endow the continent with essential support infrastructure. At the same time, Africa’s population landscape is rapidly changing. The youth population is the largest in the world and set to double by 2040. There is also growing pressure from the realities on an ageing population and lifestyle induced diseases. These pressures and realities evidently require that our approach to GEWE is broadened and speaks to the needs of a multi-faceted landscape.

TABLE 2: SWOT ANALYSIS

	STRENGTHS	WEAKNESSES	THREATS
INTERNAL			
TIMING	Policy for GEWE adopted in 2009 is being evaluated	The strategy needs to be accompanied by an updated policy that covers work place and service delivery.	Policy and strategy become conflated
TRACTION	The AU has an established Women, Gender and Development Directorate (WGDD) responsible for leading, guiding, advocating for and coordinating all efforts to achieve gender equality and promote women's empowerment within the Commission, Member States, Regional Economic Communities (RECs) and Organs.	Limited resources within the AU to deliver their mandate. This includes the absence of effective collaboration and coordination, the need to set-up monitoring and evaluation systems that foster multi-way information exchanges, embedding diversity into plans and actions, converging efforts on priority issues and speaking with one voice to cross-cutting issues.	Multitude of continental and global timelines may cause confusion.
EXTERNAL			
TIMING	The AU's commitment to gender equality and women's empowerment is anchored in other international, continental and other regional legal and policy frameworks	Multiple reporting demands on member states.	Failure to synergise and prioritise.
TRACTION	There is sufficient knowledge that purports the rationale for GEWE and political will has never been so tangible. At grass-roots level, women are desperately seeking solutions to lessen the burden of their work and living conditions	Weak and under resourced gender management systems	Failure by the AU to harness the progressive legal and policy frameworks already in place.
	Funding is in place e.g. AU Fund for African Women, World Bank Gender Facility, UN funds for Women and the	While specific women's funds are important real progress depends on mainstream budgets responding to the	Short term focus on women specific funding rather than reprioritisation of budget

	International Conference for the Great Lakes support fund.	needs of women and men, boys and girls. Gender Responsive Budgeting is weak in AU institutions, RECs and member states.	and gender responsive budgeting in all sectors.
TRANSFORMATION	Africa is now ready for transformative change Buy in and support for GEWE by key stakeholders e.g. Private sector, civil society Organisations, Foundations and other the International Community The demographic dividend.	Attitudes and mind sets often lag behind policy commitments leading to "talking the talk" without "walking the walk."	Wars, conflict, natural disasters, climate change could undermine the momentum for change. There is insufficient inter-generational dialogue within the women's movement to groom the next cadre of young women leadership.

GUIDING FRAMEWORKS & PRINCIPLES



Key normative frameworks form part of the “influence chain” in shaping the response to gender inequality. Their importance lies in the articulation of human rights and development issues from a gender equality perspective, and the definition of a clear agenda of action that forms the basis for policy, project and programming work to achieve gender equality in Africa. Table three summarises the key African, global and Regional Economic Commission (REC) normative frameworks consulted in this strategy. The provisions of these instruments are aligned against Agenda 2063 in the mapping document that accompanies this strategy.

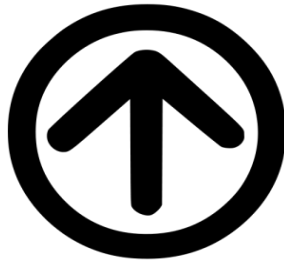
Table 3: Normative frameworks for achieving Gender Equality

African	Global	Regional Commissions	Economic
Agenda 2063	Sustainable Development Goals (SDGs)	East African Community (EAC) Gender Equality Act	
AU Gender Policy 2009	Framework Convention on Climate Change CP 21	Southern African Development Community (SADC) - SADC Gender Protocol	
Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (the Maputo Protocol)	UNSCR 1325 and subsequent Women in Peace and Security related resolutions	Economic Community of West African States (ECOWAS) Gender Strategy	
The Solemn Declaration on Gender Equality in Africa	Beijing Platform for Action and Beijing Plus Twenty	Common Market for Eastern and Southern Africa (COMESA) Gender Strategy	
	Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW)		

These frameworks set international and regional norms and standards that countries have committed to and continue to progressively integrate into their domestic policies, legislation and programmes. They have also inspired the development of ground-breaking sub- regional instruments promoting gender equality and women’s empowerment, and should be cross referenced with other Declarations and instruments developed to facilitate regional integration. Key principles emerging from these instruments are summarised below:

Consolidation and streamlining: Brining efforts related to GEWE under a single roof and using a common denominator is critical to realising higher-impact and sustainable results. As a cross-cutting area, the propensities to lend definitions and create frameworks which while interesting do not necessary support the agenda is real. There needs to be a clear way of doing business in GEWE and one that can be traced back to internationally recognized norms.- *Gender Strategy Concept Paper*

and



Principles - Voice, Choice and Control

Gender equality: Refers to a situation where women and men have equal conditions for realising their full human rights, in which actions taken at the individual, relationship, community and societal level result in this equality being realised.

Women's rights are human rights: Women's rights are integral to the human rights enshrined in the Bill of Rights of Constitutions and the rights-based approach to development.

The right to bodily integrity and security of person: Women are entitled to bodily, emotional and psychological integrity; to making decisions over their own bodies, including their sexual and reproductive rights.

Customary, cultural and religious practices are subject to the right to equality: Religious and cultural rights that contradict, undermine or have a negative effect on the attainment of gender equality must be outlawed and eliminated.

Women's equal participation in decision-making in the private and public spheres is vital to the realisation of their rights.

Economic empowerment of women is a prerequisite to attainment of gender equality. Women's ability to exercise voice and strategic forms of control over their lives is linked to being able to generate regular and independent sources of income.

Structural discrimination: Efforts to promote women's empowerment need to do more than give individual women economic or political opportunities. They need to tackle deeper-rooted structural constraints that perpetuate inequalities.

Affirmative action or positive discrimination, enshrined in the Constitutions of many countries, is a legitimate short-term strategy for redressing gender imbalances that should not result in tokenism or complacency.

Women are not homogeneous: Women differ according to such factors as race, disability, class, culture, religion, and geographic location. These differences need to be taken into account in designing programmes to promote gender equality.

Movement building, of the women's and men's sectors, is vital for achieving gender equality.

Debate and media: Fostering public engagement and debate is essential to making policies that work for women's empowerment and gender equality. The media and popular culture have a vital role to play in this.

Changing attitudes and values is as important to bringing about women's empowerment as changing women's material circumstances and political opportunities.

Approaches

There have, over time, and in different contexts been various approaches to achieving gender equality. The post Third World Conference on Women in Nairobi (1985) is associated with the *Women in Development* (WID) approach that viewed women as an add-on to existing development projects and initiatives. The Gender and Development (GAD) Approach that followed the Fourth World Conference on Women in Beijing in 1995 sought to challenge the fundamental structural causes of gender inequality, through mainstreaming gender in all

areas and at all stages of development. Table 4 summarises the differences between the WID and GAD approaches.²

² Adapted from: European Communities (2004) Toolkit on Mainstreaming Gender Equality in EC, Development Cooperation, European Communities (2005) EQUAL Guide on Gender Mainstreaming

Table 4: Comparative analysis of WID and GAD approaches

Issue	Women in Development (WID)	Gender and Development (GAD)
The focus –	Women	Relations between women and men
The problem -	The exclusion of women	Unequal relations that prevent equitable development and the full participation of women and men
The goal -	More efficient, effective development	Equitable development with women and men sharing decision making and power, opportunities and resources
The solution –	Integrate women into existing structures	Transform unequal relations and structures; empower the disadvantaged and women
The strategies –	Women only projects, increase women's productivity, income and ability to manage the household	Identify and address practical and strategic needs determined by women and men to improve their condition

Strategies to advance gender equality, women and girls rights broadly fall into two categories: mainstreamed and targeted. **Mainstreaming** is the process of assessing the implications for women and men of any planned action, including legislation, policies of programmes; and integrating this into the design, implementation, monitoring and evaluation of policies and programmes. **Targeted** – or agenda-setting - strategies, on the other hand, can be defined as “strategic targeted initiatives or programme components to promote particular aspects of women’s rights or address specific gender gaps.”³

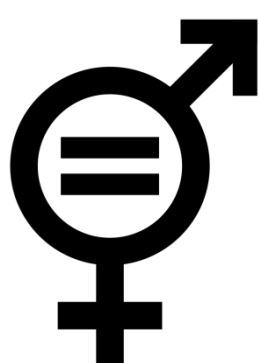
Gender mainstreaming came to prominence following the Beijing conference to embed gender in mainstream development, not to replace the women’s rights agenda. Critics of *gender mainstreaming*, argue that this approach has led to gender being mainstreamed out of existence, giving rise to a strong women’s rights lobby that seeks to put the emphasis back on empowering women to claim their rights. Within the donor community there has been a recent shift in focus from gender mainstreaming to a specific focus on women and girls. Concurrently, there has been a rise in boys and men’s organisations committed to gender equality.



³ Derbyshire, H, Dolata, N and Ahluwalia, L, [unpublished], Untangling Gender Mainstreaming: how to positively change organisations, p6.

Figure One: Approaches to achieving gender equality

The diagram illustrates the broad spectrum of approaches to achieving gender equality. These are not mutually exclusive. Each has its merits and the different approaches, if harmonised, can complement each other. What is important is that approaches for addressing short-term **practical** needs always be building blocks for addressing **strategic and systemic gender needs**. For example, providing women with seeds to grow crops when they do not own land, have access to credit or markets, will not achieve the long term goals of gender equality. A programme to provide women farmers with seeds to produce better crops after a drought should also take account of longer term systemic issues such as access to credit, markets, and land. The AU Gender Strategy encompasses three essential approaches:

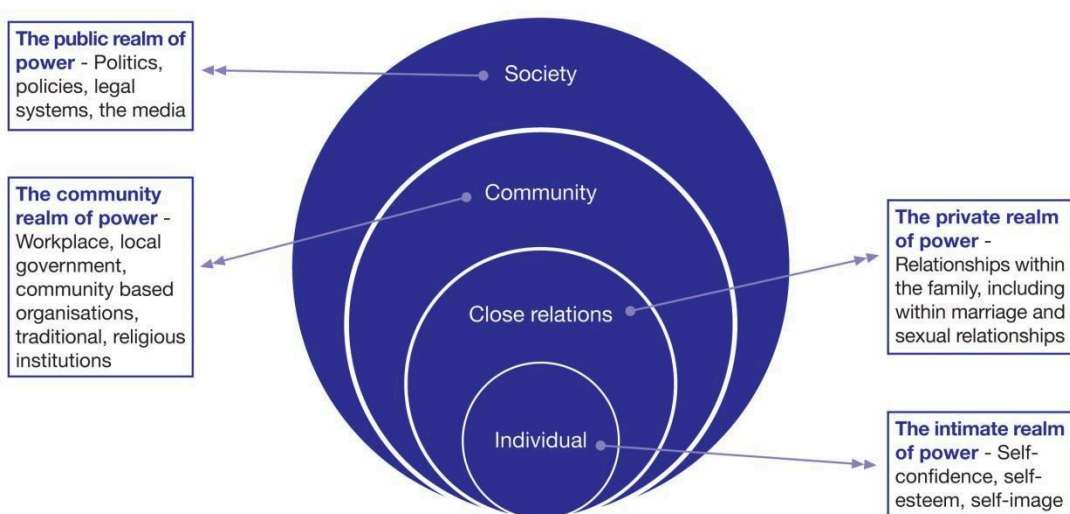


Gender equality: Agenda 2063 envisions a world in which full gender equality is achieved in all spheres of life. In practical terms, this means that men and women, boys and girls are equal in all respects including health, education, nutrition, access to economic assets and resources, political opportunities and freedom from coercion and violence. Achievement of gender equality requires progress in all of these areas. This is contingent on ending discrimination against women⁴ and ensuring women are able to access their basic human rights.

Women's empowerment: Achieving gender equality goes hand in hand with advancing women's empowerment: the ability of a woman to control her own life. It encompasses the dimensions of social, economic and political empowerment. Interventions need to tackle the continuum of inequality in both the private and public spheres through both formal and informal mechanisms. There are four levels – or realms – of power that have to be taken into account for women's empowerment to be achieved.



Figure 2: The different realms of power⁵



⁴ De
exc

recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms on the basis of equality with men." (Article 1).

⁵ Adapted from the GL Theory of Change:

<http://www.genderlinks.org.za/article/gender-links-theory-of-change-2013-06-26>.

Societal level (the public realm of power): Interventions which seek to influence formal institutions, laws, policies, and practices and to support and promote women's rights and empowerment as well as strengthening institutional capacity and accountability;

Community level (the community realm of power): Interventions which aim to change social and cultural norms, values and practices which condone or reinforce gender inequality at the community level;

Household level (the private realm of power): Interventions which target relationships within the family, within marriage, within sexual relationships;

Individual level (the intimate realm of power): Interventions which focus on influencing an individual's self-confidence, knowledge or self-awareness.

Achieving gender equality and the realisation of women's and girls' rights requires transformative change within each of these levels of power (see the key issues paper for practical examples of effective interventions). This necessitates women-led engagement with the whole community, including men and boys and faith-based and traditional leaders who can have a strong impact, both positive and negative, on how gender equality is perceived within local communities. Mobilising the **support of men and boys** is crucial for wider societal changes such as challenging discriminatory laws and practices. However, it is important to remember that while men and boys can be the targets and allies of interventions, women's rights and empowerment must remain central.⁶



Women's rights: The empowerment of women and the realisation of gender equality is contingent on the full realisation of women's human rights. Women's rights are basic rights and freedoms that all women and girls are entitled to as human beings. The concept builds on the notion of human rights which are shared by all women, men, girls and boys, and which are enshrined in international agreements and law. The central concept of rights is that they are universal, inalienable and indivisible, i.e. every individual is entitled to them equally, whatever their status or position in society. The

notion of women's rights started to be used because of the traditional bias against the exercise of women's and girls' rights in favour of men and boys. It is seen that, in the context of a society where women and men have unequal power, women's rights need to be specifically recognised and fought for. Africa has a strong women's rights agenda in the Maputo Protocol. The AU applies a rights based approach to development and the Maputo

⁶ See DFID (2012), *A Practical Guide on Community Programming on Violence against Women and Girls* CHASE Guidance Note 2, p.18-19, available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/264401/VAWG-guidance-chase.pdf

protocol guarantees women's rights in all key areas. UN resolutions and treaties address the needs of women affected by conflict and violence. It is an imperative to further compliance with these instruments to help women enjoy their basic rights and fulfil their potential.

Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, also known as the Maputo Protocol, is a progressive legal framework that comprehensively addresses the political, social and economic rights of women and girls. Following on from recognition that women's rights were often marginalised in the context of human rights, a meeting organised by Women in Law and Development in Africa (WiLDAF) in March 1995, in Lomé, Togo called for the development of a specific Protocol to the African Charter on Human and People's Rights to address the rights of women. The OAU assembly mandated the African Commission on Human and Peoples' Rights (ACHPR) to develop such a protocol at its 31st Ordinary Session in June 1995, in Addis Ababa⁷. The protocol was adopted by the African Union on 11 July 2003 at its second summit in Maputo, hence it is better known as The Maputo Protocol. On 25 November 2005, having been ratified by the required 15 member nations of the African Union, the Protocol entered into force.

