



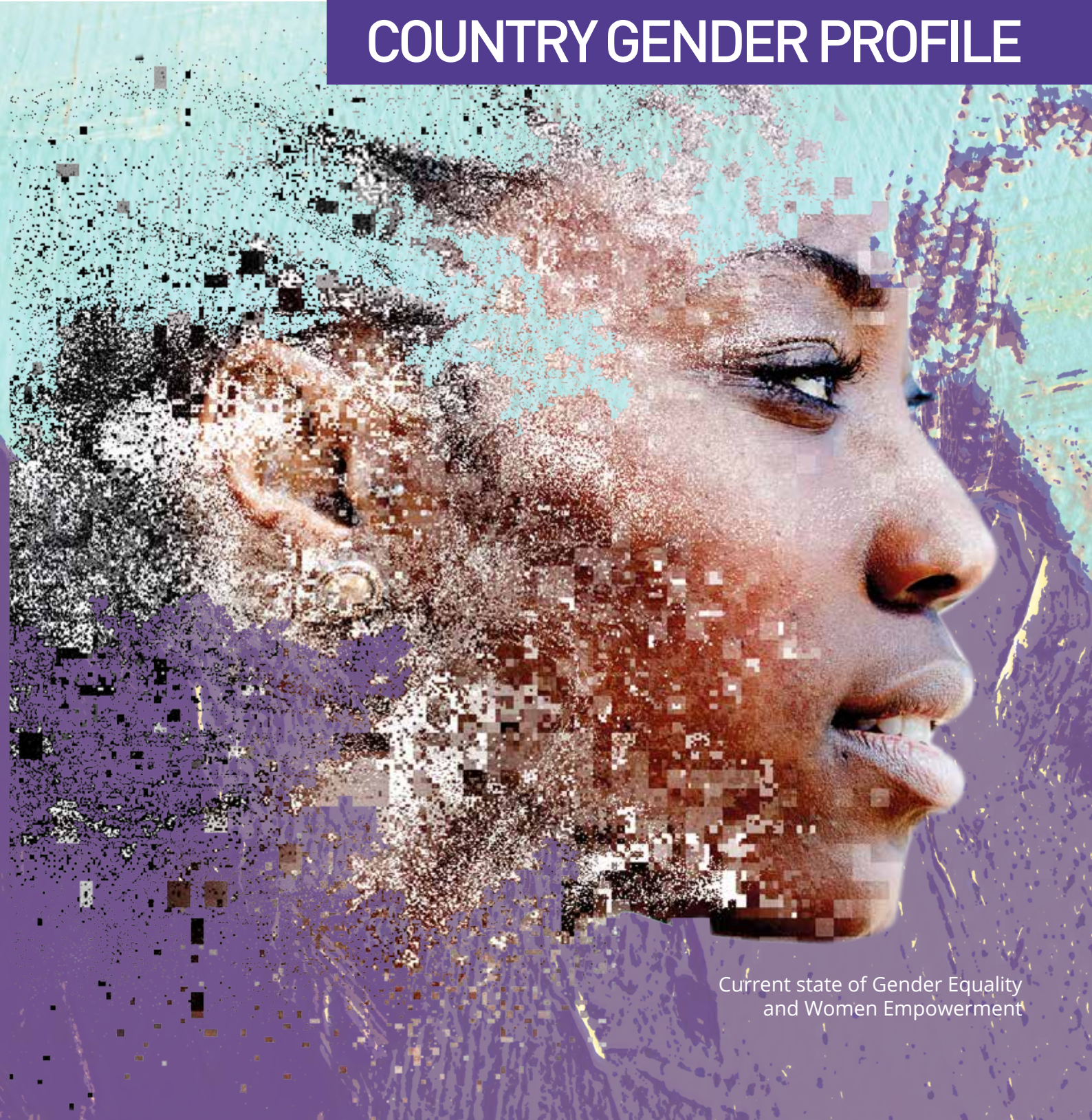
AFRICAN DEVELOPMENT BANK GROUP



United Nations Entity for Gender Equality  
and the Empowerment of Women

# REPUBLIC OF MALAWI

## COUNTRY GENDER PROFILE



Current state of Gender Equality  
and Women Empowerment



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Current state of Gender Equality  
and Women Empowerment

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AFRICAN DEVELOPMENT BANK

GENDER WOMEN AND CIVIL SOCIETY DEPARTMENT



Role	List of Team Members
<b>Technical Sup-port</b>	<ul style="list-style-type: none"> <li>▪ Ms. Anne Uside Mukudi, Regional Senior Gender Specialist- Task Manager</li> <li>▪ Mr. John Ng'ambi, Social Development Specialist, Co-Task Manager</li> <li>▪ Ms. Vera Oling, Malawi Senior Country Economist</li> <li>▪ Mr. Koffi Marc Kouakou, Principal Statistician-Economist on Gender</li> <li>▪ Ms. Pamela Mkwamba, UN Women</li> <li>▪ Mr. Bright Sibale, Consultant</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>▪ Ms. Eyerusalem Fasika, Acting Country Manager, Country Office Malawi</li> <li>▪ Ms. Amel Hamza, Manager, Gender and Women Empowerment Division</li> <li>▪ Ms. Vanessa Moungar, Director, Gender Women and Civil Society Department</li> <li>▪ Ms. Clara Anyangwe, UN Women Resident Representative, Malawi</li> <li>▪ Ms. Erica Maganga, Secretary for Gender, Children and So-cial Welfare,</li> <li>▪ Principal Secretary for MoGCDCD</li> </ul>
<b>Peer review</b>	<ul style="list-style-type: none"> <li>▪ Egidia Rukundo, Principal Gender Specialist</li> <li>▪ Yappy Silungwe, Senior Irrigation Engineer</li> <li>▪ Raymond Besong, Senior Rural Infrastructure</li> <li>▪ Docgne Wongue, Francois Xavier</li> <li>▪ Martha Kinyoho, Senior Civil Society Officer</li> <li>▪ Mr. Samson Hokovi Houeninvo, Chief Country Economist</li> </ul>

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## ABBREVIATIONS AND ACRONYMS

<b>AfDB</b>	African Development Bank ( The Bank)
<b>AGYW</b>	Adolescent Girls and Young Women
<b>BEONC</b>	Basic Emergency Obstetric and Neonatal Care
<b>CABS</b>	Common Approach to Budget Support
<b>CBO</b>	Community-based Organisation
<b>CCAP</b>	Church of Central African Presbyterian
<b>CEDAW</b>	Convention on the Elimination of all forms of Discrimination Against Women
<b>CMD</b>	Centre for Multiparty Democracy
<b>COMESA</b>	Common Market for Eastern and Southern Africa
<b>CSOs</b>	Civil Society Organisations
<b>CSR</b>	Corporate Social Responsibility
<b>DAGG</b>	Development Assistance Group on Gender
<b>DFID</b>	Department for International Development
<b>EMIS</b>	Education Management Information System
<b>EU</b>	European Union
<b>GDP</b>	Gross Domestic Product
<b>GEA</b>	Gender Equality Act
<b>GoM</b>	Government of Malawi
<b>ICPD</b>	International Convention on Population and Development
<b>IHS</b>	Integrated Household Survey
<b>IPoA</b>	Istanbul Programme of Action
<b>JSSP</b>	Joint Sector Strategic Plan
<b>LFPS</b>	Labour Force Participation Survey
<b>MDAs</b>	Ministries, Departments and Agencies
<b>MDHS</b>	Malawi Demographic and Health Survey
<b>MCP</b>	Malawi Congress Party
<b>MCTU</b>	Malawi Congress of Trade Union
<b>MHRRC</b>	Malawi Human Rights Resource Centre
<b>MGDS</b>	Malawi Growth and Development Strategy
<b>MGCSW</b>	Ministry of Gender Children and Social Welfare
<b>NICE</b>	National Initiative for Civic Education
<b>NAP</b>	National Agriculture Policy
<b>NAIP</b>	National Agriculture Investment Programme
<b>NESP</b>	National Education Sector Programme
<b>NGO</b>	Non-Governmental Organisations
<b>NGOCCN</b>	Non-Governmental Organisations Coordination Network
<b>NGP</b>	National Gender Policy
<b>NSO</b>	National Statistics Office
<b>PPE</b>	Personal Protective Equipment
<b>PMTCT</b>	Prevention of Mother to Child Transmission
<b>PWC</b>	PriceWaterhouse Company
<b>SADC</b>	Southern Africa Development Community
<b>SADC RISDP</b>	Southern African Development Community Regional Indicative Strategic Development Plan
<b>SATUC</b>	Southern Africa Trade Union Congress
<b>SDG</b>	Sustainable Development Goals
<b>SRHR</b>	Sexual Reproductive Health Rights
<b>SWG</b>	Sector Working Group
<b>TEVETA</b>	Technical Entrepreneurial and Vocational Education and Training Authority
<b>UN</b>	United Nations
<b>UTM</b>	United Transformation Movement
<b>VPoA</b>	Vienna Programme of Action