The Maputo Protocol is a legal framework negotiated by Africans for Africans. As such, it addresses the contextual realities of girls and women in Africa. It is hailed as progressive because, for the first time in the history of women's rights, it specifically addresses violence against women in article 3, female genital mutilation in article 5, and the rights of women living with HIV/Aids article 14 {(1) (d) and (e) }, amongst other issues.⁸

In a continent where the gendered effects of disruptive conflict and terrorism are evident, the right to peace is an important feature of the Protocol. On the basis that harmful culture, traditions and gender specific stereotypes continue to entrench discrimination against women, the right to a positive cultural context is a unique aspect of this important instrument. In recognition that there are girls and women who face multiple forms of discrimination owing to their age, status and health, the Protocol covers the rights of elderly women, widows and persons living with disabilities.⁹

The Maputo Protocol comprises 23 Articles covering:

Article 2 – Elimination of Discrimination Against Women

Article 3 – Right to Dignity

Article 4 – The Rights to Life, Integrity and Security of the Person

Article 5 – Elimination of Harmful Practices

Article 6 – Marriage

Article 7 – Separation, Divorce and Annulment of Marriage

Article 8 – Access to Justice and Equal Protection before the Law

Article 9 – Right to Participation in the Political and Decision-Making Process

Article 10 – Right to Peace

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<http://www.peaceau.org/uploads/special-rapporteur-on-rights-of-women-in-africa-presentation-for-csw-implementation.pdf>

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https://www.the-star.co.ke/news/2015/04/27/what-you-need-to-know-about-the-maputo-protocol_c1125094

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https://www.the-star.co.ke/news/2015/04/27/what-you-need-to-know-about-the-maputo-protocol_c1125094

Article 11 – Protection of Women in Armed Conflicts
 Article 12 – Right to Education and Training
 Article 13 – Economic and Social Welfare Rights
 Article 14 – Health and Reproductive Rights
 Article 15 – Right to Food Security
 Article 16 – Right to Adequate Housing
 Article 17 – Right to Positive Cultural Context
 Article 18 – Right to Healthy and Sustainable Environment
 Article 19 – Right to Sustainable Development
 Article 20 – Widows' Rights
 Article 21 – Right to Inheritance
 Article 22 – Special Protection of Elderly Women
 Article 23 – Special Protection of Women with Disabilities
 Article 24 – Special Protection of Women in Distress

In the AU Gender Policy adopted in 2009, Member States undertook to achieve full ratification and enforcement of the Maputo Protocol by 2015 and its domestication by 2020. As of October 2015 only 37 out of the 54 Member States of the AU had ratified the Maputo Protocol.

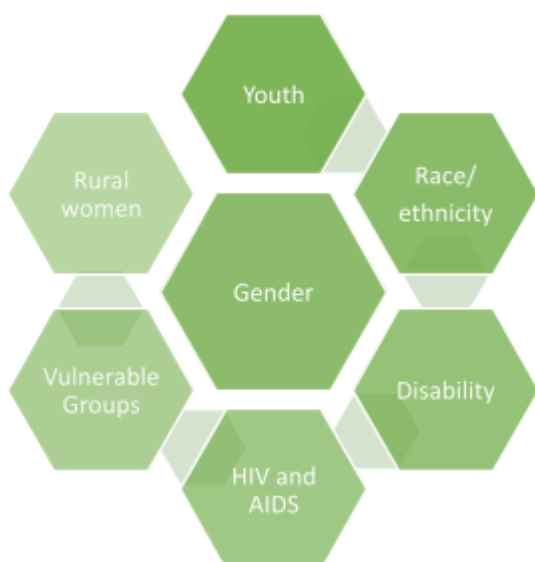
Making gender visible



A key motivation for this strategy is the need to make gender visible in all areas of

endeavour. Gender blind policies, laws and strategies ignore the systemic formal and informal factors that perpetuate gender inequalities. Gender neutral policies, laws and strategies assume that “people” refer to all people - women and men, boys and girls. This is a reasonable assumption, but in reality could lead to a perpetuation of the status quo in the absence of deliberate measures to ensure the views and needs of women, men, boys and girls are incorporated into planning. All of the aspirations of Agenda 2063, except for Goal 17, are gender neutral. By highlighting the gender dimensions of all 20 goals, this strategy aims to ensure that gender is given visibility in all the aspirations and goals of Agenda 2063 (see summary mapping table at Annex B).

Intersectionality



Oppression is seldom singular; intersectional theories show how many individuals experience multiple forms of oppression, as illustrated in the diagram. Gender is however, the common denominator in all cross cutting issues. This underscores the need for a stand- alone gender strategy.

SITUATION ANALYSIS

"In order to break the cycle of poverty, hunger and exclusion, several priority and foundational areas of human development need to be finished. They include women's sexual and reproductive health, jobs, education, food security and nutrition. Africa and the world have committed to leaving "no one behind and achieving zero hunger" between 2030 and 2063. These unresolved issues must therefore be brought to closure to deflect risks of reversing the gains and harnessing the demographic dividends."- *Gender Strategy Concept Paper*.

This synopsis is drawn from the key issues paper that casts a gender spotlight on all the aspirations and goals of Agenda 2063. The issues are clustered under the broad heading of economic, environmental, legal, social, political and institutional.

Economic

Poverty: Despite Africa's Gross Domestic Product (GDP) growth of almost 5% in the last two years, inequalities still persist and human development is still low. In most countries, poverty is on the rise and increasingly has a feminine face. Human development is still low in Africa and women's human development is 13% less than that of men. Most women still live below \$1,50 per day due to lack of access to commercially viable business, professional employment and access to markets. Women remain on the periphery of social classes. Women bear the most brunt of poverty despite Africa's Gross Domestic Product (GDP) rising to 5% in 2016. West Africa achieved the highest economic growth level. Gender disparities in economic participation continue to perpetuate poverty through unbalanced access to economic resources. Seventeen out of 52 African countries achieved high and medium levels of human development with East and West Africa experiencing faster rates of human development. However, the level of human development is 13% lower for women than for men¹⁰.

"Economic empowerment is a cornerstone for achieving GEWE. Opportunities need to be expanded through working in new frontiers while consolidating gains in ongoing initiatives. Among others, the AU places a particular emphasis on increasing skills in science and technology, trade, the blue economy, and manufacturing and high growth agricultural value-chains. The AU understands the multiple barriers that must be removed and will therefore leverage public-private partnerships to identify solutions, innovations and opportunities that transform the way women do business and bring them into 21st century practices."- *Concept note*

Deregulation and liberalisation: the globalisation of supply chains and outsourcing of production to the cheapest locations is contributing to the feminisation of poverty, including increased in-work poverty. Women (particularly young migrant women) make up the majority of workers in certain sectors, such as garments and electronics.¹¹ They are exploited in numerous ways: poor pay and working conditions, lack of collective bargaining

¹⁰ African Economic Outlook (2015): Human Development in Africa

¹¹ See discussion in Oxfam (2014) *Even it up: Time to end extreme inequality*. Oxford: Oxfam GB, available at: http://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/cr-even-it-up-extreme-inequality-291014-en.pdf p.10

rights, as well as gender-based discrimination (lack of maternity leave, forced pregnancy tests, sexual violence and harassment).¹²

Economic decision-making: Women are still lowly represented in Africa's economic decision making with only 5% of Chief Executive Officers women, 29% of senior managers are women, 44% of senior women hold line roles and only 36% of promotions go to women. Discriminatory laws and practices preventing women from owning, controlling or having decision-making power over such critical resources compromise women's rights to land, assets and financial services. Ensuring the economic empowerment of women is further complicated by feeble protection of their inheritance rights and high inequality in the distribution of unpaid care work¹³.

Illicit Financial Flows: Africa is losing approximately US\$50 billion annually through IFFs, mostly through abusive transfer pricing and trade mispricing and other aggressive tax planning schemes by multinational companies (MNCs) operating in Africa's commercial sector¹⁴. contribute to the persisting gender gap in Africa.

Public sector investment implications on gender: Public sector investment ranges between 2 to 3 per cent of GDP. As a result, only 40 per cent of the population lacks access to safe water; 60 per cent of the population lacks basic sanitation; only 30 per cent of the rural population in sub-Saharan Africa to all-seasons roads and only 30 per cent of the population have access to electricity¹⁵. Women suffer the most when there is no access to basic services. The privatisation of essential services is impacting both on opportunities for decent jobs for women (as many are employed in the public sector where there have been major job losses) as well as opportunities to reduce and redistribute women's unpaid care responsibilities (via gender sensitive, affordable and accessible public services and infrastructure).

Funding for gender equality and women's and girls' rights: Increased political commitment to gender equality and women and girls rights has yet to translate into sustained increases in funding, specifically for women's rights organisations. A global survey of women's organisations in 2011, for example, found that only one in ten organisations received funding from bilateral donors, national governments and INGOs¹⁶

Land ownership: Legislative reforms to close gender gaps in land rights have seen a decrease in formal discrimination against women's land ownership from nine countries in 2012 to five countries in 2014. In some countries, joint land registration initiatives and other programmes (e.g. increasing female legal literacy) also appear to be transforming norms and perceptions of female land and asset ownership. Estimates suggest that women hold substantially fewer agricultural land titles individually or jointly (19%) than men.

Environmental

¹² See Action Aid, 2011, The Real Asda Price

¹³ OECD/DEV Centre Social Institutions and Gender Index (SIGI) 2014

¹⁴ FEMNET (2017): What are the Gender Dimensions of IFFs? Strengthening African Women's Engagement and Contribution

¹⁵ African Development Bank Gender Report (2016)

¹⁶ AWID, 2011, Global survey where is the money for women's rights.

Women are poorly represented in climate change decision making. Participation of women in disaster management, mitigation and adaptation processes remains adhoc yet women are the most vulnerable in climate change disasters. There is improvement in use of clean energy sources although costs remain high in most countries. Access to clean water remains a challenge with only 60% of countries having standard access to clean drinking water.

Women and girls constitute the majority of those worst impacted by the effects of climate change and environmental degradation and are less likely to have access to environmental resources.¹⁷ Where the socio-economic status of women is low, natural disasters and their aftermath kill more women than men.¹⁸ It has been recognised that sustainable development cannot be achieved without gender equality.¹⁹ However, the global response to climate change to date has primarily focused on scientific and economic solutions rather than considering human and gender dimensions. Many policies are gender blind or exacerbate gender stereotypes such as increasing women's burden of unpaid care. Women continue to be presented as victims rather than as rights holding citizens that are part of the solution and women's agency to mitigate climate change is therefore still relatively untapped.

Legal

Plural law systems: Countries of the region have made important strides in removing discrimination from national laws and constitutions. However, de jure and de facto equality is compromised by ongoing discrepancies within plural legal systems where discriminatory customary and other informal laws tend to prevail. Harmonisation of non-discrimination principles in line with international commitments and standards would create an enabling environment where all respect women's rights and well-being, and women are encouraged to exercise and claim their rights. In virtually every country, there are contradictions between customary law and codified law when it comes to women's rights. These contradictions are not addressed in Constitutions and affect women's access to property, in particular land and housing. The systems also affect inheritance in cases of divorce or spousal death. Overall, gender-based discrimination in social institutions is estimated to represent income losses of USD 340 billion across the region²⁰. Promoting gender equality in legislative frameworks, practices and attitudes fosters inclusive and dynamic economies, particularly important for the continent's development ambitions.

Gender Based Violence: Laws, systems and services for addressing gender violence are inadequate. New forms of gender violence, such as trafficking, are on the rise. Poor coverage and quality of legal protection and other measures to protect women from violence (rape, sexual harassment and domestic violence), including female genital mutilation (FGM) and to guarantee their sexual and reproductive health and rights. On average, 43% of

¹⁷ CARE International (2012) *More Equal, More Resilient: Why CARE International is making gender equality and women's empowerment a priority for climate change adaptation*. London: CARE International, available at: http://www.careclimatechange.org/files/CARE_Issue_Brief_010412_GenderFINAL.pdf

¹⁸ Neumayer, E. and Plumper, T. (2007). 'The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981–2002', in *Annals of the Association of American Geographers*. 97(3). 2007. pp. 551–566

¹⁹ United Nations (2012) *Report of the United Nations Conference on Sustainable Development, The Future We Want*, Rio De Janeiro: United Nations, available at: <http://www.uncsd2012.org/content/documents/814UNCSD%20REPORT%20final%20revs.pdf>

²⁰ Ibid

women in the region have experienced gender-based violence in their lifetime; moreover, 54% of women agree that domestic violence is justified on certain grounds.²¹ Change of attitudes remains key in eliminating GBV yet programmes tend to focus at macro level interventions.

Female Genital Mutilation: Despite regional commitments to end FGM, the practice remains an issue in 26 countries in the region and affects over 27% of women in the entire sub-Saharan region. While there is evidence that the number of women and girls who are subjected to FGM is decreasing, prevalence rates remain alarmingly high in some countries affecting over 90% of women in Guinea and Somalia.

Backlash against women's rights: Increased resistance by conservative groups to women's rights, particularly sexual and reproductive health rights, has played out in the international arena, in some cases derailing inter-governmental negotiations. The backlash has also surfaced in countries transitioning to democracy.

Multiple Discrimination: Inequalities such as race, ethnicity, disability, caste, and age, will impact on the ways in which women and girls experience discrimination. For example, recently there has been increased recognition of the specific needs of adolescent girls, with discriminatory social norms dictating that girls' choices should be constrained to the domestic sphere at adolescence whilst choices tend to expand for adolescent boys beyond the home.²² At the other end of the age spectrum, it is estimated that the number of older women living in less developed regions will increase by 600 million between 2010 and 2050. The gendered nature of ageing shows that women tend to live longer than men and older women are also more likely than men to live alone. This has significant implications for women's unpaid care responsibilities and state service provision.²³

Child marriages: Decreasing rates of early marriage reflect the success of regional, national and community campaigns to eliminate a major cause of adolescent girls' disempowerment. Currently, 24% of women aged 15-19 are married in the region, down from 26% in 2012. Political leadership appears to be a key catalyst driving social norm change.

Social

Gender based violence at schools: A few African countries have strict policies to curb gender based violence at schools which is a major reason why girls remain out of school. GBV is often taken as school bullying.

Teenage pregnancy and education: There is progress in allowing pregnant teenagers to continue with school although a few policies exist to prevent stigmatisation. It is a concern that where there is stigmatisation, it is only the girl child who is victimised and not the boy child who has impregnated the girl. Although theoretically in most countries girls who become pregnant at school are free to continue and/ or return to school, in practice they are stigmatised or expelled, and seldom complete their education.

²¹ OECD/DEV Centre Social Institutions and Gender Index (SIGI) 2014

²² Paz Arauco, V. et al. (2014) *Strengthening social justice to address intersecting inequalities*. London: Overseas Development Institute, available at: <http://www.odi.org/publications/8909-strengthening-social-justice-address-intersecting-inequalities>

²³ CEDAW General Recommendation on Older Women 2010.

HIV and AIDS: Women, and especially young women, are the majority of those living with HIV and AIDS, the pandemic which more than any other has preyed on the gender disparities in the region and added to the already huge burden of care that women shoulder.

Water: In Sub-Saharan Africa, only 55% of households are within 15 minutes of a water source. Additionally, women take on 62% and girls 9% of the burden of water collection²⁴.

Care work: traditional gender roles perpetuate the unequal share of time spent on unpaid care work by women and men. OECD research points to the multiple negative economic outcomes of women's double work burden and time poverty, notably their stronger concentration in informal and vulnerable employment, and gender wage gaps.

Involving men and boys: While political leadership has moved gender equality to the mainstream of political action across the region, without active engagement with civil society, men and boys, women's rights groups and other community leaders, laws promoting gender equality will exist in a vacuum, with limited impact. The role of men and boys is critical in aspects of ending gender based violence including in conflict situations, reducing women's burden of care work and multiple roles as well as changing attitudes at individual level to gender aware.

Political participation, peace and security

Representation and political participation: Despite several elections over the past two years, women comprise 24% of parliamentarians and 22% of cabinet members.²⁵ Quotas have shown mixed results in the 28 countries that instituted them at the national and/or sub-national level: while they led to increases in women's political participation in Senegal and Zimbabwe, the Democratic Republic of Congo saw little change.

Peace keeping and UNSCR 1325: Women are still lowly represented in peace keeping processes. By 2011, only two countries had women signatories in peace keeping processes, only three had women as lead mediators, six had women witnesses in peace processes and five had women in negotiating teams²⁶. However, deployment of peace keeping forces under the United Nations and African Union is gradually increasing. Although progress has been made on implementation of UNSCR 1325 pillars of participation, prevention, protection and relief recovery; most countries are yet to develop National Action Plans on the resolution. This poses a gap on a framework to be used to prevent violence against women and girls during conflict²⁷.

Media and technology

Media: While there has been some progress in raising awareness and challenging gender stereotypes in the media and popular culture, as well as engaging men as partners, the battle to change mind sets is still far from won.

²⁴ African Economic Outlook (2015)

²⁵ McKinsey & company, Women Matter Africa (August 2016)

²⁶ UN Women (2012): Women's Participation in peace processes in Africa (1992 – 2011)

²⁷ African Union Commission(2016): Implementation of the Women, Peace, and Security Agenda in Africa

Access to information and communication technologies (ICTs): Women, particularly poor women, often lack the necessary skills, literacy, and infrastructure to benefit from ICTs. In Sub-Saharan Africa, 32 million fewer women have access to the Internet than men. Domestic responsibilities, cultural restrictions to women's mobility and less access to income and resources, also leads to women being marginalised from technology. This is compounded by the under-representation of women in the private sector and government bodies which control the ICT sector.²⁸

Social media technologies: Advances in the functionality and accessibility of social media are providing new opportunities for women's rights and equality movements to organise and campaign for change. However, they are also generating new ways in which individuals can be subjected to abuse and threats, particularly feminists and women human rights defenders. More than 70% of people who have reported being abused on the internet during the past decade have been women.²⁹

National Governments: The obligation on national governments to track progress against MDG3 and to report on women's and girls' rights and has led to increased commitments and some action on gender equality. For example, many national governments have now implemented legislation protecting women's rights and gender equality. However, there remains a significant gap between commitments and implementation.

Institutional

Gender Management Systems (GMS): The African Union and all RECs have established gender management systems to monitor and implement gender commitments. Most Member States have established GMS although these vary from stand-alone ministries to departments within other ministries. In general, there is continental progress in GMS establishment. However; capacity, funding, definition of roles and harmonisation remain a challenge for the effectiveness of GMS.

Monitoring and Evaluation: Gender data gaps mean that regional policymakers and the international development community only have a fragmented picture of the depth and extent of gender inequalities. Data for critical issues, such as women's land access and ownership, intra-household decision-making, or attitudes and perceptions of women and men is still scanty. More effective policymaking will require additional investments in national technical capacity to measure and track gender equality across regional and national policy targets, capturing changes in social norms and gender roles to better understand the linkages with women's empowerment and development outcomes. Effective implementation, monitoring and evaluation of gender policies, programmes and activities continue to elude those charged with the responsibility of accounting to the public as the gap between policy and practice seems to widen.

Youth

50% of the African population is under 50% yet youth empowerment, employment and rights are still limited³⁰. The situation is worse for the girl child. It is estimated that about 19

²⁸ A. Gurumurthy (2004), 'Challenging gender inequalities in the information society', *Gender and Development in Brief*, Issue 15, September 2004.

²⁹ . Gurumurthy (2004), 'Challenging gender inequalities in the information society', *Gender and Development in Brief*, Issue 15, September 2004

³⁰ Africa's Progress Report (2014): Grain, Fish, Money – Financing Africa's Green and Blue Revolution

million Sub-Saharan African youths and 4 million North African youths joined the labour markets in 2015³¹. Some countries are like Kenya are making progress in realising the potential demographic dividend through setting up youth funds and affirmative action policies³². However, monitoring the gender dimensions of such programmes is still scanty. Of concern is that political and civic engagement by African youth is declining and is particularly weak among young women³³.

³¹ African Economic Outlook (2015): Regional Development and Spatial Inclusion.

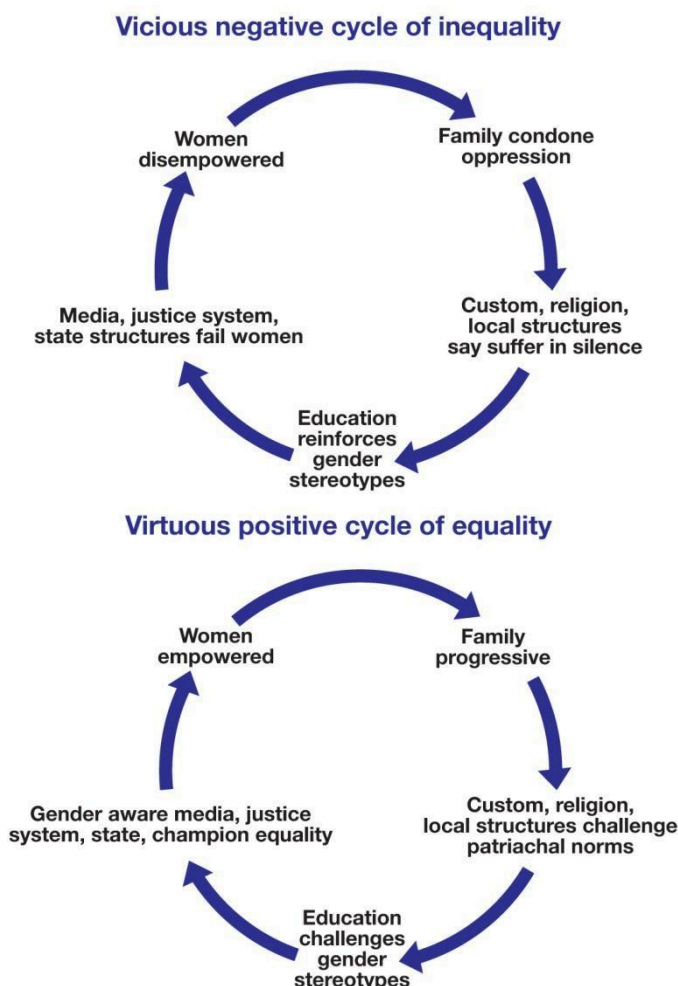
³² AUC Directorate of Information and Communication (2017): AUECHO - Harnessing the demographic dividend through investments in youth

³³ AGA(2017): African Governance Newsletter – Africa’s Democratic Dividends and Deficits

THEORY OF CHANGE

Of all the sources of inequality and exclusion across the globe, gender is the most cross-cutting of all. Reinforced in formal and informal ways, gender inequality begins in the home; is perpetuated by the family; schools; work place; community, custom, culture, religion and tradition as well structures within society more broadly—the media, new media, popular culture, advertising, laws, law enforcement agencies, the judiciary and others. While society generally identifies other forms of inequality, gender inequality is so *normalised* that it often goes unnoticed, including by women who have been socialised to accept their inferior status. Gender inequality is a *global phenomenon*. Gender inequality follows the *life cycle* of most women from cradle to grave. Despite changes in laws and Constitutions, many women remain minors all their lives – under their fathers, husbands, even sons, and as widows subject to male relatives. But the vicious negative cycle that leads to and compounds inequality is not set in stone. It can be turned around into a virtuous positive cycle for change.

Figure 3: Gender equality - from negative to positive cycle



Metrics are now available to quantify outcomes that result from pursuing Gender Equality and Women's Empowerment (GEWE) and demonstrate that "gender is a smart business". For example, the African Development Bank (AfDB) estimates that eliminating gender inequality

and empowering women could raise the productive potential of one billion Africans. A 2015 report by McKinsey shows that, by narrowing the gender gap, sub-Saharan Africa has the opportunity to add 12 percent, or an estimated \$300 billion, to annual GDP by 2025 in the best-in-region scenario.

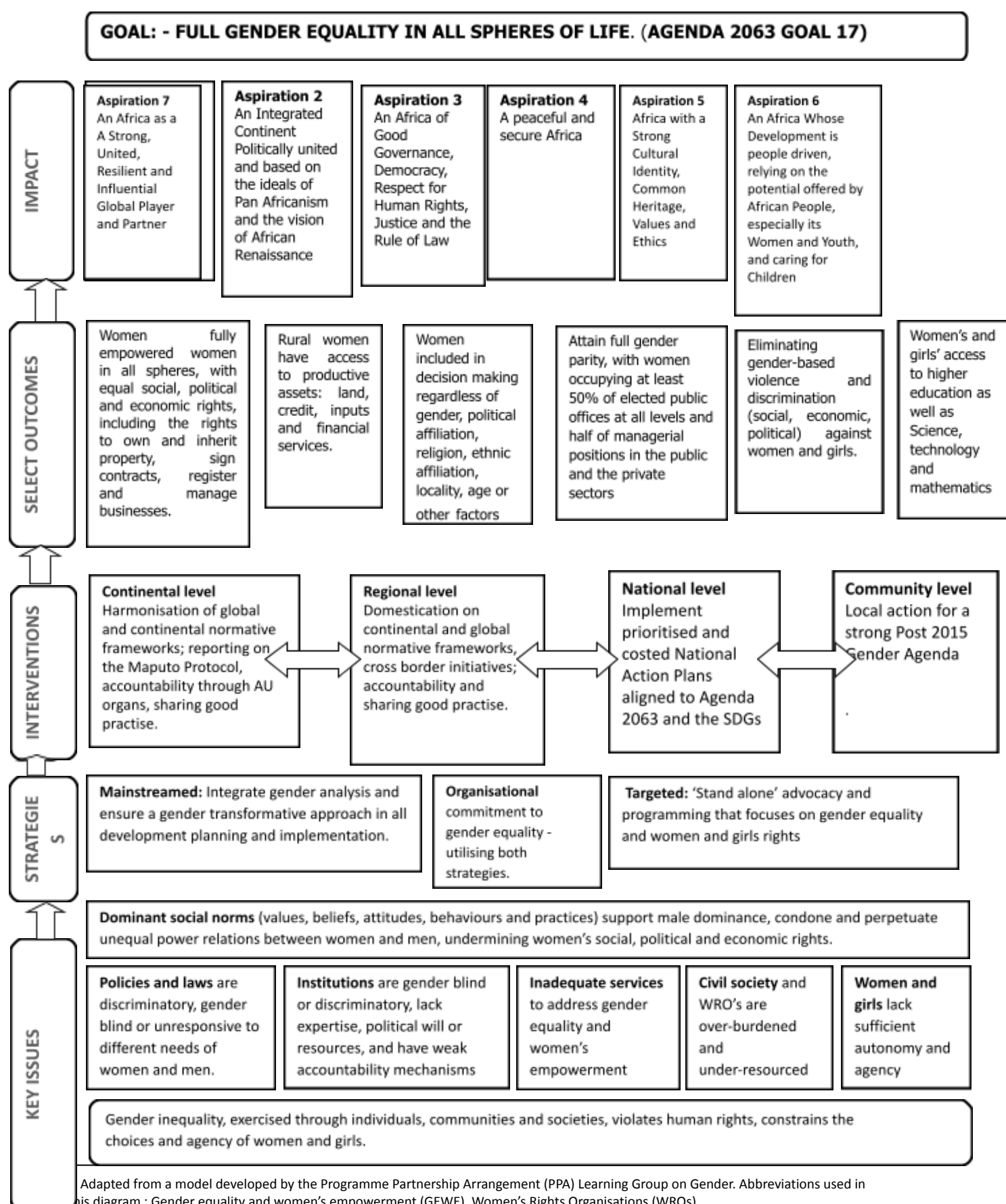
The Theory of Change for this strategy is premised on the following:

Although the AU has one specific, all-encompassing goal for achieving gender equality (Goal 17), **gender is intrinsic to all seven aspirations and twenty goals of Agenda 2063.**

For gender equality to be achieved, it needs to be made visible in all areas.

The best way to achieve this is for the **Gender Strategy to be aligned to Agenda 2063, and its corresponding SDG targets& indicators.** Gender objectives and priorities need to be embedded in the last five years of the Ten Year Implementation Plan, and in all subsequent plans, to ensure maximum leverage; gender responsive budget allocations, effective Monitoring, Evaluation and Learning.

FIGURE 4: THEORY OF CHANGE UNDERPINNING THE AU GENDER STRATEGY ³⁴



GENDER STRATEGIES FOR EACH ASPIRATION AND GOAL³⁵



Aspiration 1: A prosperous Africa, based on inclusive growth and sustainable development.

Goal 1: A High Standard of Living, Quality of Life and Well Being for All

ERADICATE POVERTY

- Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable³⁶
- Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty³⁷
- Develop gender-based methodologies and conduct research to address the feminization of poverty³⁸
- By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty³⁹

GENDER EQUALITY IN EMPLOYMENT

- Promote equality of access to employment⁴⁰
- Promote the right to equal remuneration for of equal value for women and men ⁴¹
- Establish a system of protection and social insurance for women working in the informal sector and sensitise them to adhere to it⁴²
- Ensure transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace⁴³
- Guarantee women the freedom to choose their occupation, and protect them from exploitation by their employers violating and exploiting their fundamental rights as recognised and guaranteed by conventions, laws and regulations in force⁴⁴
- Adopt and enforce legislative and other measures to guarantee women equal opportunities in work and career advancement and other economic opportunities⁴⁵
- Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies.⁴⁶
- Conduct time use studies and adopt policy measures to promote shared responsibility between men and women within the household and family to ease the burden of the multiple roles played by women.⁴⁷

³⁵ These are derived from the mapping exercise of normative frameworks.

³⁶ SDG (1.3)

³⁷ Beijing Platform for Action (A.1)

³⁸ Beijing Platform for Action (A.4)

³⁹ SADC Gender Protocol (17.10)

⁴⁰ Maputo Protocol (13.a)

⁴¹ Maputo Protocol (13.b)

⁴² Maputo Protocol (13.f)

⁴³ Maputo Protocol (13.c)

⁴⁴ Maputo Protocol (13.d)

⁴⁵ Maputo Protocol (13)

⁴⁶ SADC Gender Protocol (16.2)

⁴⁷ SADC Gender Protocol (16.3)

- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms⁴⁸
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment⁴⁹
- Strengthen women's economic capacity and commercial networks⁵⁰
- Eliminate occupational segregation and all forms of employment discrimination⁵¹
- Promote harmonization of work and family responsibilities for women and men⁵²
- Treat all women and men fairly at work – respect and support human rights and non-discrimination⁵³

Goal 2: Well Educated Citizens and Skills revolution underpinned by Science, Technology and Innovation

EARLY CHILD DEVELOPMENT

- Enact laws that promote equal access to retention and completion in early childhood education, and primary, secondary, tertiary, vocational and non-formal education including adult literacy in accordance with the Protocol on Education and Training and the Sustainable Development Goals.⁵⁴

EDUCATION AND TRAINING

- Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations⁵⁵
- Take specific measures to ensure the education of girls and literacy of women, especially in the rural areas, to achieve the goal of "Education for All" (EFA)⁵⁶
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all⁵⁷
- Eliminate all forms of discrimination against women and guarantee equal opportunity and access in the sphere of education and training⁵⁸
- Eliminate all stereotypes in textbooks, syllabuses and the media that perpetuate such discrimination⁵⁹
- Adopt and implement gender sensitive educational curriculum, policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others.⁶⁰

⁴⁸ SGD 8.7

⁴⁹ SGD 8.8

⁵⁰ Beijing Plus 20 provisions (F4)

⁵¹ Beijing Plus 20 provisions (F5)

⁵² Beijing Plus 20 provisions (F6)

⁵³ UN Women's Empowerment Principles (2)

⁵⁴ SADC Gender Protocol (14.7)

⁵⁵ SDG (4.5)

⁵⁶ Solemn Declaration (8)

⁵⁷ SDG (4)

⁵⁸ Maputo Protocol (12.1.a)

⁵⁹ Maputo Protocol (12.1.b)

⁶⁰ SADC Gender Protocol (14.9)

- Integrate gender sensitisation and human rights education at all levels of education curricula including teacher training⁶¹
- Protect women, especially the girl-child from all forms of abuse, including sexual harassment in schools and other educational institutions and provide for sanctions against the perpetrators of such practices⁶²
- Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, nonviolent, inclusive and effective learning environments for all⁶³
- Allocate sufficient resources for and monitor the implementation of educational reforms⁶⁴

SCIENCE AND TECHNOLOGY

- Improve women's access to vocational training, science and technology, and continuing education⁶⁵
- Undertake special measures to increase the number of girls taking up Science, Technology, Engineering and Mathematics (STEM) subjects and Information Communication Technology at the primary, secondary, tertiary and higher levels.⁶⁶

Goal 3: Healthy and Well-Nourished citizens

HEALTH

- Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.⁶⁷
- Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all⁶⁸
- Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services⁶⁹
- Strengthen preventive programmes that promote women's health⁷⁰
- Promote research and disseminate information on women's health⁷¹

SRHR

- Ensure that the right to health of women, including sexual and reproductive health is respected and promoted.⁷² This includes: a) the right to control their fertility⁷³b) the right to decide whether to have children, the number of children and the spacing of

⁶¹ Maputo Protocol (12.1.e)

⁶² Maputo Protocol (12.1.c)

⁶³ SDG (4.a)

⁶⁴ Beijing Platform for Action (B5)

⁶⁵ Beijing Platform for Action (B3)

⁶⁶ SADC Gender Protocol (14.8)

⁶⁷ SADC Gender Protocol (26.25)

⁶⁸ SDG (3.8)

⁶⁹ Beijing Platform for Action (C)

⁷⁰ Beijing Platform for Action (C.2)

⁷¹ Beijing Platform for Action (C.4)

⁷² Maputo Protocol (14.1)