## ACKNOWLEDGEMENTS

The CGP technical team was composed of Ms. Anne Uside Mukudi, Bank's Regional Senior Gender Specialist as Task Manager, Mr. John Ng'ambi, Social Development Specialist as Co- Task Manager, Ms. Vera Oling, Malawi Senior Country Economist, Mr. Koffi Marc Kouakou, Principal Statistician-Economist on Gender, Bank's, Pamela Mkwamba, UN Women, Programme Officer and Mr. Bright Sibale, Consultant, funded by the Bank's Malawi Country Office. The key government partner for the CGP formulation process was the Ministry of Gender, Child Development and Community Development (MoGCDCD) and lead by the Director of Gender Affairs, Mrs Mercy Safalaoh. The following people formed the management and oversight team for of the CGP process: from the Bank, Ms. Eyerusalem Fasika, Acting Country Manager, Malawi Country Office, Ms. Amel Hamza, Manager, Gender and Women Empowerment Division, Ms. Vanessa Mungar, Director, Gender Women and Civil

Society Department, and Ms. Clara Anyangwe, UN Women Resident Representative in Malawi. Ms. Erica Maganga, who is Principal Secretary for MoGCDCD, was the high level government representative in the management team for the CGP.

The CGP Technical Team acknowledges the important role played by members of the CGP Reference Group (RG), which coordinated and provided quality assurance to the CGP process, with guidance from MoGCDCD. Members of the taskforce came from various sectoral ministries and non-government organisations involved in gender programming in the country. Special thanks to all people met during the process (as indicated in Annex 8) including Government members, development partners, traditional leaders, representatives of civil society organizations and national resource-persons on gender issues.





## KEY GENDER-DISAGGREGATED SOCIOECONOMIC STATISTICS

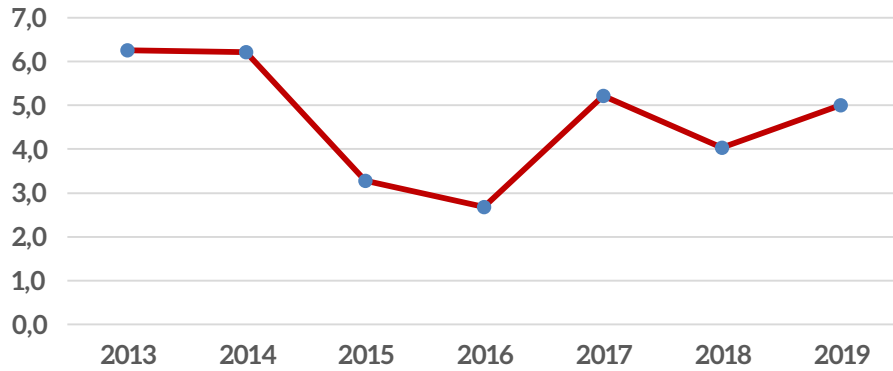
INDICATORS			2017		2018		2019	
Socio-economic indicators								
Population (Habitants)	17205261		17670196		18143217		18628747	
GNI per capita (US\$)	17205261		17670196		18143217		18628747	
GDP growth rate	320		...		...		...	
Population living below USD 1.9/day at PPP	2.6		5.2		4.0		5.0	
Poverty rate	...		...		...		...	
Africa Gender Index (%)	...		...		52			
	...		52		Women	Men	Women	Men
<b>Women's economic empowerment</b>								
Labour Force participation rate 15+, female and male	72.8	82.0	72.9	81.9	72.9	82.1	72.8	82.3
Employees, agriculture (% of female and male employment)	77.0	67.8	76.9	67.7	76.7	67.6	76.5	67.4
Employees, industry (% of female and male employment)	6.0	10.2	6.1	10.3	6.1	10.4	6.1	10.5
Employees in services (% of female and male employment)	17.1	22.1	17.2	22.1	17.3	22.2	17.4	22.2
Self-employed (% of females and male employed)	66.7	55.8	66.6	55.6	66.5	55.5	66.0	55.0
Employers (% of female and male employment)	0.8	1.5	0.8	1.6	0.8	1.6	0.74	1.5
Access to credit (%)	...	...	8.2	8.9	...	...	...	...
Land owners (% of adult population)	...	...	31.7	68.4	...	...	...	...
Employment rate in the informal economy	...	...	...	...	...	...	...	...
Vulnerable employment	66.0	54.3	65.9	54.1	65.7	54.0	65.2	53.5
Youth unemployment (2016)	8.2	7.1	7.9	6.7	7.8	6.6	...	...
Wage and salaried workers (% of female and % of male employment)	33.4	44.3	33.5	44.5	33.6	44.6	33.9	44.9
Firms participation in ownership (% of firms)	...	...	...	...	...	...	...	...
<b>Human development</b>								
Mortality rate, under-5 (per 1,000 live births)	...	...	50.3	60.2	...	...	...	...
Maternal mortality ratio (per 100,000 live births)	...	NA	439	NA	...	NA	...	NA
Prevalence of HIV among females and male 15-24,	4.7	1.9	4.4	1.9	...	...	...	...
Female and male children aged <5 years stunted (%)	...	...	35.4	39.0	...	...	...	...

INDICATORS			2017		2018		2019	
Female and male Life expectancy at birth,	...	...	66.4	61.2	...	...	...	...
Births attended by skilled health professional	...	NA	89.8	NA	...	NA	...	NA
Child marriage (% of women 20–24 years old who were first married or in union before age 15)	...	NA	8.9	NA	...	NA	...	NA
Unmet need for family planning (% females aged 15-24 who are currently married)	...	NA	22.2	NA	...	NA	...	NA
Violence against women by intimate partner in the last 12 months (females aged 15-34 years )	...	NA	24.2	NA	...	NA	...	NA
Literacy rate, adult female and male (% of females and male ages 15 and above)	...	...	...	...	...	...	...	...
Literacy rate, youth female and male (% of females and male ages 15-24)	...	...	...	...	...	...	...	...
Primary completion rate, female and male (% of relevant age group)	...	...	...	...	...	...	...	...
Lower Secondary. completion rate	...	...	6.5	11.2	...	...	...	...
Upper secondary completion rate	...	...	3.0	5.0	...	...	...	...
Tert graduation	...	...	38.5	61.6	...	...	...	...
School enrollment, primary, female and male (% net)	...	...	...	...	...	...	...	...
School enrollment, secondary, female and male (% net)	30.8	32.1	...	...	...	...	...	...
<b>Participation in public life and decision-making</b>								
Female headed households (% of households with a female head)	30.6	69.4	...	...	...	...	...	...
Professional and technical workers (% of total)	...	...	...	...	...	...	...	...
Proportion of seats held in national parliaments (%)	16.7	83.3	16.7	83.3	16.7	83.3	16.7	83.3
Proportion of female and male in ministerial level positions (%)	...	...	16.7	83.4	...	...	...	...
Proportion of firms with female or male top manager	...	...	38.3	61.7	...	...	...	...
Managers, professional and Technicians	...	...	37.5	62.5	...	...	...	...
MPs (for countries with bicameral parliaments estimates are for both houses)	...	...	16.6	83.3	...	...	...	...