⁷³ Maputo Protocol (14.1.a)

children⁷⁴c) the right to choose any method of contraception;⁷⁵ e) the right to have family planning education⁷⁶

- Ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes⁷⁷
- Increase resources and monitor follow-up for women's health⁷⁸
- Eliminate maternal mortality.⁷⁹
- Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.⁸⁰

HIV & AIDS

- Accelerate the implementation of gender specific economic, social, and legal measures aimed at combating the HIV/AIDS pandemic and effectively implement both Abuja and Maputo Declarations on Malaria, HIV/AIDS, Tuberculosis and Other Related Infectious Disease. More specifically we will ensure that treatment and social services are available to women at the local level making it more responsive to the needs of families that are providing care; enact legislation to end discrimination against women living with HIV/AIDS and for the protection and care for people living with HIV/AIDS, particularly women; increase budgetary allocations in these sectors so as to alleviate women's burden of care; ⁸¹
- Establish AIDS Watch Africa as a unit within the Office of the Chairperson of the Commission who should render annual report on HIV/AIDS situation in the continent during annual Summits; and promote the local production of anti-retroviral drugs in our countries;⁸²
- Ensure the right to self-protection and to be protected against sexually transmitted infections, including HIV/AIDS;⁸³
- Ensure the right to be informed on one's health status and on the health status of one's partner, particularly if affected with sexually transmitted infections, including HIV/AIDS, in accordance with internationally recognised standards and best practices⁸⁴
- Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues⁸⁵
- Develop gender sensitive strategies to prevent new infections.⁸⁶

⁷⁴ Maputo Protocol (14.1.b)

⁷⁵ Maputo Protocol (14.1.c)

⁷⁶ Maputo Protocol (14.1.e)

⁷⁷ SDG (3.7)

⁷⁸ Beijing Platform for Action (C.5)

⁷⁹ SADC Gender Protocol (26.26)

⁸⁰ SADC Gender Protocol (26.27)

⁸¹ Solemn Declaration (1)

⁸² Solemn Declaration (10)

⁸³ Maputo Protocol (14.1.d)

⁸⁴ Maputo Protocol (14.1.e)

⁸⁵ Beijing Platform for Action (C3)

⁸⁶ SADC Gender Protocol (27.29)

- Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls with the aim of ending AIDS.⁸⁷

WATER AND SANITATION

- Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.⁸⁸
- Achieve universal and equitable access to safe water and sanitation services⁸⁹

HOUSING

- Grant to women, whatever their marital status, access to adequate housing⁹⁰
- ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums⁹¹

CARE WORK

- Take the necessary measures to recognise the economic value of the work of women in the home⁹²
- Recognise and value unpaid care and domestic work⁹³
- Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies.⁹⁴
- Conduct time use studies and adopt policy measures to promote shared responsibility between men and women within the household and family to ease the burden of the multiple roles played by women.⁹⁵
- Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with Aids.⁹⁶

Goal 4: Transformed economies

EXTRACTIVE RESOURCES

- Gender parity in Extractive Industries⁹⁷

ENERGY

- Promote research and investment in new and renewable energy sources and appropriate technologies, including information technologies and facilitate women's access to, and participation in their control⁹⁸
- Protect and enable the development of women's indigenous knowledge systems⁹⁹

⁸⁷ SADC Gender Protocol (27.30)

⁸⁸ SADC Gender Protocol (26.28)

⁸⁹ SADC Gender Protocol 31.40)

⁹⁰ Maputo Protocol (16.1)

⁹¹ SDG (11.1)

⁹² Maputo Protocol (13.1.f)

⁹³ SGD (5)

⁹⁴ SADC Gender Protocol (16.12)

⁹⁵ SADC Gender Protocol (16.12)

⁹⁶ SADC Gender Protocol (27.31)

⁹⁷ EAC (12)

⁹⁸ Maputo Protocol (18.2.b)

⁹⁹ Maputo Protocol (18.2.c)

- Lobby for universal access to affordable, reliable and modern energy services¹⁰⁰

CREDIT

- Promote women's access to credit, training, skills development and extension services at rural and urban levels in order to provide women with a higher quality of life and reduce the level of poverty among women¹⁰¹
- Provide women with access to savings and credit mechanisms and institutions¹⁰²

BUSINESS

- Introduce the gender perspective in the national development planning procedures¹⁰³
- Ensure that the negative effects of globalisation and any adverse effects of the implementation of trade and economic policies and programmes are reduced to the minimum for women.¹⁰⁴
- States Parties shall adopt and implement appropriate measures to prohibit any exploitation or degradation of women.¹⁰⁵
- Economic Growth¹⁰⁶
- Economic empowerment, right to own and control land and other forms of property, financial services, inheritance and natural resources¹⁰⁷
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property¹⁰⁸
- Provide business services, training and access to markets, information and technology, particularly to low-income women¹⁰⁹
- Strengthen women's economic capacity and commercial networks¹¹⁰
- Ensure equal participation by women and men in policy formulation and implementation of economic policies.¹¹¹
- Implement enterprise development, supply chain and marketing practices that empower women¹¹²

¹⁰⁰ SDG (7.1)

¹⁰¹ Maputo Protocol (19)

¹⁰² Beijing Platform for Action (A.3)

¹⁰³ Maputo Protocol (19)

¹⁰⁴ Maputo Protocol (19)

¹⁰⁵ Maputo Protocol 3.3

¹⁰⁶ SDG (8)

¹⁰⁷ SDG (5)

¹⁰⁸ SDG (5)

¹⁰⁹ Beijing Platform for Action (F3)

¹¹⁰ Beijing Platform for Action (F4)

¹¹¹ SADC Gender Protocol (15.1)

¹¹² UN Women's Empowerment Principles (5)

Goal 5: Modern Agriculture for increased productivity and production

AGRICULTURE

- Gender issues in Agriculture and Food Security¹¹³
- Sustainable consumption and production¹¹⁴

LAND

- Economic empowerment, right to own and control land and other forms of property, financial services, inheritance and natural resources¹¹⁵
- Land Rights¹¹⁶

FOOD SECURITY & NUTRITION

- Ensure that women have the right to nutritious and adequate food. In this regard, they shall take appropriate measures to¹¹⁷
- Provide women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food¹¹⁸
- By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round¹¹⁹
- By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons¹²⁰
- Provide women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food¹²¹
- Establish adequate systems of supply and storage to ensure food security.¹²²

Goal 6: Blue/ ocean economy for accelerated economic growth

MARINE RESOURCES; PORT OPERATIONS AND MARINE TRANSPORT

- Ensure sustainable use of oceans, seas and marine resources¹²³

¹¹³ EAC (7)

¹¹⁴ SDG (12)

¹¹⁵ SGD (5)

¹¹⁶ Solemn Declaration (7)

¹¹⁷ Maputo Protocol (15.1)

¹¹⁸ Maputo Protocol (15.1.a)

¹¹⁹ SDG (2.1)

¹²⁰ SDG (2.2)

¹²¹ Maputo Protocol (15.1.a)

¹²² Maputo Protocol (15.1.b)

¹²³ SDG (14)

Goal 7: Environmentally sustainable climate resilient economies and communities

CLIMATE CHANGE

- Ensure that women shall have the right to live in a healthy and sustainable environment.¹²⁴
- Ensure greater participation of women in the planning, management and preservation of the environment and the sustainable use of natural resources at all levels;¹²⁵
- Promote research and investment in new and renewable energy sources and appropriate technologies, including information technologies and facilitate women's access to, and participation in their control;¹²⁶
- Protect and enable the development of women's indigenous knowledge systems;¹²⁷
- Regulate the management, processing, storage and disposal of domestic waste¹²⁸
- Ensure that proper standards are followed for the storage, transportation and disposal of toxic waste.¹²⁹
- Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning¹³⁰
- Provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities¹³¹
- Increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels¹³²
- Integrate gender concerns and perspectives in policies and programmes for sustainable development¹³³
- Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women¹³⁴
- Conduct research to assess the differential gendered impacts of climate change and put in place effective mitigation and adaptation measures¹³⁵

¹²⁴ Maputo Protocol (18.1)

¹²⁵ Maputo Protocol (18.2.a)

¹²⁶ Maputo Protocol (18.2.b)

¹²⁷ Maputo Protocol (18.2.c)

¹²⁸ Maputo Protocol (18.2.d)

¹²⁹ Maputo Protocol (18.2.e)

¹³⁰ SDG (13)

¹³¹ SDG (11.7)

¹³² SDG (11.8)

¹³³ Beijing Platform for Action (K2)

¹³⁴ Beijing Platform for Action (K3)

¹³⁵ SADC Gender Protocol (10.b)

Aspiration 2: An integrated continent politically united and based on the ideals of Pan Africanism and the vision of African Renaissance.



Goal 8: United Africa (Federal or Confederate)

TRADE, MOVEMENT OF GOOD AND PEOPLE

- Ensure that the negative effects of globalisation and any adverse effects of the implementation of trade and economic policies and programmes are reduced to the minimum for women.¹³⁶
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms¹³⁷
- Provide business services, training and access to markets, information and technology, particularly to low-income women¹³⁸
- Adopt and implement appropriate measures to prohibit any exploitation or degradation of women.¹³⁹
- Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies¹⁴⁰

Goal 9: Continental financial and monetary institutions established and functional

FINANCIAL FLOWS

- Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation¹⁴¹
- Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation¹⁴²

Goal 10: World Class Infrastructure crisscrosses Africa

¹³⁶ Maputo Protocol (19)

¹³⁷ SDG (8.7)

¹³⁸ Beijing Platform for Action (F3)

¹³⁹ Maputo Protocol (3.3)

¹⁴⁰ SDG (10.7)

¹⁴¹ SADC Gender Protocol (15.2)

¹⁴² SADC Gender Protocol (15.2)

INFRASTRUCTURE AND TRANSPORT

- Provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons¹⁴³



Aspiration 3: An Africa of good governance, democracy, respect for Human Rights, Justice and the Rule of Law.

Goal 11: Democratic values, practices, universal principles of human rights, justice and the rule of law entrenched

POLITICAL REPRESENTATION

- Ensure increased and effective representation and participation of women at all levels of decision-making.¹⁴⁴
- Ensure women are represented equally at all levels with men in all electoral processes;¹⁴⁵
- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective accountable and inclusive institutions at all levels¹⁴⁶
- Ensure equal and effective representation of women in decision-making positions in the political, public and private sectors including through the use of special measures¹⁴⁷

POLITICAL PARTICIPATION

- Ensure increased and effective representation and participation of women at all levels of decision-making.¹⁴⁸
- Take specific positive action to promote participative governance and the equal participation of women in the political life of their countries through affirmative action, enabling national legislation and other measures to ensure that:¹⁴⁹
- Ensure women participate without any discrimination in all elections;¹⁵⁰
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life¹⁵¹
- Take measures to ensure women's equal access to and full participation in power structures and decision-making¹⁵²

¹⁴³ SDG (11.2)

¹⁴⁴ Maputo Protocol (9.2)

¹⁴⁵ Maputo Protocol (9.b)

¹⁴⁶ SDG (16)

¹⁴⁷ SADC Gender Protocol (12.6)

¹⁴⁸ Maputo Protocol (9.2)

¹⁴⁹ Maputo Protocol (9)

¹⁵⁰ Maputo Protocol (9.a)

¹⁵¹ SDG (5)

¹⁵² Beijing Platform for Action (G1)

- Increase women's capacity to participate in decision-making and leadership¹⁵³
- Establish high-level corporate leadership for gender equality¹⁵⁴

¹⁵³ Beijing Platform for Action (G2)

¹⁵⁴ Women's Empowerment Principle (1)

HUMAN RIGHTS

- Ensure the active promotion and protection of all human rights for women and girls including the right to development by raising awareness or by legislation where necessary¹⁵⁵
- Adopt and implement appropriate measures to prohibit any exploitation or degradation of women.¹⁵⁶
- Adopt and implement appropriate measures to ensure the protection of every woman's right to respect for her dignity and protection of women from all forms of violence, particularly sexual and verbal violence¹⁵⁷
- Prohibit all forms of exploitation, cruel, inhuman or degrading punishment and treatment shall be prohibited.¹⁵⁸
- Enact and enforce laws to prohibit all forms of violence against women including unwanted or forced sex whether the violence takes place in private or public;¹⁵⁹
- Afford special protection of Women with Disabilities¹⁶⁰
- Every woman shall have the right to dignity inherent in a human being and to the recognition and protection of her human and legal rights.¹⁶¹
- Women shall have the right to live in a positive cultural context and to participate at all levels in the determination of cultural policies.¹⁶²
- Provide protection to elderly women and take specific measures commensurate with their physical, economic and social needs as well as their access to employment and professional training;¹⁶³
- Ensure the right of elderly women to freedom from violence, including sexual abuse, discrimination based on age and the right to be treated with dignity¹⁶⁴
- Ensure the protection of women with disabilities and take specific measures commensurate with their physical, economic and social needs to facilitate their access to employment, professional and vocational training as well as their participation in decision-making;¹⁶⁵
- Ensure the right of women with disabilities to freedom from violence, including sexual abuse, discrimination based on disability and the right to be treated with dignity¹⁶⁶
- Special Protection of Women in Distress ¹⁶⁷
- Ensure the protection of poor women and women heads of families including women from marginalized population groups and provide an environment suitable to their condition and their special physical, economic and social needs¹⁶⁸

¹⁵⁵ Solemn Declaration (6)

¹⁵⁶ Maputo Protocol (3.3)

¹⁵⁷ Maputo Protocol (3.4)

¹⁵⁸ Maputo Protocol (4.1)

¹⁵⁹ Maputo Protocol (4.2.a)

¹⁶⁰ Maputo Protocol (23)

¹⁶¹ Maputo Protocol (3.1)

¹⁶² Maputo Protocol (17.1)

¹⁶³ Maputo Protocol (22.a)

¹⁶⁴ Maputo Protocol (22.b)

¹⁶⁵ Maputo Protocol (23.a)

¹⁶⁶ Maputo Protocol (23.b)

¹⁶⁷ Maputo Protocol (24)

¹⁶⁸ Maputo Protocol (24.a)

- Ensure the right of pregnant or nursing women or women in detention by providing them with an environment which is suitable to their condition and the right to be treated with dignity¹⁶⁹

CONSTITUTIONAL RIGHTS

- Combat all forms of discrimination against women through appropriate legislative, institutional and other measures.¹⁷⁰
- Facilitate access to Justice and Equal Protection before the Law¹⁷¹
- Establish adequate educational and other appropriate structures with particular attention to women and to sensitise everyone to the rights of women;¹⁷²
- Effective access by women to judicial and legal services, including legal aid¹⁷³
- Support to local, national, regional and continental initiatives directed at providing women access to legal services, including legal aid;¹⁷⁴
- The establishment of adequate educational and other appropriate structures with particular attention to women and to sensitise everyone to the rights of women;¹⁷⁵
- That law enforcement organs at all levels are equipped to effectively interpret and enforce gender equality rights;¹⁷⁶
- That women are represented equally in the judiciary and law enforcement organs¹⁷⁷
- Reform of existing discriminatory laws and practices in order to promote and protect the rights of women.¹⁷⁸

NON-DISCRIMINATION

- Enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices¹⁷⁹.
- End all forms of discrimination against all women and girls everywhere¹⁸⁰
- Treat all women and men fairly at work – respect and support human rights and non-discrimination¹⁸¹
- Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women¹⁸²
- Ensure equality and non-discrimination under the law and in practice¹⁸³
- Eliminate occupational segregation and all forms of employment discrimination¹⁸⁴
- Eliminate discrimination against girls in health and nutrition¹⁸⁵

¹⁶⁹ Maputo Protocol (24.b)

¹⁷⁰ Maputo Protocol (2.1)

¹⁷¹ Maputo Protocol (8)

¹⁷² Maputo Protocol (8)

¹⁷³ Maputo Protocol (8.a)

¹⁷⁴ Maputo Protocol (8.b)

¹⁷⁵ Maputo Protocol (8.c)

¹⁷⁶ Maputo Protocol (8.d)

¹⁷⁷ Maputo Protocol (8.e)

¹⁷⁸ Maputo Protocol (8.f)

¹⁷⁹ SADC Gender Protocol (4.1)

¹⁸⁰ SDG (5)

¹⁸¹ Women's Empowerment Principles (Principle 2)

¹⁸² BPFA (1)

¹⁸³ BPFA (I.2)

¹⁸⁴ BPFA (F.5)

¹⁸⁵ BPFA (L.5)

- States Parties shall combat all forms of discrimination against women through appropriate legislative, institutional and other measures.¹⁸⁶
- Women participate without any discrimination in all elections¹⁸⁷
- Eliminate all forms of discrimination against women and guarantee equal opportunity and access in the sphere of education and training¹⁸⁸
- Eliminate all stereotypes in textbooks, syllabuses and the media, that perpetuate such discrimination¹⁸⁹
- Achieve gender equality and empower all women and girls¹⁹⁰
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels¹⁹¹
- Reduce inequality within and among countries¹⁹²
- Establish high-level corporate leadership for gender equality¹⁹³
- Promote equality through community initiatives and advocacy¹⁹⁴
- Measure and publicly report on progress to achieve gender equality¹⁹⁵
- That law enforcement organs at all levels are equipped to effectively interpret and enforce gender equality rights¹⁹⁶
- Promote equality of access to employment¹⁹⁷

PROTECTION OF THE MARGINALISED

- Ensure the protection of poor women and women heads of families including women from marginalized population groups and provide an environment suitable to their condition and their special physical, economic and social needs¹⁹⁸

FAMILY LAW

- Ensure that a woman and a man shall jointly contribute to safeguarding the interests of the family, protecting and educating their children;¹⁹⁹
- Ensure that during her marriage, a woman shall have the right to acquire her own property and to administer and manage it freely²⁰⁰

MARRIAGE

- Take appropriate legal measures to ensure that widows enjoy all human rights through the implementation of the following provisions²⁰¹
- Ensure that widows are not subjected to inhuman, humiliating or degrading treatment²⁰²

¹⁸⁶ Maputo Protocol (2.1)

¹⁸⁷ Maputo Protocol (9a)

¹⁸⁸ Maputo Protocol (12.1a)

¹⁸⁹ Maputo Protocol (12.1b)

¹⁹⁰ SDG (5)

¹⁹¹ SDG (5.c)

¹⁹² SDG (10)

¹⁹³ Women's Empowerment Principles (Principle 1)

¹⁹⁴ Women's Empowerment Principles (Principle 6)

¹⁹⁵ Women's Empowerment Principles (Principle 7)

¹⁹⁶ Maputo Protocol (8.d)

¹⁹⁷ Maputo Protocol (13.1a)

¹⁹⁸ Maputo Protocol (24.a)

¹⁹⁹ Maputo Protocol (6.i)

²⁰⁰ Maputo Protocol (6.h)

²⁰¹ Maputo Protocol (20)

²⁰² Maputo Protocol (20.a)

- Ensure that a widow shall automatically become the guardian and custodian of her children, after the death of her husband, unless this is contrary to the interests and the welfare of the children²⁰³
- Ensure that a widow shall have the right to remarry, and in that event, to marry the person of her choice²⁰⁴
- Enact appropriate legislation to ensure that women and men enjoy the same rights in case of separation, divorce or annulment of marriage.²⁰⁵
- Separation, divorce or annulment of a marriage shall be effected by judicial order;²⁰⁶
- Women and men shall have the same rights to seek separation, divorce or annulment of a marriage²⁰⁷
- In case of separation, divorce or annulment of marriage, women and men shall have reciprocal rights and responsibilities towards their children. In any case, the interests of the children shall be given paramount importance;²⁰⁸
- In case of separation, divorce or annulment of marriage, women and men shall have the right to an equitable sharing of the joint property deriving from the marriage²⁰⁹
- Ensure that women and men enjoy equal rights and are regarded as equal partners in marriage. They shall enact appropriate national legislative measures to guarantee that:²¹⁰
- No marriage shall take place without the free and full consent of both parties;²¹¹
- The minimum age of marriage for women shall be 18 years;²¹²
- Monogamy is encouraged as the preferred form of marriage and that the rights of women in marriage and family, including in polygamous marital relationships are promoted and protected²¹³
- Every marriage shall be recorded in writing and registered in accordance with national laws, in order to be legally recognised;²¹⁴
- The husband and wife shall, by mutual agreement, choose their matrimonial regime and place of residence²¹⁵
- A married woman shall have the right to retain her maiden name, to use it as she pleases, jointly or separately with her husband's surname;²¹⁶
- A woman shall have the right to retain her nationality or to acquire the nationality of her husband;²¹⁷
- Ensure that no one marries below the age of 18²¹⁸

CITIZENSHIP

²⁰³ Maputo Protocol (20.b)

²⁰⁴ Maputo Protocol (20.c)

²⁰⁵ Maputo Protocol (7)

²⁰⁶ Maputo Protocol (7.a)

²⁰⁷ Maputo Protocol (7.b)

²⁰⁸ Maputo Protocol (7.c)

²⁰⁹ Maputo Protocol (7.d)

²¹⁰ Maputo Protocol (6)

²¹¹ Maputo Protocol (6.a)

²¹² Maputo Protocol (6.b)

²¹³ Maputo Protocol (6.c)

²¹⁴ Maputo Protocol (6.d)

²¹⁵ Maputo Protocol (6.e)

²¹⁶ Maputo Protocol (6.f)

²¹⁷ Maputo Protocol (6.g)

²¹⁸ SADC Gender Protocol (8.3)

- Ensure that women and men have equal rights, with respect to the nationality of their children except where this is contrary to a provision in national legislation or is contrary to national security interests;²¹⁹

INHERITANCE

- Actively promote the implementation of legislation to guarantee women's land, property and inheritance rights including their rights to housing²²⁰
- Ensure that a widow shall have the right to an equitable share in the inheritance of the property of her husband. A widow shall have the right to continue to live in the matrimonial house. In case of remarriage, she shall retain this right if the house belongs to her or she has inherited it²²¹

Goal 12: Capable institutions and transformation

GENDER MANAGEMENT SYSTEM

- Build effective, accountable and inclusive institutions at all levels²²²
- Create or strengthen national machineries and other governmental bodies²²³
- Integrate gender perspectives in legislation, public policies, programmes and projects²²⁴
- Generate and disseminate gender disaggregated data and information for planning and evaluation²²⁵
- Strengthen the means of implementation and revitalize the global partnership for sustainable development²²⁶
- Accept to establish an African Trust Fund for Women for the purpose of building the capacity of African women and further request the African Union Commission to work out the modalities for the operationalisation of the Fund with special focus on women in both urban and rural areas²²⁷
- Provide budgetary and other resources for the full and effective implementation of the rights herein recognised²²⁸.
- Report annually on progress made in terms of gender mainstreaming and to support and champion all issues raised in this Declaration, both at the national and regional levels, and regularly provide each other with updates on progress made during our Ordinary Sessions²²⁹

²¹⁹ Maputo Protocol (6.h)

²²⁰ Solemn Declaration (7)

²²¹ Maputo Protocol (21.1)

²²² SDG (16)

²²³ BPFA (H1)

²²⁴ BPFA (H2)

²²⁵ BPFA (H3)

²²⁶ SDG (17)

²²⁷ Solemn Declaration (11)

²²⁸ Maputo Protocol (26.2)

²²⁹ Solemn Declaration (12)

Aspiration 4: A peaceful and secure Africa.

Goal 13: Peace, Security and Stability are preserved



PROTECTION OF CITIZENS

- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms²³⁰
- Prohibit exploitation, cruel, inhuman or degrading punishment and treatment shall be prohibited²³¹
- Respect and ensure respect for the rules of international humanitarian law applicable in armed conflict situations, which affect the population, particularly women²³²
- Protect civilians including women, irrespective of the population to which they belong, in the event of armed conflict²³³
- Protect asylum seeking women, refugees, returnees and internally displaced persons, against all forms of violence, rape and other forms of sexual exploitation, and to ensure that such acts are considered war crimes, genocide and/or crimes against humanity and that their perpetrators are brought to justice before a competent criminal jurisdiction²³⁴
- Take such steps as are necessary to prevent and eliminate incidences of human rights abuses, especially of women and children and ensure that the perpetrators of such abuses are brought to justice before a court of competent jurisdiction²³⁵.
- Reduce excessive military expenditures and control the availability of armaments²³⁶
- Take the necessary measures to reduce military expenditure significantly in favour of spending on social development in general, and the promotion of women in particular²³⁷
- Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict²³⁸ situations

²³⁰ SDG (8.7)

²³¹ Maputo Protocol (4.1b)

²³² Maputo Protocol (11.1)

²³³ Maputo Protocol (11.2)

²³⁴ Maputo Protocol (11.3)

²³⁵ SADC Gender Protocol (28.2)

²³⁶ BPFA (E.2)

²³⁷ Maputo Protocol (10.2)

²³⁸ BPFA (E.3)

Goal 14: A Stable and Peaceful Africa

PEACE KEEPING AND CONFLICT PREVENTION

- Ensure women right to a peaceful existence and the right to participate in the promotion and maintenance of peace²³⁹.
- Take all appropriate measures to ensure the increased participation of women in programmes of education for peace and a culture of peace²⁴⁰
- Ensure women's participation in all aspects of planning, formulation and implementation of post-conflict reconstruction and rehabilitation²⁴¹.
- Take all necessary measures to ensure that no child, especially girls under 18 years of age, take a direct part in hostilities and that no child is recruited as a soldier²⁴²
- Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation²⁴³
- Promote women's contribution to fostering a culture of peace²⁴⁴

Goal 15: A Fully Functional and Operational African Peace and Security Architecture

PARTICIPATION IN PEACE PROCESSES

- Ensure the full and effective participation and representation of women in peace process including the prevention, resolution, management of conflicts and post conflict reconstruction in Africa as stipulated in UN Resolution 1325 (2000) and to also appoint women as Special Envoys and Special Representatives of the African Union²⁴⁵
- Launch, within the next one year, a campaign for systematic prohibition of the recruitment of child soldiers and abuse of girl children as wives and sex slaves in violation of their Rights as enshrined in the African Charter on Rights of the Child
- States Parties shall take all appropriate measures to ensure the increased participation of women in the structures and processes for conflict prevention, management and resolution at local, national, regional, continental and international levels;²⁴⁶
- Women have the right to a peaceful existence and the right to participate in the promotion and maintenance of peace²⁴⁷.
- Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, peacekeeping in accordance with UN Council Resolution 1325 on Women, Peace and Security²⁴⁸

²³⁹ Maputo Protocol (10)

²⁴⁰ Maputo Protocol (10)

²⁴¹ Maputo Protocol (10.1e)

²⁴² Maputo Protocol (11.4)

²⁴³ BPFA (E.1)

²⁴⁴ BPFA (E.4)

²⁴⁵ Solemn Declaration (2)

²⁴⁶ Maputo Protocol (10)

²⁴⁷ Maputo Protocol (10)

²⁴⁸ SADC Gender Protocol (28.1)

Aspiration 5: Africa with a strong cultural identity common heritage, values and ethics.

Goal 16: African Cultural Renaissance is pre-eminent



MEDIA

- Eliminate all stereotypes in textbooks, syllabuses and the media that perpetuate such discrimination²⁴⁹
- Women and the media²⁵⁰
- Increase the participation and access of women to expression and decision making in and through the media and new technologies of communication²⁵¹
- Promote a balanced and non-stereotyped portrayal of women in the media²⁵²
- Media, Information and Communication²⁵³
- State Parties shall enact legislation and develop national policies and strategies, including professional guidelines and codes of conduct, to prevent and address gender stereotypes and discrimination in the media.²⁵⁴
- States Parties shall ensure that gender is mainstreamed in all information, communication and media policies, programmes, laws and training in accordance with the Protocol on Culture, Information and Sport and other regional and international commitments by Member States on issues relating to media, information and communication²⁵⁵.
- States Parties shall encourage the media and media-related bodies to mainstream gender in their codes of conduct, policies and procedures, and adopt and implement gender aware ethical principles, codes of practice and policies in accordance with the Protocol on Culture, Information and Sport²⁵⁶.
- State parties shall take measures to promote the equal representation of women and men in the ownership, and decision-making structures, of the media²⁵⁷.
- States Parties shall take measures to discourage the media from: (a) promoting pornography and violence against all persons, especially women and children; (b) depicting women as helpless victims of violence and abuse; (c) degrading or exploiting women, especially in the area of entertainment and advertising, and undermining their role and position in society; and (d) reinforcing gender oppression and stereotypes.²⁵⁸
- States Parties shall encourage the media to give equal voice to women and men in all areas of coverage, including increasing the number of programmes for, by and about women on gender specific topics and that challenge gender stereotypes²⁵⁹.
- States Parties shall take appropriate measures to encourage the media to play a constructive role in the eradication of gender based violence by adopting guidelines which ensure gender sensitive coverage.²⁶⁰

²⁴⁹ Maputo Protocol (12.1b)

²⁵⁰ BPFA (Goal 10)

²⁵¹ BPFA (J.1)

²⁵² BPFA (J.2)

²⁵³ SADC Gender Protocol (29)

²⁵⁴ SADC Gender Protocol (29.1)

²⁵⁵ SADC Gender Protocol (29.2)

²⁵⁶ SADC Gender Protocol (29.3)

²⁵⁷ SADC Gender Protocol (29.4)

²⁵⁸ SADC Gender Protocol (29.5a-d)

²⁵⁹ SADC Gender Protocol (29.6)

²⁶⁰ SADC Gender Protocol (29.7)

Women's Engagement in the Media²⁶¹

ICTS

- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women²⁶²
- Provide business services, training and access to markets, information and technology, particularly to low-income women²⁶³
- Improve women's access to vocational training, science and technology, and continuing education²⁶⁴
- States Parties shall put in place information and communication technology policies and laws in the social, economic and political development arena for women's empowerment, regardless of race, age, religion, or class. These policies and laws shall include specific targets developed through an open and participatory process, in order to ensure women's and girl's access to information and communication technology²⁶⁵.

INDIGENOUS KNOWLEDGE

- Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations²⁶⁶
- Protect and enable the development of women's indigenous knowledge systems²⁶⁷

Aspiration 6: An Africa whose development in people driven, relying on the potential offered by African People, especially its women and youth, and caring for children.