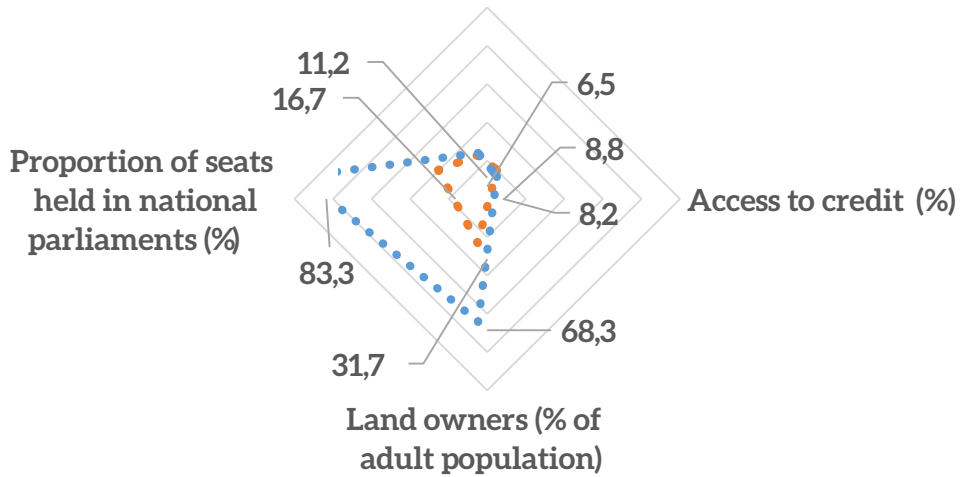
Malawi: Key socio-economic and gender statistics (cont')

Real GDP grown rate



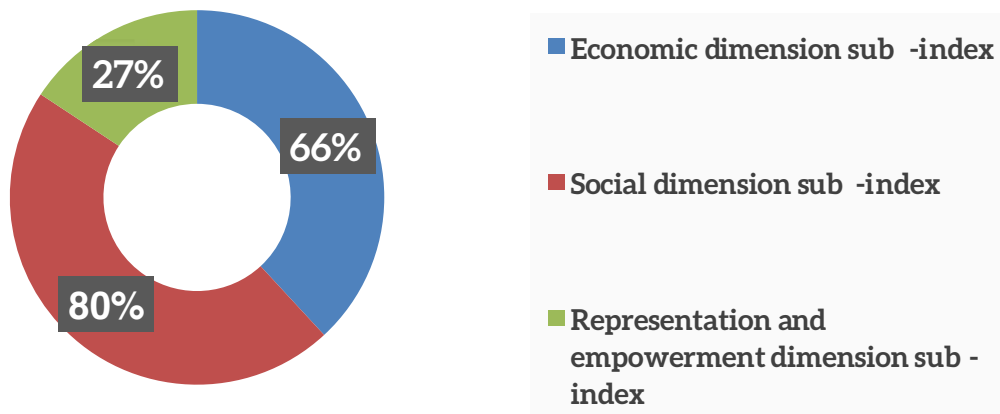
Female Male

Secondary completion rate



Africa Gender Index

52%



Sources: National Bureau of Statistics  
Bank's Gender Women and Civil Society Department, and Statistics Department

## EXECUTIVE SUMMARY

This document is a Gender Country Profile (CGP) for Malawi, developed by the Government of Malawi (GOM), with financial and technical support from African Development Bank Group (The Bank) and UN Women. The CGP sets the baseline and reference point for support to the Government of Malawi by the UN, the Bank, other development partners, the private sector and international and national non-government organisations (NGOs). The CGP has been developed through a participatory process involving all key stakeholders, led by the Ministry of Gender, Child Development and Community Development.

**Country context:** Malawi is a sub-Saharan land-locked country located South of the Equator. It has a total population of 17,563,749 (GoM, 2019) from a total of 13,029,498 in 2008, representing an increase of 35% and an inter-censal growth rate of 2.9%. Of the total population of Malawi, 49% are males (8,521,456) and 51% (9,042,293) are females. Agriculture remains the mainstay of the country's economy but remains fraught with challenges. The economy of Malawi is based primarily on agriculture, which in 2018, accounted for 30% of the Gross Domestic Product (GDP).

**Political environment:** Malawi's political and socio-economic development since it became independent in 1964 can be explained in two distinct phases that reflect the various development policies pursued by the Government over the past six decades of self-rule. The two distinct phases are: i) the first phase: This is the period between independence in 1964 and 1993. During this phase, the country was under a single party authoritarian system of Government led by the first President Hastings Kamuzu Banda. In terms of development policy, this phase was characterized by significant state control of the economy and the country recorded rapid economic growth between the 70s and early 90s due to government investment in subsidies, especially in the agricultural sector. ii) The second phase of the political and socio-economic environment in Malawi covers the period from 1993 to the present. Since the transition to liberal democracy in 1993-1994, the Malawi government has shown a willingness to preach gender equality by adopting a nondiscrimination clause in its constitution and undertaking legal reform and policy initiatives;

however, the political will to act is not in evidence. Women have resisted the cultural opposition to their empowerment by utilizing their matrilineal role as kingmakers and adopting arguments consistent with traditional participatory decision-making processes to push for changes in their favor, albeit with little effect. Currently, civil society seems the most viable option for speeding up women's participation in the political process and the legal sphere. Through it, women can push for legal changes, provide legal literacy to women, address constraints to women's participation in the cultural arena through civic education, and work closely together within and outside the formal political process.

**Policy framework:** The overarching national development policy framework for Malawi is the third Malawi Growth and Development Strategy (MGDS), which is a five-year (2017-2022) medium-term strategy designed to contribute to Malawi's long-term development aspirations. The MDG III recognises gender equality as a cross-cutting issue, which is foundational to socio-economic development since it has multiplier effects on all sectors of the economy (GoM, 2017). The MGDS is implemented through sectoral policies. In terms of gender, the most important sectoral policy is the National Gender Policy, which, whose purpose is to strengthen gender mainstreaming and women empowerment at all levels in order to facilitate attainment of gender equality and equity in Malawi, which is key to achieving economic growth as indicated in the MGDS. Its goal is to reduce gender inequalities and enhance participation of women, men, girls and boys in socio economic development processes, which will contribute to achievement of SDG 5. Other key sectoral policies include: the National Agricultural Policy, the Sexual Reproductive Health policy and many others.

**Institutional framework:** To main stream gender in all policies and promote gender equality and equity in the national development system, the current gender institutional framework and coordination mechanisms include a Cabinet at the top, a Cabinet Committee on Community and Social Affairs, a Parliamentary Committee on Social and Community Affairs and Parliamentary Women's Caucus.



There is a Gender Advisory Committee (GAC) responsible for advising the cabinet committee on gender issues. The coordinating ministry for gender issues is the Ministry of Gender, Child Development and Community Development (MoGCDCD). At technical level, there are specific Technical Working Groups (TWGs) on i) Gender, Culture, HIV and AIDS and Human Rights Technical Working Group; ii) Gender Based Violence Technical Working Group and the Technical Working Group on Political Empowerment of Women (GoM, 2015). Within the private sector, coordination of issues affecting the sector is ought to be done through the Malawi Confederation of Chambers of Commerce, but consultations with individual private sector companies found that there is no specific gender coordination mechanism with the private sector. As regards to the UN, there is a Gender and Human Rights TWG that coordinates UN action on gender and human rights. There is also a donors group on Gender and Human Rights. These structures provide the main linkage between development partners and Government in supporting implementation of Sustainable Development Goal Number: Gender Equality. In terms of the legal framework for gender equality, the Constitution of Malawi (1994) under Section 13 specifically provides for equal rights for women while Section 24 forbids discrimination based on language, culture, or religion and generally, it provides for equality and recognition before the law for every citizen. Other important laws include: the Gender Equality Act (GEA) of 2013, the Marriage, Divorce and Family Relations Act (Marriage Act) of 2015 and the Trafficking in Persons Act of 2015, the Child Care, Protection and Justice Act of 2010 and HIV and AID Act of 2017.