Goal 17: Full Gender Equality in All Spheres of Life

GENDER BASED VIOLENCE

- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation²⁶⁸
- End abuse, exploitation, trafficking and all forms of violence against and torture of children²⁶⁹
- Adopt and implement appropriate measures to ensure the protection of every woman's right to respect for her dignity and protection of women from all forms of violence, particularly sexual and verbal violence²⁷⁰
- Enact and enforce laws to prohibit all forms of violence against women including unwanted or forced sex whether the violence takes place in private or public²⁷¹

²⁶¹ EAC (2)

²⁶² SDG (5.b)

²⁶³ BPFA (F.3)

²⁶⁴ BPFA (B.3)

²⁶⁵ SADC Gender Protocol (30)

²⁶⁶ SDG (4.5)

²⁶⁷ Maputo Protocol (18.2c)

²⁶⁸ SDG (5)

²⁶⁹ SDG (16.2)

²⁷⁰ Maputo Protocol (3.4)

²⁷¹ Maputo Protocol (4.2a)

- Adopt such other legislative, administrative, social and economic measures as may be necessary to ensure the prevention, punishment and eradication of all forms of violence against women²⁷²
- Identify the causes and consequences of violence against women and take appropriate measures to prevent and eliminate such violence²⁷³
- State Parties undertake to protect asylum seeking women, refugees, returnees and internally displaced persons, against all forms of violence, rape and other forms of sexual exploitation, and to ensure that such acts are considered war crimes, genocide and/or crimes against humanity and that their perpetrators are brought to justice before a competent criminal jurisdiction²⁷⁴
- States Parties shall adopt and implement appropriate measures to ensure the protection of every woman's right to respect for her dignity and protection of women from all forms of violence, particularly sexual and verbal violence²⁷⁵
- Protect women, especially the girl-child from all forms of abuse, including sexual harassment in schools and other educational institutions and provide for sanctions against the perpetrators of such practices²⁷⁶
- Provide access to counselling and rehabilitation services to women who suffer abuses and sexual harassment²⁷⁷
- Ensure transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace²⁷⁸
- Take effective legislative and administrative measures to prevent the exploitation and abuse of women in advertising and pornography²⁷⁹
- Ensure the right of elderly women to freedom from violence, including sexual abuse, discrimination based on age and the right to be treated with dignity²⁸⁰
- Ensure the right of women with disabilities to freedom from violence, including sexual abuse, discrimination based on disability and the right to be treated with dignity²⁸¹
- Gender Based violence²⁸²
- Initiate, launch and engage within two years sustained public campaigns against gender based violence as well as the problem of trafficking in women and girls; Reinforce legal mechanisms that will protect women at the national level and end impunity of crimes committed against women in a manner that will change and positively alter the attitude and behaviour of the African society²⁸³
- Enact and enforce legislation prohibiting all forms of gender-based violence²⁸⁴
- Adopt and implement gender sensitive educational curriculum, policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others²⁸⁵

²⁷² Maputo Protocol (4.2b)

²⁷³ Maputo Protocol (4.2c)

²⁷⁴ Maputo Protocol (11.3)

²⁷⁵ Maputo Protocol (11.3)

²⁷⁶ Maputo Protocol (12.1c)

²⁷⁷ Maputo Protocol (12.1d)

²⁷⁸ Maputo Protocol (13.1c)

²⁷⁹ Maputo Protocol (13.1m)

²⁸⁰ Maputo Protocol (22.b)

²⁸¹ Maputo Protocol (23.b)

²⁸² Solemn Declaration (2)

²⁸³ Solemn Declaration (4)

²⁸⁴ SADC Gender Protocol (20.19)

²⁸⁵ SADC Gender Protocol (14.2)

- Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence²⁸⁶
- Ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault²⁸⁷
- Adopt integrated approaches, including institutional cross sector structures, with the aim of eliminating gender based violence²⁸⁸
- Violence against women²⁸⁹
- Take integrated measures to prevent and eliminate violence against women²⁹⁰
- Study the causes and consequences of violence against women and the effectiveness of preventive measures
- Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking²⁹¹

HARMFUL PRACTICES

- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation²⁹²
- Harmful Practices eliminated²⁹³
- States Parties shall prohibit and condemn all forms of harmful practices which negatively affect the human rights of women and which are contrary to recognised international standards. States Parties shall take all necessary legislative and other measures to eliminate such practices²⁹⁴
- Reform of existing discriminatory laws and practices in order to promote and protect the rights of women.²⁹⁵
- States Parties shall commit themselves to modify the social and cultural patterns of conduct of women and men through public education, information, education and communication strategies, with a view to achieving the elimination of harmful cultural and traditional practices and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes, or on stereotyped roles for women and men²⁹⁶.
- Eliminate negative cultural attitudes and practices against girls²⁹⁷
- Enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices²⁹⁸

Goal 18: Engaged and Empowered Youth and Children

²⁸⁶ SADC Gender Protocol (20.21)

²⁸⁷ SADC Gender Protocol (23.2)

²⁸⁸ SADC Gender Protocol (25.24)

²⁸⁹ BPFA (Goal 4)

²⁹⁰ BPFA (D.1)

²⁹¹ BPFA (D.3)

²⁹² SDG (5)

²⁹³ Maputo Protocol (5)

²⁹⁴ Maputo Protocol (5)

²⁹⁵ Maputo Protocol (8f)

²⁹⁶ Maputo Protocol (2.2)

²⁹⁷ BPFA (L.2)

²⁹⁸ SADC Gender Protocol (4.1)

THE GIRL AND BOY CHILD

- Eliminate all forms of discrimination against the girl child²⁹⁹
- Promote life-long education and training for girls and women³⁰⁰
- End all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons³⁰¹
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation³⁰²
- By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons³⁰³
- By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities³⁰⁴
- End abuse, exploitation, trafficking and all forms of violence against and torture of children³⁰⁵
- Introduce a minimum age for work and prohibit the employment of children below that age, and prohibit, combat and punish all forms of exploitation of children, especially the girl-child³⁰⁶
- Recognise that both parents bear the primary responsibility for the upbringing and development of children and that this is a social function for which the State and the private sector have secondary responsibility³⁰⁷
- That a widow shall automatically become the guardian and custodian of her children, after the death of her husband, unless this is contrary to the interests and the welfare of the children³⁰⁸
- In case of separation, divorce or annulment of marriage, women and men shall have reciprocal rights and responsibilities towards their children. In any case, the interests of the children shall be given paramount importance;³⁰⁹
- Ensure that women and men have equal rights, with respect to the nationality of their children except where this is contrary to a provision in national legislation or is contrary to national security interests³¹⁰; jointly contribute to safeguarding the interests of the family, protecting and educating their children³¹¹
- Launch, within the next one year, a campaign for systematic prohibition of the recruitment of child soldiers and abuse of girl children as wives and sex slaves in violation of their Rights as enshrined in the African Charter on Rights of the Child³¹²

²⁹⁹ BPFA(L.1)

³⁰⁰ BPFA (8.6)

³⁰¹ SDG (2.2)

³⁰² SDG (5.2)

³⁰³ SDG(11.2)

³⁰⁴ SDG (11.7)

³⁰⁵ SDG (16.2)

³⁰⁶ Maputo Protocol (13.1)

³⁰⁷ Maputo Protocol (13.1)

³⁰⁸ Maputo Protocol (20)

³⁰⁹ Maputo Protocol (7)

³¹⁰ Maputo Protocol (6)

³¹¹ Maputo Protocol (6)

³¹² Solemn Declaration (3)

- Ensure the active promotion and protection of all human rights for women and girls including the right to development by raising awareness or by legislation where necessary³¹³
- Take specific measures to ensure the education of girls and literacy of women, especially in the rural areas, to achieve the goal of (EFA)³¹⁴
- Undertake special measures to increase the number of girls taking up Science, Technology, Engineering and Mathematics (STEM) subjects and Information Communication Technology at the primary, secondary, tertiary and higher levels.³¹⁵
- Legal and State Obligations to Protect Human and Women's Rights (Including Violence Against Women and Girls)³¹⁶

Aspiration 7: An Africa as a strong united resilient and influential global player and partner.

Goal 19: Africa as a major partner in global affairs and peaceful co-existence



PARTNERSHIP

- Strengthen the means of implementation and revitalize the global partnership for sustainable development³¹⁷

RESOURCE MOBILISATION

- Ensure the implementation of this Protocol at national level, and in their periodic reports submitted in accordance with Article 62 of the African Charter, indicate the legislative and other measures undertaken for the full realisation of the rights herein recognised.³¹⁸
- States Parties undertake to adopt all necessary measures and in particular shall provide budgetary and other resources for the full and effective implementation of the rights herein recognised.³¹⁹
- Increase resources and monitor follow-up for women's health³²⁰
- Allocate sufficient resources for and monitor the implementation of educational reforms³²¹
- Ensure gender sensitive and responsive budgets and planning, including the designation of necessary resources towards initiatives aimed at empowering women and girls. State parties shall mobilise and allocate the necessary human, technical and financial resources for the successful implementation of this Protocol³²².
- Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well

³¹³ Solemn declaration (6)

³¹⁴ Solemn declaration (8)

³¹⁵ SADC Gender Protocol (14.8)

³¹⁶ EAC (1)

³¹⁷ SDG (17)

³¹⁸ Maputo Protocol (26.1)

³¹⁹ Maputo Protocol (26.2)

³²⁰ BPFA (C.5)

³²¹ BPFA(B.5)

³²² SADC Gender Protocol (33.1)

as promote the involvement of men in the care and support of People Living with Aids.³²³

Goal 20: Africa takes full responsibility for financing her development

GENDER RESPONSIVE BUDGETING

- Take the necessary measures to reduce military expenditure significantly in favour of spending on social development in general, and the promotion of women in particular³²⁴.
- Undertake to adopt all necessary measures and in particular shall provide budgetary and other resources for the full and effective implementation of the rights herein recognised³²⁵.
- Establish an African Trust Fund for Women for the purpose of building the capacity of African women and further request the African Union Commission to work out the modalities for the operationalisation of the Fund with special focus on women in both urban and rural areas³²⁶.
- Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and Small Island developing States³²⁷.
- Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty³²⁸.
- State Parties shall ensure gender sensitive and responsive budgets and planning, including the designation of necessary resources towards initiatives aimed at empowering women and girls. State parties shall mobilise and allocate the necessary human, technical and financial resources for the successful implementation of this Protocol³²⁹.

³²³ SADC Gender Protocol (27.31)

³²⁴ Maputo Protocol (10.2)

³²⁵ Maputo Protocol (26.2)

³²⁶ Solemn Declaration (11)

³²⁷ SDG (3.c)

³²⁸ Beijing Platform for Action (A.1)

³²⁹ SADC Gender Protocol (33.1)

PART III: ROLES, RESPONSIBILITIES AND IMPLEMENTATION

INSTITUTIONAL ARRANGEMENTS

The critical success factors identified for the realisation of Agenda 2063 in the first Ten Year Implementation Plan 2014 to 2023 apply to the Gender Strategy. These include:

- Transformative leadership;
- Effective citizens participation, inclusion and empowerment in the formulation, implementation and monitoring and evaluation of Agenda 2063 and the exercise full ownership;
- A capable development state and efficient public service;
- Strong private sector anchored in symbiotic relationship, and democratic rule where equity, justice and rule of law prevails;
- a results-based approach;
- Revitalized strategic national planning systems that guides investors towards priorities of Agenda 2063 and ensures strong interface among national plans, sub-regional initiatives and Agenda 2063; and
- Africa taking charge of its global narrative and brand and building Africa's image and position in the world

Figure 5: Institutional arrangements for the implementation of the Gender Strategy

African Union and its Continent –Wide Partners								International Partners
The AU Assembly, Executive Council, STCs								UN Agencies
AU COMMISSION (WGDD)		+	ORGANS		+	AFRICAN UNION & AFFILIATED BODIES		
Gender structures of the regional economic communities								
COMESA	CEN-SAD	EAC	ECCAS	ECOWAS	IGAD	SADC	AMU	
								Multilateral Donors
Gender Machineries in the African Unions Member States								Bilateral Donors
Civil Society (Faith Based Organisations, Civil Society Organisations, Community Based Organisations)								African Diaspora International NGOs
Private Sector Organisations								Global corporations

Figure five illustrates the institutional arrangements for the implementation of the Gender Strategy.

The Continental Level

The Assembly: Comprises the Heads of State and Government of the Union.

Key Responsibilities:

- Approves the Gender Strategy.
- Provides broad policy guidelines on the implementation, monitoring and evaluation of the Gender strategy;
- Adopts monitoring, evaluation and all Gender Strategy reports.

The Executive Council: Current membership is made up of Foreign Ministers of the AU Member States.

Key Responsibilities:

- Recommends the Gender Strategy and its Implementation Plan to the Assembly;
- Provides strategic oversight to the Gender Ministerial Committee;
- Approves /reviews monitoring and evaluation reports and advises the Assembly on appropriate actions.

The STCs, especially the STCs on Gender, Information and Communication Ministers

- Adopt the strategy and its related documents and submit them to the Executive Council
- Ensure the supervision, follow up and evaluation of the implementation of decisions taken by AU organs.
- Ensure the coordination and harmonisation of AU Gender Strategy projects and programmes.

The Women, Gender and Development Division of the AU is The Women, Gender and Development Directorate (WGDD) is the AUC's Department responsible for leading, guiding, advocating for and coordinating all efforts to achieve gender equality and promote women's empowerment within the Commission, Member States, Regional Economic Communities (RECs) and Organs. WGDD was created in 2000 and is strategically located in the Office of the Chairperson as provided by Article 12(3) of the Statutes of the AU Commission.

Key responsibilities include:

- Driving the strategy, consultations, drafting of all documents.
- Implementation, monitoring and evaluation of the Strategy and its related Results Framework, and Implementation Plan.
- Facilitating capacity building and gender mainstreaming in the AU and its affiliated bodies.

The AUC/Technical Unit for Agenda 2063: Under the direction of the Chairperson of the AUC who reports to the Ministerial Committee on Agenda 2063. This committee will ensure that the Implementation Plan of the Gender Strategy is integrated into Agenda 2063 and highlighted in all Agenda 2063 reports and processes.

ECOSOCC:

- Facilitate the formation of Gender Strategy Advocacy Groups in Member States to ensure its adoption and application at national level.
- Facilitate the inclusion of social groups at the Member States level in the design, implementation and monitoring of the strategy and

- Prepare progress report on the involvement of the African Citizenry on the implementation, monitoring and evaluation of the strategy as part of the broader Agenda 2063.

UNECA African Centre for Gender

- Provide technical support for the annual Africa Gender Score Card.
- In collaboration with NEPAD/NPCA provide backstopping support to the AUC, RECs and Member States in relevant areas.
- conduct thematic / sector studies / surveys as part of the monitoring and evaluation of the Gender Strategy and
- Assist the AUC to prepare and publish a bi-annual report on the Gender Strategy as part of the Agenda 2063 reporting.

AfDB:

- Support the mobilization of funds for the execution of Agenda 2063 at the continental, regional and member states levels and
- Share recent cutting edge tools such as the Organisational Score Card; the Gender Marker for rating projects; online gender training course.

Association of African Director Generals of Statistics

- Harmonized indicators, definitions, measurement and verification processes will be developed for all the targets under Agenda 2063 by the Association through the current continental programme on Harmonization of Statistics.
- The association will review the harmonised framework after every mid and end term evaluation of the Gender Strategy as part of Agenda 2063 at their national level.

Regional Level

The Regional Economic Communities are part of the Ministerial Committee on Agenda 2063. They all have gender focal persons.

- Gender Focal persons/ units in the RECs will be the focal points for the facilitation of the adoption, implementation, monitoring and evaluation of the Gender Strategy.
- At inception they will provide leadership in the Regional / National Consultative Process with respect to the preparation of the Gender Strategy;
- Participate in the continental operational oversight of the Gender Strategy and be the entry point for continental level initiatives for Member States in the region.
- Issue Gender Strategy guidelines to Member States;
- Coordinate the preparation and execution of regional projects / programmes as per the Gender Strategy.
- Coordinate the integration of Monitoring and Evaluation reports of Member States on the Gender Strategy into reporting on Agenda 2063.
- Lead in the mobilization of resources to implement regional projects and programmes as per the Gender Strategy.

National Level

Table 5: National Gender Machineries

	Stand alone women's ministry	Stand alone gender ministry	Combined with other "marginalised groups"	Unit within a ministry	No gender apex structure	Gender Commission	Gender structures in parliament
No. of countries	9	1	4	38	0	5	15

Source: AU Member state websites, accessed September, 2017

As described in the key issues paper, all Member States have Gender Machineries in place. Ten Member States have stand-alone women's or gender ministries; four have such ministries combined with other "marginalised groups"; 38 have gender coordinating units within ministries; and five countries have independent gender commissions in addition to government structures. Fifteen countries have gender structures in parliament. Most countries have or are developing National Action Plans on Gender Equality and Women's Empowerment. The national gender machineries:

- Liaise with Agenda 2063 focal points in each country.
- Align national plans to the AU Agenda 2063 Gender Strategy;
- Lead / coordinate the resource mobilisation process and allocation efforts; and
- Ensure that gender is integrated into Agenda 2063 reporting.
- Ensure data harmonisation through adherence to guidelines issued at the continental level with respect to indicators and their measurement, methodology for data collection and analysis. In addition member states will ensure that their results matrix link process indicators to outcome/impact indicators.

Partners

The time is right for moving closer to realising the agenda for GEWE through galvanizing support from a wide-range of stakeholders. The UN and International donor organizations have blazed the trail creating opportunities and raising awareness on unfinished business. The private sector is emerging as a potentially reliable partner for GEWE. It influences consumer behavior, is present in the most remote locations and creates much needed jobs. In recent times, the private sector has also increased its investments in Corporate Social Responsibility activities to further its contributions to social and economic development and build stronger relationships with host communities.

Broadened partnerships:
The AU sits at the cross-roads of many high value partnerships. They are seeking opportunities for greater collaboration provided they are given the space for collaboration, including defining areas of mutual interest. – *Gender Strategy Concept Note*

Civil Society Organizations (CSOs) have pioneered some of the most difficult causes on the continent. They are a strong entry point and readily accessible to promote gender initiatives. Private foundations are also tackle the world's pressing challenges. The role of the media as a social change agent cannot be underscored enough. Communications is essential in getting the message heard, understood, implemented and accounted for. They are a critical ally in promoting GEWE. Key Responsibilities:

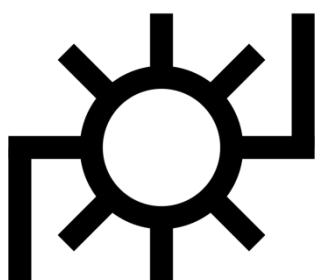
- Review the goals / targets of thematic areas and advise on the strategies for attaining the goals; and
- Review monitoring and evaluation reports and advise on corrective measures.

- Share action plans, develop synergies
- Popularise the gender strategy and its related tools; advocate for its implementation.

International co-operating partners include the UN family; multilateral and bilateral donors; and international NGOs. These have a key role to play in

- Sharing tools and good practice.
- Amplifying Africa's voice in the global arena.
- Mobilising resources for the implementation of the strategy.

CAPACITY BUILDING



As part of the Gender Strategy, WGDD is conducting a Capacity Needs Assessment. This primarily covers the AUC, but recommendations will span all structures tasked with implementing the Gender Strategy. In line with the Ten Year Implementation Plan for Agenda 2063, the capacity needs assessment and recommendations will cover:

Individual (human capacity): generally includes capabilities in terms of skills, training, performance, values, attitudes, motivation, professional integrity, relationships, communication skills, to: fully understand the Gender Strategy underlying issues; assimilate the goals and strategies at the country and local levels; conceptualize, design, develop, implement, monitor and evaluate the required and result oriented programs/projects, policies and strategies to make the Gender Strategy happen. A prerequisite for the effective implementation of the Gender Strategy is building awareness across sectors and ensuring essential understanding of its essence at multi-levels; adopting and adapting the agenda to national contexts and ensuring collective commitment.

Institutional/ organizational capacity: This encompasses strategic planning, management, structures, systems of accountability, infrastructure, resources (financial and information), innovation and embracing change as well as inter-relationships to help an institution become effective in the implementation of the Gender Strategy. Establishing horizontal and vertical linkages and feedback loops at each stage of the Gender Strategy implementation process is also vital. Continental and regional initiatives and programs need to be linked to and informed by national level actions and vice versa.

Enabling policy, legal and regulatory environment: As noted in the Ten Year Implementation Plan, "holistic capacity development encompassing human resources, institutions and enabling legal and policy environment for individuals and institutions to interact in a productive manner is, undoubtedly, critical. None of components of capacity can function well in isolation, and weaknesses in any one of these areas can have a knock-on effect on the others." Among others, the Gender Strategy will serve as the impetus for the implementation of the AU's work place gender policy.

The **AU Academy**, which among others is dedicated to fostering change in the way business is conducted at the AU through promoting critical and independent thinking, will have a key role to play in the development, engagement and knowledge management of the Gender Strategy.

IMPLEMENTATION PLAN

General

- There will be five 10-year plans within the 50-year horizon of Agenda 2063.
- The AU is mid-way through its first ten year plan of Agenda 2063. In order to align with these time frames, the Gender Strategy action plan covers the period 2018 to 2023.
- All RECs, Member States and AU Organs are expected to adopt Agenda 2063 and associated 10 year plans as a basis for their visions and plans.
- To ensure maximum traction, National Gender Action Plans should ideally align to the national development plans of their country, which in turn should align to Agenda 2063.
- To ensure maximum synergy at continental and national level, the AU Gender Strategy and Action plan are framed around Agenda 2063 (see figure six).

Implementation of Agenda 2063 and Agenda 2030: A new strategy will provide practical ways of translating the various strategies outlined in these policy frameworks into more concrete actions. Agenda 2063 is our pathway to transformative development and therefore its implementation is our main priority.- *Gender Strategy Concept Note*

Figure 6: Connecting the dots from continental to national level

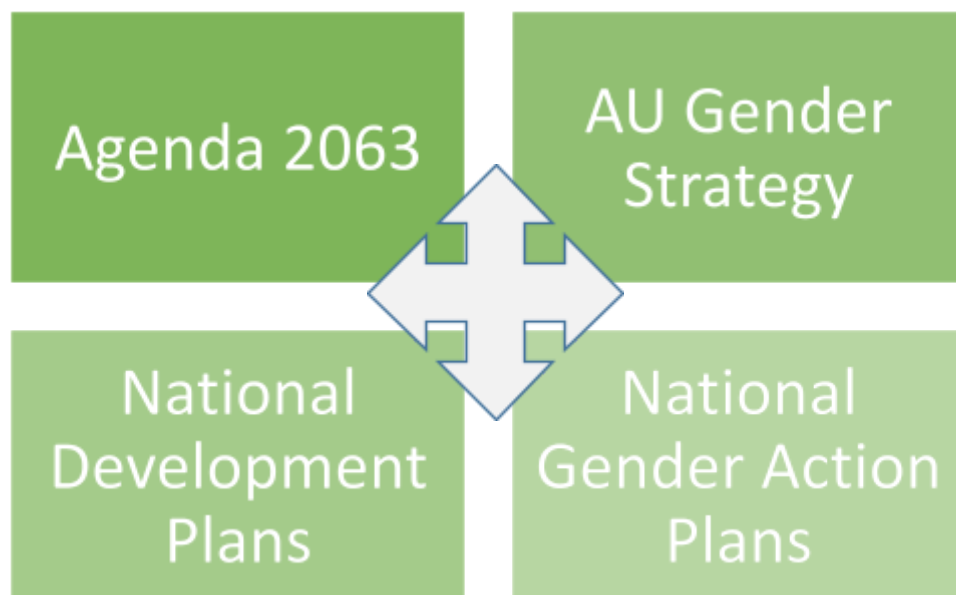


Figure 7: Planning framework

Aspiration	<i>Agenda 2063</i>						
Goal	<i>Agenda 2063</i>						
Strategic objectives	<i>Derived From African, global and regional gender frameworks</i>						
Priority area <i>Agenda 2063</i>	Targets	National		Regional		Continental	
		Actions	Timeframe	Actions	Timeframe	Actions	Timeframe
	<i>Agenda 2063 & SDGS</i>	<i>Ten Year Plan & Consultative workshops; existing gender work plans</i>	<i>Ten Year Plan & Consultative workshops existing gender work plans</i>	<i>Ten Year Plan & Consultative workshops existing gender work plans</i>	<i>Ten Year Plan & Consultative workshops existing gender work plans</i>	<i>Ten Year Plan & Consultative workshops existing gender work plans</i>	<i>Ten Year Plan & Consultative workshops existing gender work plans</i>

Figure seven provides a snapshot of the planning framework that accompanies the strategy. The planning framework aligns to the Ten Year Implementation Plan so that gender actions can be integrated into existing and new Agenda 2063 action plans. For each aspiration/goal, the action plan lists strategic objectives derived from the African and global normative gender frameworks that governments have committed to. Actions to be taken draw from:

- The ten year plan, including the Mid-Term review currently underway.
- The Consultative Workshops that accompanied the development of this strategy.
- Existing gender work plans – for example in the Office of the Special Envoy on Peace and Security.



Per the ten year implementation plan, the actions are identified at three levels:

- **National Level:** Member States are responsible for the implementation, monitoring and evaluation and resources mobilisation for all programmes related to Agenda 2063.
- **Regional Level:** This is the entry point for all Agenda 2063 – related initiatives that have to be adopted by Member States. The RECs facilitate the adaptation / adoption of AU initiatives reflecting regional imperatives by Member States. The RECs coordinate the integration of monitoring and evaluation of Member States' implementation of the Gender Strategy. In addition the RECs are responsible for facilitating regional initiatives for resource mobilisation.
- **Continental Level:** WGDD provides the broad policy guidelines on the implementation, monitoring and evaluation of the Gender Strategy; facilitates the integration of regional monitoring and evaluation reports into a continental report; facilitates resource mobilisation from a continental perspective; coordinates the relationship/cooperation with the African Diaspora, close collaborators (AfDB, UNECA and ACBF) and partners; and oversees the execution of continental programmes and projects.

MONITORING AND EVALUATION



The robust M&E framework of Agenda 2063 is one of its distinguishing features. It is imperative that the Gender Strategy work within and strengthen this framework. This will ensure that gender is effectively mainstreamed in the work of the AU, the RECs and member states.

Evidence Driven: With the AUCs shift to becoming more of a knowledge organization, WGDD needs to enhance its capacity to lead and generate knowledge that supports its mandate. This requires a more analytical, strategic and evidence-based

approach to gender mainstreaming, deepening understanding of gaps and opportunities for change. The **key issues** paper that informs this strategy marks the beginning of this evidence-based approach.

Results Orientation: The results framework is aligned to the first ten years of Agenda 2063 which represents a logical relationship between the AU Vision, the seven African Aspirations, the goal/priority areas under each aspiration and the associated targets that are linked to indicators selected by Member States. In addition, the results framework aligns SDG targets and indicators to this framework given that a) this is a global framework that governments and statisticians have committed to and b) the framework has over thirty gender indicators (directly, and indirectly through sex disaggregated statistics in many sectors). Using these agreed, standard measures is important at the impact and outcome level. Such harmonization is crucial to aggregating / comparing the performance of member states at the regional and continental levels.

Deepening Integration: An M&E framework that cascades from the continental to regional and national levels contributes to the deepening of the integration. Data collected will make it possible for the WGDD to compile regular reports on the status of Gender Equality in Africa and to devise more accurate score cards.

Encouraging participation and ownership: Like Agenda 2063, the Gender Strategy is people-driven: women, men, boys and girls indicating what and where they want to see the continent by 2063 in terms of gender equality. The introduction of an M&E framework is to enable the Citizenry / identifiable groups to be part of the process of ensuring that the expected results from the Gender Strategy aligned to Agenda 2063 are attained.

Evaluation

- The AU is undertaking a mid-term evaluation of the 5 year period of the 10 year plan. This is a unique opportunity to strengthen the gender programming of all departments and divisions.
- The AU will undertake a final evaluation at the end of each 10 year plan. This will be a unique opportunity to evaluate the Gender Strategy 2018 to 2023.
- To ensure comparability of outcomes Member States and RECs will ensure data harmonization through adherence to guidelines issued at the continental level with respect to indicators and their measurement, methodology for data collection and analysis. In addition member states will ensure that their results matrix link process indicators to outcome/impact indicators.

Knowledge and experience sharing

The AU is the seat of inter-governmental power on the continent. WGDD needs to further harness this power through strengthening its contributions to the technical and political bodies of the organization by generating knowledge on all issues related to GEWE through the effective generation of higher quality and timely data and reports.

Member States have different development trajectories – knowledge and experiences emanating from their implementation of Agenda 2063 captured through their monitoring and evaluation systems could be shared for the benefit of all. Some of the mechanisms for sharing knowledge and experiences to enhance the effectiveness of the monitoring and evaluation feed back into implementation improvements envisaged include:

(i) Sharing of Best Practices: Best practices will be documented from the monitoring and evaluation reports from member states by the RECs and shared between member states through meetings, website presentation, e-network or publications. Best practices captured by RECs will be integrated at the continental level and distributed to the RECs to propagate within their member states.

(ii) Study Tours: These will be organized both at the Regional level - within and across RECs on the continent for Member States to learn first-hand how monitoring for results within members states implementation plans are being done and how lessons from the monitoring are integrated into the results framework for implementation efficiency and effectiveness.

(iii) Common Platforms: Annual platforms for stakeholders on the implementation outcomes at their various points in the chain will be created at the regional and continental levels to discuss and share ideas on implementation performance.

Communication

Accompanying this strategy is a communication strategy reviewed by Ministers of Information and Communication in November 2017. The meeting included a presentation on Gender Gaps in the Media. Media, including new media, is both a target for transformation and a tool for disseminating the key messages in the strategy.



BUDGET AND FINANCE ARRANGEMENTS

Resources in support of social, political and economic development are becoming scarcer. With a large number of actors and fewer resources to share around, only the most competitive, innovative, high-impact, measurable and scalable solutions are commanding attention. These realities suggest the need to revisit assumptions and focus on deliverables with the highest potential to deliver results within a reasonable timeframe.

Financing for gender equality poses a particular challenge. The danger with advocating for or attempting to compute **separate allocations** is that:

- Small amounts are given for high profile projects that are not sustainable because they have not been conceived within the broader policy framework. For example the Africa Women's Fund formed at the start of the Women's Decade has to date only raised and disbursed about \$1 million.

- The opportunity is missed to ensure that large mainstream budgets are applied to promoting gender equality in non-traditional areas.
- Computing financing requirements for gender equality at continental, regional and national levels with any degree of accuracy poses major challenges.
- Determining complementary budget allocations by stakeholders towards gender initiatives at such scale poses even greater challenges.

Figure 8: Gender Responsive Budget categories³³⁰

Resources needed	Continental	Regional	National
Gender Management Systems	WGDD and gender focal persons in all AU structures	Gender structures and processes within the RECs	National gender machineries and action plans
Employment equity	Gender analysis and capacity building in all institutions Resources required to achieve gender parity in all areas and at all levels within the institution.		
Targeted gender interventions	Gender specific initiatives at continental level – eg campaign on child marriages	Gender specific initiatives at regional level – eg model legislation on ending child marriages.	Gender specific initiatives at national level – eg enabling teenagers who become pregnant to complete school.
Making mainstream activities gender responsive.	For example, equal inclusion of women in peace building	For example, mainstreaming gender in trans-border water initiatives	For example, ensuring that women have equal access to state controlled land and housing initiatives .

Figure 8 provides a simple framework for undertaking gender audits of budgets to determine the extent of Gender Responsive Budgeting (GRB). The strategy advocates that WGDD **build capacity for GRB at regional and national level** as well as undertake a **gender budget audit of AU** expenditure with a view to enhancing GRB within the organisation.

This would enable the WGDD to cost and advocate for resources in the first three categories (Gender Management System, Employment Equity and Targeted Gender Interventions). The main thrust of the audit however will be to cast a gender spotlight on mainstream expenditure, in line with the actions proposed under each goal. This exercise will go hand in hand with the results framework as it will require sex disaggregated data to verify that the expenditure is indeed enhancing gender equality.

³³⁰ Adapted from work by the Australian gender budget expert Rhonda Sharpe

Costing of the **processes** related to the strategy and the **Gender Management System and Employment Equity** within the AU form part of the action plan. The **gender budget audit** of the AU will determine the extent **of targeted gender interventions** and give direction on how **mainstream budgets** can be made responsive to gender programming.

ANNEX A: DEFINITIONS

'Choice' this would refer to the opportunity provided to the women, girls and other social groups to raise incomes and improve their livelihood. Provision of adequate water supplies for both domestic and productive use accords women and girls an opportunity to engage in a variety of livelihood activities that ultimately empower them to be independent and have the freedom to take control of their lives. This in turn reduces dependence on male partners and the practice of early and forced marriages exacerbated by poverty.

Conflict prevention

Conflict prevention involves diplomatic measures to keep intra-state or inter-state tensions and disputes from escalating into violent conflict. It includes early warning, information gathering and a careful analysis of the factors driving the conflict. Conflict prevention activities may include the use of the Secretary-General's "good offices," preventive deployment of UN missions or conflict mediation led by the Department of Political Affairs.

³³¹

'Control' – This refers to a process of conducting participatory bankability studies is aimed at ensuring that women, girls and other vulnerable groups in project areas participate in decision-making and achieve equal access to productive resources such as land and water including access to markets. The process ensures that beneficiaries have the opportunity to provide input in the technology, infrastructure designs so that they have control over the operations and sustain infrastructure that contributes to improvement of their livelihoods.

Economic empowerment of women: Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.³³²

Gender

Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, age, etc. ³³³

³³¹ <http://www.un.org/en/peacekeeping/operations/peace.shtml> accessed on 2 January 2017

³³² <http://www.unwomen.org/en/what-we-do/economic-empowerment>

³³³ UN Women, OSAGI Gender Mainstreaming - Concepts and definitions

Gender analysis

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.³³⁴

Gender and sex: These are commonly confused and understanding the difference is useful and indeed fundamental to understanding gender inequality. In simplified terms:

- **Sex** refers to biological and anatomical features men and women are born with.
- **Gender** refers to the socially constructed roles and expectations assigned to men and women in society. This is the aspect of gender that we are addressing in the pursuit of social inclusivity, gender equality and poverty reduction.

Gender-based Violence (GBV)

GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance. There are different kinds of violence, including (but not limited to) physical, verbal, sexual, psychological, and socioeconomic violence.

Gender blindness

This term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.³³⁵

Gender (or sexual) division of labour

This is an important concept in basic gender analysis that helps deepen understanding about social relations as an entry point to sustainable change through development. The division of labour refers to the way each society divides work among men and women, boys and girls, according to socially-established gender roles or what is considered suitable and valuable for each sex. Anyone planning a community intervention needs to know and understand the division of labour and allocation of assets on a sex-and-age disaggregated basis for every community affected by development interventions.