**Main gender issues:** In terms of employment opportunities, overall, 89% of employed persons in Malawi are engaged in informal employment. Informal employment is more prevalent in the rural areas than in urban areas. Women are more likely to be employed in informal employment than males (NSO, 2013). Women constitute 30% of total wage employment in non-agriculture in Malawi (NSO, 2017). The 2013 Malawi Labour-force Survey indicated that the female and male shares of employment in senior

and middle management are very low at 0.32% for males and 0.07% for female. Unemployment rate is higher among females (26% than among males (14%). In urban areas, the unemployment rate is 28% and the corresponding rate is 19% in rural areas (NSO, 2013). The female labour force participation rate (LFPR) is lower (73%) compared to male LFPR (82%), which means that there are fewer women than men age 15 - 64 years who are economically active to the total population. The MDHS of 2017 reported that 61% of men who were employed were paid in cash only compared with 30% of women. More disturbingly, women are far more likely to not be paid for their work compared to men. Specifically, 59% of women reported that they are not paid for their labour compared to 26% of men (NSO, 2017).

With regard to gender-based violence (GBV), a recent evaluation of the National Child Protection Strategy for the Government noted that there are major issues such as cultural bias, GBV and limitation female representation in decision making bodies that still remain weakly addressed (Zeiger, Cifarelli, Sibale, & Marshall, 2018). The 2015-16 Malawi Demographic and Health Survey (MDHS) found that an average of 34% of women aged 15-49 experienced physical violence by age 15 while 20% experienced sexual violence. A baseline survey on GBV conducted in 17 Districts of Malawi in 2012, found that 38% of female respondents experienced physical, psychosocial and sexual violence compared to 30% of the male respondents who reported experiencing the same. The 2015/2016 MDHS reported that 34% of Malawian women (age 15 and over) have experienced physical violence and 20% have experienced sexual violence and 5% of pregnant women report experiencing physical violence.

In the area of decentralization and public administration, the Public Service is the largest employer in Malawi. It has a total of 1,492 officers at decision-making level positions. According to the Office of the President and Cabinet, (2020) of these decision-making positions, only 40% are women compared to 60% that are men. In the Malawi Police Service, female representation was at 26%, while in the correctional services was 15% of decision making positions were held by women.

<sup>1</sup> Malawi Judiciary, Registrar's Office.

In the Malawi Defence Force, female representation was at 7%. In 2017, female Ambassadors were at 21%. Women in decision making position at the Reserve Bank of Malawi was 29%. As it stands in 2019,

Judiciary has 10 females against 25 male Judges<sup>1</sup>. At household level, women are considered to participate in household decisions if they make decisions alone or jointly with their husband in all three of the following areas: (1) the woman's health care, (2) major household purchases, and (3) visits to the woman's family or relatives (NSO, 2017). Over time, there has been an increase in the number of women who report participation in these three common household decisions, but men always dominate in decision making at household level due to social-cultural and economic factors.

In terms of poverty, about 57% of female headed households are poor compared to 43% of their male-headed counterparts. Women's poverty is directly related to their concentrations in low-income activities, low access to resources such as land and capital; higher illiteracy rates compared to men, inadequate health facilities mean that they become victims of maternal related deaths. In addition, female-headed households have more dependents, lower income earning capacity and fewer assets and other resources. In general, women, especially those residing in rural areas, lack knowledge about their social and economic rights, which diminishes their potential to become effective agents for change at the personal, household, and community levels. Concerning education, literacy rates are higher for men than women, at 71.6% and 65.9% respectively. Low literacy rates amongst women means that women face challenges to access social services such as financial products which require written application forms.

The Malawi Demographic and Health Survey (DHS 2015-2016) shows that maternal mortality in Malawi is still high at 439/100,000 live births.

Regarding economic opportunities, access to economic resources and assets is a serious challenge for women in Malawi. Laws guaranteeing inheritance and land ownership rights to women are often overridden by traditional and cultural beliefs and customs. Women are estimated to constitute 70% of the labour force in the agricultural sector but have less access to agricultural inputs and credit than men. Only 11% of agricultural extension workers are female, which means that gender specific issues may not always be addressed (UNDP, 2015). Women in Malawi produce up to 80% of the food which fetches low prices due to limited access to markets.

In the area of health and HIV, women are also more affected by HIV and AIDS than men. The Malawi Population-Based HIV Impact Assessment (MPHIA) carried out by the Malawi Ministry of Health in 2015-2016 found HIV prevalence among adult women (aged 15-64) to be 12.8%, compared with 8.2% among adult men. In 2018, 4.3% of young women were living with HIV, compared to 2% of young men.

**Development partners:** The main development partners that have programmes with gender components are: UN Women, the African Development Bank, the World Bank, the Millennium Challenge Corporation, the European Union and the UK Department for International Development (DFID). The partners are important players in terms of providing technical and financial support to the Government and CSOs for gender programmes.

**Priority areas and recommended areas for action:** The CGP process has agreed that the following are the priority areas and recommended specific interventions:

Priority areas	Proposed specific interventions
1. Capacity building of the National Gender Machinery	<ul style="list-style-type: none"> <li>▪ Technical and financial assistance to the Ministry of Gender, Child Welfare and Community Development.</li> <li>▪ Sectoral support to MDAs, including District Councils</li> </ul>
2. Combating gender-based violence	<ul style="list-style-type: none"> <li>▪ Providing support to grassroots gender and women's organisations</li> <li>▪ Improving access to primary justice</li> <li>▪ Establish locally accessible adult literacy programs for women,</li> <li>▪ Improve rural access to quality primary and secondary education</li> <li>▪ Ensuring that perpetrators of GBV are rehabilitated and punished</li> </ul>



3. Building productive capacities and economic empowerment of women	<ul style="list-style-type: none"> <li>▪ Support to Village Savings and Loan Schemes</li> <li>▪ Provide capacity building and extension services to women's groups</li> <li>▪ Provide basic infrastructure - rural roads, water, sanitation and electricity)</li> <li>▪ Value addition to women's agricultural produce.</li> <li>▪ Provision of alternative sources of energy and transport</li> <li>▪ Technical support to women in private sector development</li> <li>▪ Non-agricultural economic intervention</li> </ul>
4. Women's participation in politics and decision making	<ul style="list-style-type: none"> <li>▪ Technical and financial support to transform the 50:50 programmes to sustainable advocacy</li> <li>▪ Support capacity building of grassroots women organisations,</li> <li>▪ Supporting a trust fund for women empowerment</li> </ul>
5. Girls education to address issues of early marriages	<ul style="list-style-type: none"> <li>▪ Invest in girls' education by implementing interventions that reduce early marriages and pregnancies amongst girls</li> <li>▪ Sensitization of communities and gate-keepers on dangers of early marriages</li> <li>▪ Enforcement of laws around marriages, trafficking in children, child labour and others</li> </ul>
6. Gender, infrastructure, climate change and energy	<ul style="list-style-type: none"> <li>▪ Supporting women with irrigation, market, energy and transport infrastructure.</li> <li>▪ Promoting alternative energy and transport sources.</li> <li>▪ Building partnerships and synergies with DFID Malawi.</li> </ul>
7. Women's unpaid care work	<ul style="list-style-type: none"> <li>▪ Undertake gendered market analysis which considers unpaid activities</li> <li>▪ Design interventions to address specific constrains related to unpaid care work</li> <li>▪ Enhance dialogue to facilitate change of gender norms through men's groups challenging the norms</li> <li>▪ Support male role models and other initiatives that enable men to take on care work</li> </ul>
8. Improving access to justice to survivors of GBV	<ul style="list-style-type: none"> <li>▪ Enhance mobile courts and gender sensitive administrative reforms</li> <li>▪ Enhance efforts to promote women participation in justice institutions</li> <li>▪ Capacity building of law enforcement and judicial officials</li> <li>▪ Enhance legal awareness, education and advocacy</li> <li>▪ Enhance gender sensitive informal justice, customary or community based dispute resolutions</li> <li>▪ Enhance community based response to GBV</li> </ul>
9. Private sector engagement	<ul style="list-style-type: none"> <li>▪ Enhance corporate social responsibility in addressing gender related matters</li> <li>▪ Enhance the capacity of contractors on social safeguards</li> <li>▪ Support the private sector to set up coordination mechanism to address gender issues at different levels</li> </ul>
10. Research, knowledge management and learning (Impact Weighting, 5%)	<ul style="list-style-type: none"> <li>▪ Technical and financial assistance support to the National Statistics Office (NSO) and users on gender disaggregated data.</li> <li>▪ Gender disaggregated data use campaigns to promote demand and supply for gender disaggregated data.</li> </ul>

If the Malawi Government and its development partners could implement the above priorities in a coordinated manner, it would significantly contribute to empowerment of women and girls and therefore achieve SDG 5, gender equality

## INTRODUCTION

This document is a Country Gender Profile (CGPCGP) for Malawi, developed by the Malawi Government, with financial and technical support from African Development Bank and UN Women. In preparation for the development of the CGP, the African Development Bank, Malawi Country Office approached UN Women-Malawi Office and the two organizations formed a partnership with the Government of Malawi to produce the CGP. The Bank initiated the CGP in the context of the importance the CGP plays in setting priorities for implementation of its Malawi Country Strategy Paper (2018-2022). For the Bank, the CGP provides inputs to the midterm review of its country strategy, which is due in November 2020 and its dialogue with the government. It will also ensure that Bank's programmes support gender-inclusive and sustainable poverty reduction strategy and economic growth.

For UN Women, the CGP was important because Malawi had not had CGP since 2005 and therefore, a new CGP would be critical in support of evidence-based design, implementation, monitoring and evaluation of its country programmes. For the government and civil society, the CGP can help to set priorities for implementation of country's new national gender policy and other development programmes, with assistance from funding and technical partners. The CGP sets the baseline and reference point for programming by stakeholders and will be used as a reference for support to the Government of Malawi by the UN, the Bank, other development partners, the private sector and international and national non-government organisations (NGOs). The CGP has been developed through a participatory process involving all key stakeholders, led by the Malawi Government through the Ministry of Gender, Child Development and Community Development.

**The CGP is organized around the following sections:** Section I provides the overall context of Malawi and explains the purpose of and potential uses of the CGP;

Section II describes the policy, institutional and legal framework for gender issues in Malawi; Section III presents the state of gender equality and women empowerment in Malawi, by looking at and examining sectoral gender issues and identifying gender issues. Following the assessment of sectoral gender issues, section IV examines the role of donors to identify entry points for promoting gender equality and women empowerment. In Section V, the GCP identifies priority themes or areas of action and potential interventions where stakeholders can invest their resources to expedite the achievement of gender equality and women empowerment, in addition to the targets set out in SDG 5. Section VI provides recommendations needed to implement the priorities identified in Section V, followed by the conclusions in Section VII.

Annexes 1 to 7 provide detailed data to support the findings discussed in the body of the report. Annex 8 contains a list of people consulted during the formulation of the GCP, whilst the interview guide that was used to interview stakeholders can be found in Annex 9. Finally, Annex 10 provides a list of documents that were reviewed and duly quoted in the development of the GCP.

### Methodology

The CGP for Malawi was developed through a mixed methods research approach which combined both quantitative and qualitative methods of data collection. Quantitative methods included extraction of data from secondary data sources, which included government policy document, donor reports, National Statistics Office (NSO) reports and published literature. Qualitative data collection methods involved meetings, key informant interviews and workshops.

Overall the data collection process was participatory and led by the Ministry of Gender, Children and Social Welfare to promote ownership of the CGP. The African Development Bank and the UN Women provided technical and financial assistance.

Specific methods of data collection are explained in the section below.

**Review of documents:** Review of secondary data was the main method for collecting quantitative data and the identification of evidence of gender inequalities in Malawi. Secondary data on Malawi was obtained from a number of Malawi Government documents, including laws and policies, National Statistics Office, Donor and NGO/CSO policies and program reports. The documents provided the background to the gender situation in the country, pointing out the country's main social, economic and political features, as well as the strategic context within which gender mainstreaming is taking place. An important element to this fact is that Malawi had just conducted its 6th National Population Census in 2018, a Demographic and Health Survey (DHS) in 2016 and an Integrated Household Survey in 2017, with the Census Report published in 2019. These national studies have provided significant information that has been used to develop the Malawi Gender Country Profile. Other secondary literature included the review of Joint Sector Strategy Review Report by PWC, 2019, the Malawi Gender Barometer and other relevant documents, which are acknowledged in the references section of the CGP. Analysis of documents, both policy, published and grey literature played a pivotal role in identifying evidence based key gender issues in the country. The documents reviewed included recently developed Gender Country Profiles for countries with similar context as Malawi, such as Uganda and Guinea Bissau, which are duly acknowledged in the references section (Annex 10).

**Key informant interviews:** The GCP formulation process included stakeholder consultations (Annex 8) on gender issues, to validate some of the problems and barriers identified in the review of documents and to ensure that men and women's voices are incorporated in the GCP. Key informant interviews were conducted face-to-face as well as through email and telephone

using a checklist provided in Annex 9. This checklist was reviewed and approved by the Bank and UN Women Officials, as well as the Government of Malawi and consultations were conducted by the National Consultant. Interviews were held with various stakeholders including from the government, development partners, NGOs, the private sector and CSOs.

**Reference Group:** The CGP process started with an inception meeting held on 9th March 2020 at the Ministry of Gender between the Ministry, the Bank and UN Women. During the meeting, a Reference Group (RG) was formed and representatives from government, UN Agencies, non-government organisations and the private sector were appointed to be members of the RG. The organisations nominated for inclusion were: Government (Ministries, Departments and Agencies) MDAs: the Ministry as Chair, the Bank, UN Women, Ministry of Agriculture, Irrigation and Water Development, Ministry of Energy, Natural Resources and Environment, Ministry of Transport, **National Statistics Office:** Non-government Organisations: Non-Governmental Organisation Coordinating Network (NGOGCN), Oxfam, and Action AID. The purpose of the RG was to guide the GCP formulation process, with the ultimate goal of promoting country ownership of the GCP. In addition to establishing the RG, the entry meeting discussed and agreed on the road map and key milestones for developing the GCP.

#### **Study limitations**

Due to the COVID19 pandemic and Government imposed restrictions on the movement of people and social distancing, it was difficult to conduct meetings with stakeholders. Even though the Reference Group recommended that consultations (key informant interviews and focus group discussions) be held with communities in four districts of Mzimba, Lilongwe, Mangochi and Chikwawa, this was not possible due to the COVID-19 restrictions. To address this gap, the technical team used recent qualitative studies and evaluation reports to get views from communities



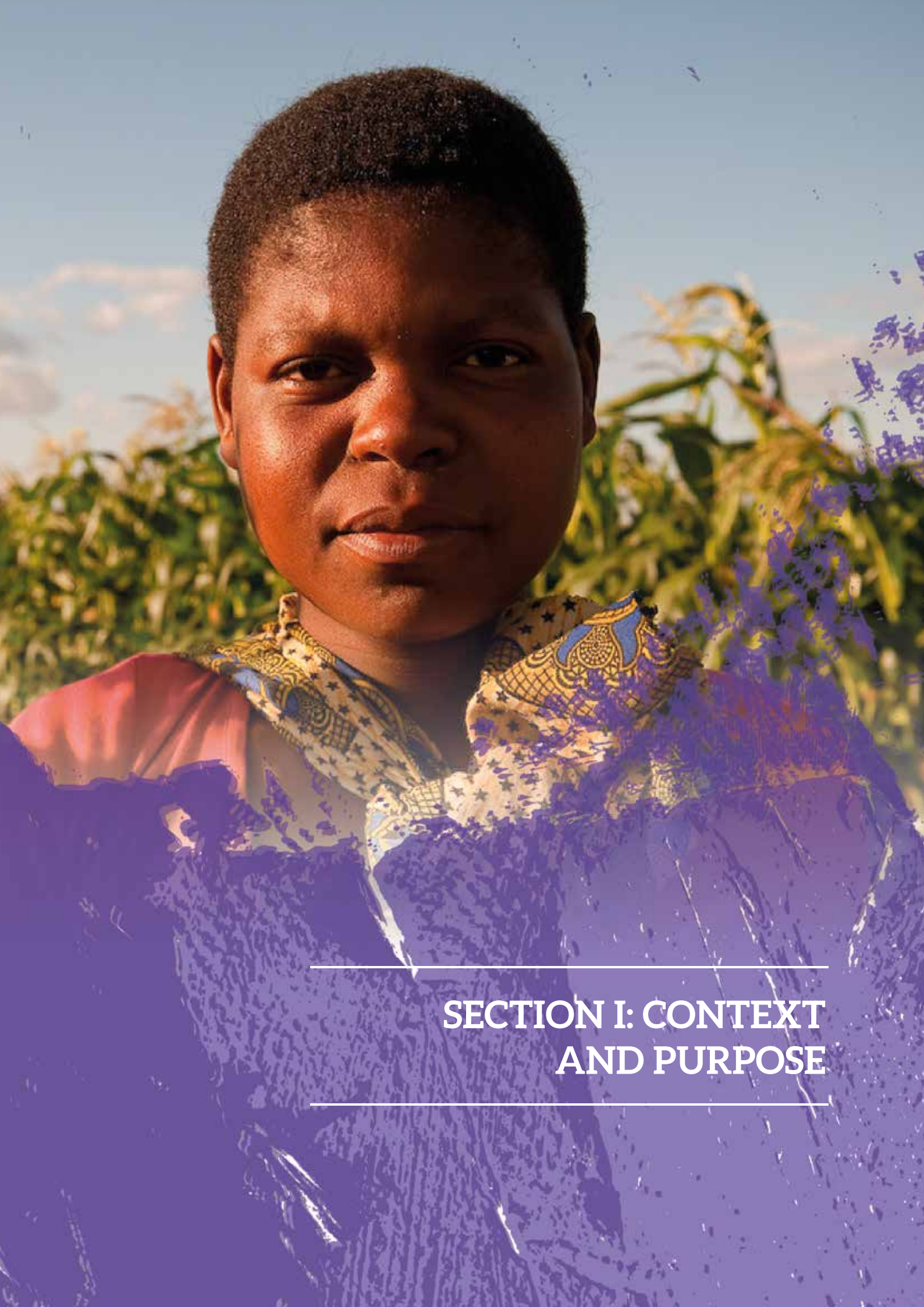
from various parts of the country. In addition, the consultant also interviewed three Traditional Authorities from three districts, one from each of Malawi's three regions.

The second challenge was related to data. It was particularly difficult to find gender disaggregated data in the energy and transport sector, as well as about the participation of women in decision making at sub-national level. We have recommended more investments in strengthening key government institutions at national and district level, including NSOs, to enhance

collection of gender disaggregated data and to establish statistical indicators which can be monitored over-time.

It was not possible to collect data on the participation of women in political parties, because of the fragile political environment, as well as the forthcoming re-run of the presidential elections due in July. The Centre for Multiparty Democracy (CMD), which works directly with political parties, reported that parties have not been providing data on the participation of women in their political parties.





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**SECTION I: CONTEXT  
AND PURPOSE**

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### 1.1. Country context

Malawi is a sub-Saharan land locked country located south of the equator. It is bordered to the north and northeast by the United Republic of Tanzania; to the east, south and southwest by the People's Republic of Mozambique; and to the west and Northwest by the Republic of Zambia (GoM, 2019). The country is approximately 118,484 square kilometers of which 94,276 square kilometers consist of land (See Map).

The remaining area is mostly composed of Lake Malawi, which is about 475 kilometers long and delineates Malawi's eastern boundary with Mozambique (Jere, 2012). The total population of Malawi in 2018 was 17,563,749 (GoM, 2019) representing an increase of 35% from a total of 13,029,498 in 2008. The inter-censal growth rate during this period was 2.9%. Close to half (49%) of the total population of Malawi are males (8,521,456) and 51% (9,042,293) are females.





The country consists of three regions: the Southern, Central and Northern regions. The Southern Region has the biggest population at 44% of the country's total population, followed by the Central Region, with 43% while only 13% of the population resides in the Northern Region. The majority of the population (14,780,385 people, 84%) live in rural areas while only 16% (2,783,364 people) live in urban areas. The urban areas comprise the four major cities of Blantyre, Lilongwe, Mzuzu and Zomba. Other towns and Bomas (district headquarters), and gazetted town planning areas are also included (GoM, 2019). This indicates that Malawi's population is still predominantly rural. Approximately the same number of male and female populations live in urban areas, at 1,385,218 and 1,398,146 respectively. However, in rural areas there are significantly more females than men, with 7,644,147 and 7,136,238 respectively. This may indicate that more males migrate to urban areas and

other countries leaving women behind (GoM, 2018), (ibid). Proportionately, the census results revealed that about 3% of the total population in Malawi are infants aged less than 1 year old; 15% of the population are aged under-five years and about 49%

Agriculture is the mainstay of the country's economy but face many challenges, including but not limited to climate change. The economy of Malawi is based primarily on agriculture, which in 2018, accounted for 30% of the Gross Domestic Product (GDP) of MK4.9 trillion (before accounting for taxes and subsidies (NSO, 2019). The country's major exports are tobacco, tea, and sugar and they account for approximately 85% of Malawi's domestic exports. Of the main exports, tobacco contributes the major share of export value, accounting for 70% of the total export value, seconded by tea (13%), sugar (6%), nuts, 5% and hides and skins (5%).

Commodities	Value of exports in 2017 (MK millions)	%
Tea	70139	13%
Tobacco	377,154	70%
Cotton	3,588	1%
Sugar	34,297	6%
Pulses	160	0%
Rice	109	0%
Coffee	2,117	0%
Nuts	25,328	5%
Skins & Hides	25,328	5%

Box 1: Value of exports in 2017 (MK millions), Source, NSO, 2019

In Malawi, the cash and export-oriented crops are predominantly grown by men. The role of women is limited to provision of labour and production of less valuable crops, such as maize and beans etc. They have little control and ownership of the proceeds from the industry. For instance, in 2018, 5.4% of all male headed households grew tobacco, which is the main cash crop for Malawi, compared to 1.3% of female headed households. Women tend to be more dominant in production of staple crops. This is demonstrated by the fact that 82.7% of female headed households compared to 73% for male headed households, grew maize (NSO, 2017). More basic statistics and core data 6 of this report.

#### Purpose of the CGP

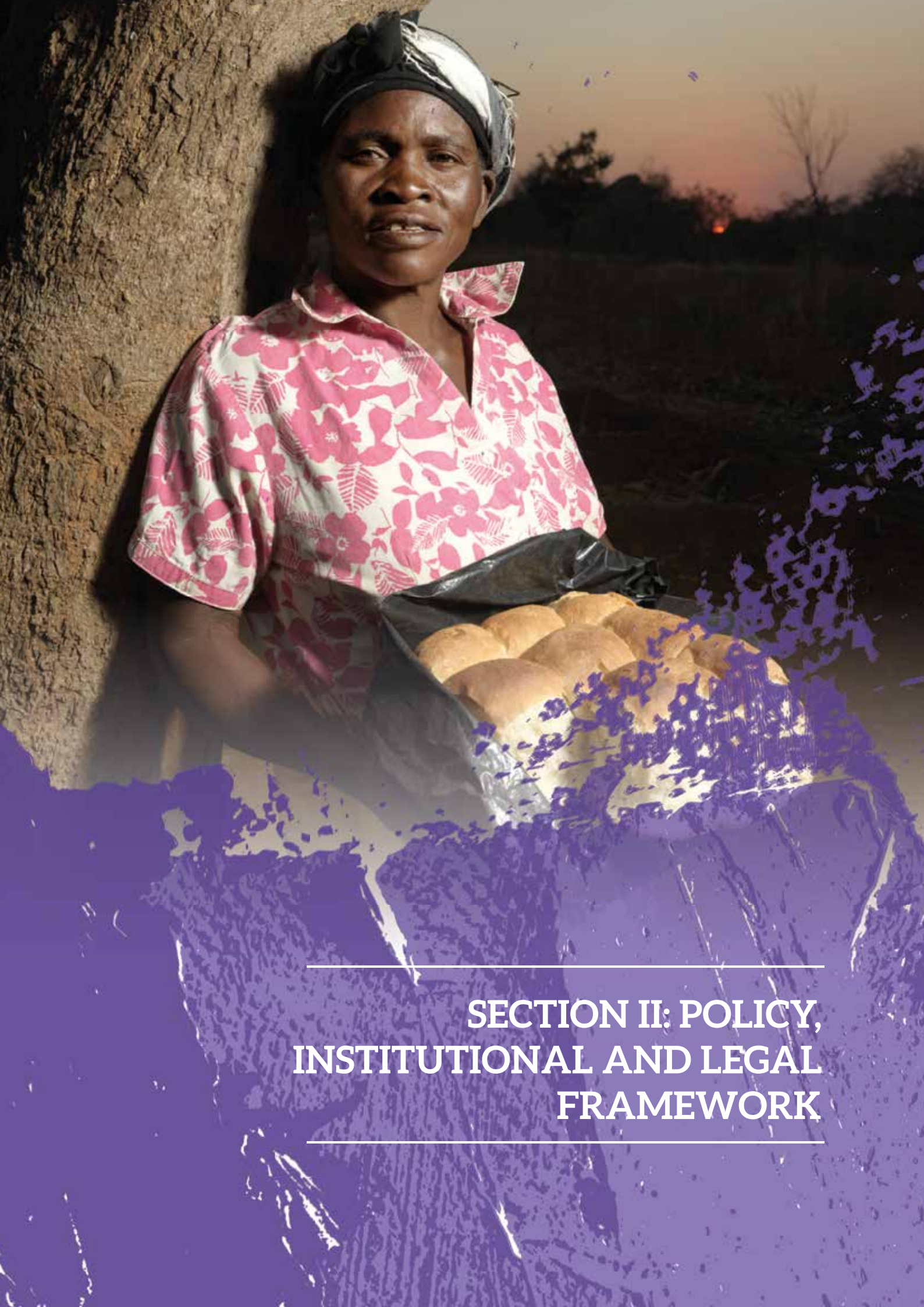
The CGP presents a review of existing gender issues identified through a review of documents and reports recently released. The generic purpose of CGPs<sup>1</sup> is to strengthen national understanding and data on

the advancement of international, regional and national commitments towards GEWE. CGPs are also a primary source for evidence-driven advocacy and programming for national stakeholders, international development partners and the UN System to advance the gains and overcome bottlenecks at the national, regional and global level (UN Women, 2018). For Malawi, the CGP will provide background analysis of issues for UN Women and the African Development Bank to consult with development partners, government officials, women's groups, private sector and civil society as part of the process to develop a Gender Country Profile (CGP) for Malawi. The CGP sets the baseline and reference point for the Country Gender Profile, which will be used as a benchmark for support to the Government of Malawi by the UN, the Bank, other development partners, the private sector and international and national non-government organisations (NGOs).



<sup>1</sup> (Also called Country Gender Equality Profiles by UN Women)





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**SECTION II: POLICY,  
INSTITUTIONAL AND LEGAL  
FRAMEWORK**

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## 2.1 Political and socio-economic environment

Malawi's political and socio-economic development since it became independent in 1964 can be explained in two distinct phases that reflect the various development policies pursued by the Government over the past six decades of self-rule. The two distinct phases are: the first phase, between independence in 1964 and 1993. During this phase, the country was under a single party authoritarian system of Government led by the first President Hastings Kamuzu Banda. In terms of development policy, this phase was characterized by significant state control of the economy and the country recorded rapid economic growth between the 70s and early 90s due to government investment in subsidies, especially in the agricultural sector. In the later years, in the 80s, development policy was mainly characterized by the World Bank's structural adjustment policies, which dominated international development policies in the 80s. Although Malawi experienced stable GDP growth in the 1970s, the growth was characterized by high state investments and subsidies and was not rated as sustainable by international financial institutions. During this phase, women in Malawi were mobilized through the Malawi Congress Party (MCP) as women's league and programmes to support women, were mainly focused on social welfare support and women in development theories. Under Kamuzu Banda's rule, the state appropriated the "mbumba" culture to create a mass-based political organization, and yet did not give women real power. Through the MCP, women were mobilised into a women's league and were expected to dance for the President, during his numerous meetings.

The second phase of the political and socio-economic environment in Malawi covers the period from 1993 to the present. In 1993, Malawi held a national referendum which changed the system of Government from a single party rule to multiparty democracy. The referendum was followed by a General Election in 1994, in which President Bakili Muluzi was elected as first President in a multiparty democracy replacing late Kamuzu Banda. This is the period which saw the transformation of gender issues in Malawi. After Malawi participated in

the Fourth World Conference on Women held in Beijing in September 1995, the Malawi Government strengthened the Ministry of Women and also formulated the National Platform for Action to implement recommendations of the Beijing Meeting. The period 2004 to 2009, when Bingu wa Mutharika was President, was characterized by rapid economic growth and during this period, Malawi was reported by Mkandawire (2016) to be a developmental state. For example, between 2004 and 2009, GDP for Malawi grew from 3.48% to 6.19% (World Bank, 2018). When Bingu died in 2012, he was succeeded by Joyce, who had been the first woman to be President in Malawi. During her reign, she promoted many women to take leadership positions (including the first ever and only female Inspector General of Police, many District Commissioners, Principal Secretaries and Ambassadors) at various levels of Government. She also implemented an economic recovery plan (ERP) and through that, the economy bounced back. Since Malawi adopted a multiparty system of Government in 1993, it has held six Presidential and Parliamentary elections in 1994, 1999, 2004, 2009, 2014 and 2019. Malawi has also held three Local Government elections in 2000, 2014 and 2019.

Since the transition to liberal democracy in 1993-1994, the Malawi government has shown a willingness to preach gender equality by adopting a nondiscrimination clause in its constitution and undertaking legal reform and policy initiatives; however, the political will to act is not in evidence. Women have resisted the cultural opposition to their empowerment by utilizing their matrilineal role as kingmakers and adopting arguments consistent with traditional participatory decision-making processes to push for changes in their favor, albeit with little effect. Currently, civil society seems the most viable option for speeding up women's participation in the political process and the legal sphere. Through it, women can push for legal changes, provide legal literacy to women, address constraints to women's participation in the cultural arena through civic education, and work closely together within and outside the formal political process.

## 2.2 Policy framework

### 2.2.1 Malawi Growth and Development Strategy

The overarching national development policy framework for Malawi is Malawi's 5 year medium term Growth and Development Strategy (MGDS), designed to contribute to Malawi's long-term development aspirations. The MGDS III also takes into account Malawi's international, continental and regional obligations where special consideration has been on domesticating the key commitments such as the 2030 Agenda on Sustainable Development Goals (SDGs), the African Union Agenda 2063, the Istanbul Programme of Action (IPoA), the Vienna Programme of Action (VPoA), the Southern African Development Community Regional Indicative Strategic Development Plan (SADC RISDP) and the Common Market for Eastern and Southern Africa (COMESA) Treaty.

The MDGS III recognises gender equality as a cross-cutting issue, which is foundational to socio-economic development since it has multiplier effects on all sectors of the economy (GoM, 2017). The MGDS recognises that systematic mainstreaming of gender, children, youth, persons with disability and the elderly can facilitate effective development planning and coordination, budgeting, implementation and monitoring and recommends implementation of gender transformative approaches (GTA) to challenge rigid norms, beliefs and practices that cause gender inequalities at all levels, (GoM, 2017 ). The MGDS is expected to achieve the following expected outcomes: increased meaningful participation of all gender groups in decision making; wealth creation and poverty reduction; and reduced gender-based violence at all levels. The MGDS has set specific key outcomes, performance indicators and targets for gender that are aimed at operationalizing Sustainable Development Goal (SDG) number 5, which is on gender equality. Annex 4 provides detailed MGDS gender targets for Malawi.



## 2.2.2 National Gender Policy

order to implement the gender priorities identified by the MGDS and to guide implementation of gender priorities across all sectors, the Government of Malawi through the Ministry of Gender, Child Development and Community Development has developed the National Gender Policy (NGP).

The Government developed the second edition of the NGP (2015-2020) in 2015. The purpose of

the policy is to strengthen gender mainstreaming and women empowerment at all levels in order to facilitate attainment of gender equality and equity in Malawi, which is key to achieving economic growth as indicated in the MGDS. Its goal is to reduce gender inequalities and enhance participation of women, men, girls and boys in socio economic development processes, which will contribute to achievement of SDG 5.

### The Eight NGP policy objectives

- i. To advocate for increased access, retention and completion to quality education for girls and boys.
- ii. To ensure women, men, boys and girls sexual and reproductive health rights, and HIV AIDS status are improved.
- iii. To strengthen gender mainstreaming in all sectors of the economy.
- iv. To reduce poverty among women and other vulnerable groups (Orphans, widows, PLHA, persons with disabilities, the elderly) through economic empowerment.
- v. To promote women's participation in decision making positions in both politics and public life.
- vi. To reduce gender based violence.
- vii. To strengthen the capacity of the National Gender Machinery.

Its goal is to reduce gender inequalities and enhance participation of women, men, girls and boys in socio economic development processes, which will contribute to achievement of SDG 5. The policy has four expected outcomes, which are: i) increased meaningful participation of women, men, girls and boys in decision making, wealth creation and poverty reduction, ii) reduced gender based violence at all levels, iii) enhanced gender mainstreaming across all sectors and iv) enhanced institutional capacity of the National Gender Machinery. The four expected outcomes of the policy contribute to the achievement of the MGDS and the Sustainable Development Goal (SDG) number 5, which is gender equality, hence they provide an entry point for programming by MDAs, NGOs/CSOs and development partners in Malawi. The current NGP has the seven priority areas as follows; i) Gender in education and training; ii) health; iii) agriculture, food security and nutrition; iv) natural resources and the environment and v) climate

change management; vi) economic development; vii) governance and human rights (GoM, 2015).

To complement the NGP, the Government has also prepared the National Plan of Action to Combat Gender-Based Violence in Malawi (2016 - 2021) to address and coordinate issues of violence against women; National Action Plan for Women Economic Empowerment (2016-2021) and the National Strategy on Ending Child Marriages (2018-2023) among others. As a cross-cutting programme, the Government of Malawi through the Ministry of Gender also developed the Gender, Children, Youth and Sports SWG Joint Sector Strategic Plan (JSSP) (2013-2017) and the successor is in the process of development. The aim of the Joint Sector Strategic Plan for gender and youth is to facilitate the implementation of MGDS gender and youth issues in 2012. The goal of the JSSP is, therefore, to "protect children and empower youth and women economically, socially and politically



while striving to achieve gender equality and equity". Achieving gender equality in education, health, economic development and other sectors, will contribute to overall national development.

### 2.2.3 The National Agricultural Policy

The NAP has seven expected outcomes as follows: (i) increased agricultural production and productivity. (ii) Increased diversification of agricultural production and marketed surpluses. (iii) Increased use of irrigation in crop production. (iv) Increased mechanization of farming and agro-processing activities. (v) Increased agro-processing and value addition of agricultural products, particularly by women and youth. (vi) Increased access by producers and consumers to well-functioning agricultural markets – input, output, and consumer retail markets and (vii) increased engagement by women, youth and vulnerable groups in agriculture policy processes and programs. Based on the seven policy outcomes outlined above, the NAP has identified eight policy priority areas:

- 1) sustainable agricultural production and productivity.
- 2) Sustainable irrigation development
- 3) Mechanisation of agriculture.
- 4) Agricultural market development, agro-processing and value addition.
- 5) Food and nutrition Security.
- 6) Agricultural risk management.
- 7) Empowerment of youth, women and vulnerable groups in agriculture.
- 8) Institutional development, coordination and capacity strengthening.

While this is the case issues of access to financial products (formal) and credit to women remain a challenge and significantly constrain women to participate in agribusiness, value addition activities and thereby contribute to overall national economic development. For example, access to loans in Malawi is 13% of households, with more male headed households more likely to get a loan (13.5%) compared to female headed (10.5%).

Gender is a fundamental cross-cutting issue in the agricultural sector since women provide over 70% of labour (GoM, 2016) and is priority number seven in National Agricultural Policy (NAP). The NAP recognises that the youth, women and vulnerable groups, including people living with disabilities, have limited access to, ownership and control of finances and productive assets in the sector. As such, women, youth and vulnerable groups are unable to benefit and effectively contribute to agricultural growth, food security and nutrition, which would ensure these groups also contribute to national economic development. To address these critical gender issues of the sector, the NAP plans to i) promote access to ownership and control of productive resources, including land, water, and farm inputs, for women, youth and vulnerable groups, ii) promote agricultural education and technical training for women, youth, and vulnerable groups particularly those living with disabilities, iii) support agribusiness entrepreneurship among women, youth, and vulnerable groups particularly those living with disabilities, iv) facilitate access to finance for women, youth and vulnerable groups in agriculture and v) promote participation of women, youth and vulnerable groups in agro-processing, value addition and agricultural exports.

The NAP will be implemented through the National Agriculture Investment Plan (NAIP), which is the medium-term Investment framework for the agricultural sector covering a five-year period (2018-2023). The NAIP has four programs (Policies, institutions and coordination; Resilient livelihoods and agricultural systems; Production and productivity; and Markets, value addition, trade and finance) and sixteen interventions areas, which include: Policy, Program and Stakeholder Coordination; Farmer Organisations; Public agricultural services delivery; Food and Nutrition Security; Investments in agribusiness; Access to financial services, among others. Implementation of the NAIP will be key to achieving the sector objectives, such as broad-based growth, poverty reduction, food and nutrition security, resilience, climate change adaptation and trade development.

The process for developing the NAIP started in September 2016, soon after the approval and adoption of the NAP (Mpaso, 2018).

#### **2.2.4 Sexual Reproductive Health Policy**

The overall health strategy for Malawi is the Health Sector Strategic Plan II (HSSP II) 2017-2022, which is as a medium term health strategic plan for the health sector in Malawi. The goal of the HSSP II is to move towards Universal Health Coverage (UHC) of quality, equitable and affordable quality health care with the aim of improving health status, financial risk protection and client satisfaction (GoM, 2017). Under the HSSP I Malawi made substantial health gains.

HSSP I targets for Under-5 mortality and infant mortality were surpassed, 63/1000 live births against a target of 78/1000 livebirths for the former and 42/1000 livebirths against a target of 45/1000 for the latter. There was also a steady decline in the maternal mortality ratio (MMR), which was estimated at 439/100,000 live births in 2016, down from 675/100,000 in 2010. Despite the progress, Malawi's MMR and neonatal mortality rate (NMR) are among the highest in sub-Saharan Africa. The HIV prevalence among women and men age 15-49 age decreased between 2010 and 2015-16 from 10.6% CI [9.6%-11.6%] to 8.8%, CI [8.0%-9.5%] (GoM, 2017). Through the HSSP II, the Malawi Government is committed to providing comprehensive and integrated Sexual and Reproductive Health (SRHR) services in line with the recommendations of the International Conference on Population and Development (ICPD) held in Cairo, Egypt, 1994. Malawi is also a signatory of the AU Maputo Plan of Action which advocates for integrated SRHR Plan.

The Ministry of Health through the