Gender discrimination

Gender discrimination is defined as: "Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."³³⁶

³³⁴ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

³³⁵ . UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

³³⁶ United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women'. Article

Gender diversity

Gender diversity is a term that recognizes that many peoples' preferences and self-expression fall outside commonly understood gender norms.³³⁷

Gender equality (Equality between women and men)

This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.³³⁸

Gender equality and sustainable development: Gender equality is not just a lofty aspiration anymore; it is the necessary missing link for sustainable development. Women, on average, reinvest up to 90% of income into their households. Reducing gender inequality gives women more money to spend on food, housing and education – crucial components for reducing poverty and promoting sustainable development.

Gender equity

The preferred terminology within the United Nations is gender equality, rather than gender equity. Gender equity denotes an element of interpretation of social justice, usually based on tradition, custom, religion or culture, which is most often to the detriment to women. Such use of equity in relation to the advancement of women has been determined to be unacceptable. During the Beijing conference in 1995 it was agreed that the term equality would be utilized. This was later confirmed by the CEDAW committee in its General Recommendation 28: "States parties are called upon to use exclusively the concepts of equality of women and men or gender equality and not to use the concept of gender equity in implementing their obligations under the Convention. The latter concept is used in some jurisdictions to refer to fair treatment of 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".³³⁹

Gender mainstreaming

Gender mainstreaming is the chosen approach of the United Nations system and international community toward realizing progress on women's and girl's rights, as a sub-set of human rights to which the United Nations dedicates itself. It is not a goal or objective on its own. It is a strategy for implementing greater equality for women and girls in relation to men and boys. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring

³³⁷ Gender Spectrum, Understanding Gender

³³⁸ UN Women, OSAGI Gender Mainstreaming - Concepts and definitions

³³⁹ UN Women, OSAGI Gender Mainstreaming - Concepts and definitions; Committee on the Elimination of Discrimination against Women (2010), General recommendation No. 28 on the core obligations of States parties under article 2 of the Convention on the Elimination of All Forms of Discrimination against Women

and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.³⁴⁰

Gender norms

Gender norms are ideas about how men and women should be and act. We internalize and learn these “rules” early in life. This sets-up a life-cycle of gender socialization and stereotyping. Put another way, gender norms are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time.³⁴¹

Gender planning is an active approach to **planning** which takes **gender** as a key variable and seeks to integrate an explicit **gender** dimension into policies.³⁴²

Gender responsive budgeting: Refers to the process of conceiving, planning, approving, executing, monitoring, analysing and auditing budgets in a gender-sensitive way. Involves analysis of actual expenditure and revenue (usually of governments) on women and girls as compared to expenditures on men and boys.³⁴³

Gender roles

Gender roles refer to social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labour). Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.³⁴⁴

Gender stereotypes

A gender stereotype is a generalised view or preconception about attributes or characteristics that are or ought to be possessed by, or the roles that are or should be performed by women and men. A gender stereotype is harmful when it limits women’s and men’s capacity to develop their personal abilities, pursue their professional careers and make choices about their lives and life plans. Harmful stereotypes can be both hostile/negative (e.g., women are irrational) or seemingly benign (e.g., women are nurturing). It is for example based on the stereotype that women are more nurturing that child rearing responsibilities often fall exclusively on them. Gender stereotyping refers to the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men. Gender stereotyping is wrongful when it results in a violation or violations of human rights and fundamental freedoms. An example of this, is the failure to criminalise marital rape based on societal perception of women as the sexual property of men. Compounded gender

³⁴⁰ UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You”, ECOSOC agreed conclusions 1997/2

³⁴¹ UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You”.

³⁴² <http://eige.europa.eu/gender-mainstreaming/methods-tools/gender-planning>

³⁴³ <http://www.wikigender.org/wiki/gender-budgeting/>

³⁴⁴ Source: UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You”.

stereotypes can have a disproportionate negative impact on certain groups of women, such as women in custody and conflict with the law, women from minority or indigenous groups, women with disabilities, women from lower caste groups or with lower economic status, migrant women, etc.³⁴⁵

Marginalisation is the powerlessness and exclusion experienced by a group, resulting from an inequality of control of 'resources and power structures' within society.³⁴⁶

Masculinity: A gender perspective, or way of analysing the impact of gender on people's opportunities, social roles and interactions, allows us to see that there is pressure on men and boys to perform and conform to specific roles. Thus, the term masculinity refers to the social meaning of manhood, which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man and these can change over time and from place to place. The term relates to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of the masculine as well.³⁴⁷

Patriarchy: This term refers to a traditional form of organizing society which often lies at the root of gender inequality. According to this kind of social system, men, or what is considered masculine, is accorded more importance than women, or what is considered feminine. Traditionally, societies have been organized in such a way that property, residence, and descent, as well as decision-making regarding most areas of life, have been the domain of men. This is often based on appeals to biological reasoning (women are more naturally suited to be caregivers, for example) and continues to underlie many kinds of gender discrimination.

Peacebuilding: Peacebuilding aims to reduce the risk of lapsing or relapsing into conflict by strengthening national capacities at all levels for conflict management, and to lay the foundation for sustainable peace and development. It is a complex, long-term process of creating the necessary conditions for sustainable peace. Peacebuilding measures address core issues that affect the functioning of society and the State, and seek to enhance the capacity of the State to effectively and legitimately carry out its core functions.³⁴⁸

Peace-making: Peace-making generally includes measures to address conflicts in progress and usually involves diplomatic action to bring hostile parties to a negotiated agreement. The UN Secretary-General may exercise his or her "good offices" to facilitate the resolution of the conflict. Peacemakers may also be envoys, governments, and groups of states, regional organizations or the United Nations. Peace-making efforts may also be undertaken by unofficial and non-governmental groups, or by a prominent personality working independently.³⁴⁹

Peace enforcement: Peace enforcement involves the application of a range of coercive measures, including the use of military force. It requires the explicit authorization of the

³⁴⁵ <http://www.ohchr.org/EN/Issues/Women/WRGS/Pages/GenderStereotypes.aspx> accessed 2 January 2017

³⁴⁶ <https://www.megaessays.com/viewpaper/23571.html>

³⁴⁷ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

³⁴⁸ <http://www.un.org/en/peacekeeping/operations/peace.shtml> accessed on 2 January 2017

³⁴⁹ <http://www.un.org/en/peacekeeping/operations/peace.shtml> accessed on 2 January 2017

Security Council. It is used to restore international peace and security in situations where the Security Council has decided to act in the face of a threat to the peace, breach of the peace or act of aggression. The Council may utilize, where appropriate, regional organizations and agencies for enforcement action under its authority and in accordance with the UN Charter.³⁵⁰

Poverty: A condition where people's basic rights and needs for food, clothing, shelter and services are not being met. Evidence has also revealed that women constitute more than 50% of the poor population in SADC, and poverty can only be addressed through interventions which specifically target the majority of the poor.³⁵¹

Poverty reduction, or poverty alleviation, is a set of measures, both economic and humanitarian, that are intended to permanently lift people out of poverty; ultimately supporting pro-poor growth.³⁵²

Pro-poor growth is a term used for primarily national policies to stimulate economic growth for the benefit of poor people (primarily in the economic sense of poverty). It often involves strategies targeting the poor to involve them in the economy, by mainstreaming them in the process, not just as beneficiaries, but also as contributors and active participants. "Pro-poor growth can be defined as absolute, where the poor benefit from overall growth in the economy, or relative - which refers to targeted efforts to increase the growth specifically among poor people".³⁵³

Reintegration is the process by which ex-combatants acquire civilian status and gain sustainable employment and income. It is a political, social and economic process with an open time-frame, primarily taking place in communities at the local level.³⁵⁴

Sex (biological sex): The physical and biological characteristics that distinguish males and females.

Sex-disaggregated data: Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependants, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.³⁵⁵

Sexual and reproductive health and rights (SRHR): Taken together, sexual and reproductive health and rights (SRHR) can be understood as the right for all, whether young or old, women, men or HIV positive or negative, to make choices regarding their own and reproduction, providing they respect the rights of others to bodily integrity. This definition

³⁵⁰ <http://www.un.org/en/peacekeeping/operations/peace.shtml> accessed on 2 January 2017

³⁵¹ <http://www.sadc.int/issues/gender/women-economic-empowerment-programme/>

³⁵² https://en.wikipedia.org/wiki/Poverty_reduction

³⁵³ <https://www.grida.no/resources/7948>

³⁵⁴ <http://www.un.org/en/peacekeeping/issues/ddr.shtml>

³⁵⁵ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You"; UNESCO (2003) Gender Mainstreaming Implementation Framework

also includes the right to access information and services needed to support these choices and optimize health.³⁵⁶

Social exclusion: Social exclusion describes a process by which certain groups are systematically disadvantaged because they are discriminated against on the basis of their ethnicity, race, religion, caste, descent, gender, age, disability, HIV status, migrant status or where they live. Discrimination occurs in public institutions, such as the legal system or education and health services, as well as social institutions like the household. Reasons for exclusion can also include gender identity.³⁵⁷

Social inclusion: Social inclusion is defined as the removal of institutional barriers and the enhancement of incentives to increase access of diverse individuals and groups to development opportunities. Social inclusion is one of three cross-cutting principles in DFID's Human Rights Strategy, Realising Human Rights for Poor People (2000). Building socially inclusive societies based on the values of equality and non-discrimination is critical if all people are to be able to claim their rights. Gender inequality caused by discrimination is a particularly harmful form of social exclusion that spans the globe and presents specific challenges.

'Voice' would mean empowering women and girls to participate in decision-making structures such as water or dam committees. This would ensure that they have the leverage to participate in management decisions. For instance, women would be better placed to advise on the best time to operate the water kiosks, as they know the appropriate time when women prefer to draw water.

Vulnerable groups: Groups that experience a higher risk of poverty and social exclusion than the general population. Vulnerable groups are defined as a population that has some specific characteristics that make it at higher risk of falling into poverty than others living in areas targeted by a project.³⁵⁸ These can include women, persons with disabilities, the unemployed, female headed households, the homeless etc.

³⁵⁶ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

³⁵⁷ <http://www2.ohchr.org/english/issues/development/docs/socialexclusion.pdf>

³⁵⁸ <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTSOCIALPROTECTION/EXTSF/0,,contentMDK:20663797~menuPK:634457>

ANNEX B: AU GENDER & AGENDA 2063 MAPPING & ALIGNMENT

GOALS OF AGENDA 2063	KEY PRIORITIES OF AGENDA 2063	ALIGNED SGD GOALS	GENDER P
Aspiration 1: A Prosperous Africa, based on inclusive growth and sustainable development			
Goal 1: A High Standard of Living, Quality of Life and Well Being for All	Poverty, inequality and hunger	1. End poverty in all its forms everywhere in the world. 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Eradication of
	Incomes, jobs and decent work	8. Promote sustained, inclusive and sustainable Economic growth, full and productive employment and decent work for all.	Employment
	Social security and protection including Persons with Disabilities		
	Modern and liveable habitants and basic quality services	11. Make cities and human settlements inclusive, safe, resilient and sustainable.	
Goal 2: Well Educated Citizens and Skills revolution underpinned by Science, Technology and Innovation	Education and STI driven skills revolution		Early Child D
		4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Education and
Goal 3: Healthy and Well-Nourished Citizens	Health and nutrition	3. Ensure healthy lives and promote well-being for all at all ages.	Health
			SRHR
			HIV and AID
			Nutrition
			Water and S
			Housing
Goal 4: Transformed economies	Sustainable inclusive economic growth	8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Care work
			Extractive re (mining)
	Economic diversification and resilience		Energy
	STI driven Manufacturing and Value Addition	9. Build resilient infrastructure, promote inclusive and sustainable	Industrialisa

Goal 5: Modern Agriculture for increased productivity and production		industrialisation and foster innovation.	
	Hospitality/Tourism		Credit
			Business
	Agricultural productivity and production	2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Agriculture Land
Goal 6: Blue/ ocean economy for accelerated economic growth	Marine resources and Energy	14. Conserve and sustainable management of water and sanitation for all	
	Port Operations and Marine Transport		
Goal 7: Environmentally sustainable climate resilient economies and communities	Bio-diversity, conservation and sustainable natural resource management	15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt reverse land degradation and halt biodiversity loss. 7. Ensure access to affordable, reliable, sustainable and modern energy for all	Climate change
	Water Security	6. Ensure availability and sustainable management of water and sanitation for all	
	Climate Resilience and Natural Disasters and preparedness	13. Take urgent action to combat climate change and its impacts	
	2) An Integrated continent, politically united and based on the ideals of Pan Africanism and the vision of the African Union		
Goal 8: United Africa (Federal or Confederate)	Framework and Institution for a United Africa (Political and economic integration)		Trade, movement of people
Goal 9: Key Continental and Monetary Institutions established and functional	Financial and Monetary Institutions		Financial flows
Goal 10: World Class Infrastructure criss-crosses Africa	Communications and Infrastructure Connectivity	9. Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Infrastructure
3) An Africa of Good Governance, Democracy, Respect for Human Rights, Justice and the Rule of Law			

Goal 11: Democratic values, practices, universal principles of human rights, justice and the rule of law entrenched	Democratic Values and Practices are the Norm	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions for all levels	Political repr
	Human Rights, Justice and The Rule of Law		Political part
			Human right
			Constitution
			Family law
			Marriage
			Citizenship
			Inheritance
Goal 12: Capable institutions and transformed leadership in place at all levels	Institutions and Leadership	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions for all levels	Gender Man System
	Participatory Development and Local Governance		AU
			RECS
			National Gen Machineries
			Civil Society
			Internationa Partners
4) A peaceful and secure Africa.			
Goal 13: Peace, Security and Stability are preserved.	Maintenance and Restoration of Peace and Security	16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions for all levels	Peace, Secu Resolution
Goal 14: A Stable and Peaceful Africa.	Institutional Structure for AU Instruments on Peace and Security		

Goal 15: A Fully Functional and Operational African Peace and Security Architecture.	Defence, Security and Peace		
	Operationalisation of APSA Pillars		
5) Africa with a Strong Cultural Identity Common Heritage, Values and Ethics			
Goal 16: African Cultural Renaissance is pre-eminent.	Value and Ideals of Pan Africanism		Media
	Cultural Values and African Renaissance		ICTS
	Cultural Values and African Renaissance		New media
6) An Africa Whose Development is people driven, relying on the potential offered by African People, Youth, and caring for Children			
Goal 17: Full Gender Equality in All Spheres of Life.	Violence and Discrimination against Women and Girls		GBV
	Women Empowerment	5. Achieve gender equality and empower all women and girls	Harmful Soc
Goal 18: Engaged and Empowered Youth and Children.	Youth Empowerment and Children's Rights	4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	The Girl (an
		5. Achieve gender equality and empower all women and girl	
7) Africa as a Strong, United, Resilient and Influential Global Player and Partner			
Goal 19: Africa as a major partner in global affairs and peaceful co-existence	Africa's place in global affairs	17. Strengthen the means of implementation and revitalise global partnership for sustainable development	Resource m
	Partnerships		
Goal 20: Africa takes full responsibility for financing her development	African capital markets	10. Reduce inequality within and among countries	Gender Resp Budgeting
	Fiscal systems and public sector revenue Development assistance	17. Strengthen the means of implantation and revitalise the global partnership for sustainable development	

ANNEX C: CONSULTATIVE MEETINGS

Consultations	No of women	No of men	Total	Dates	V
Meeting on unpaid care work: side event on the AU gender strategy				3-6 October	Zi
Meeting on a common position on Women Land Right with 5 region in Africa: side event on the AU gender strategy				11-12 October	GL
Gender Pre-forum to the Sixth Annual High Level Dialogue on Democracy, Human Rights and Governance: Trends, Challenges and Prospects: Meeting with young women				19 October	O
Consultation with rural women				22-24 October	Ac
Meeting with CSOs				23 October - 24 October	Ac
Meeting with International organizations				25-26 October	Ac
Meeting with international partners				27 October (Morning)	Ac
Meeting with UN system				27 October (Afternoon)	Ac
Inter-faith meeting				23-25 Oct	Na
Working group consolidation meeting with RECs.				2-4 Nov	Jo
Consultative meeting with the Private Sector				4 November	Jo
Special Technical Committee preceded by validation meeting				4-8 Dec	Li
TOTAL					

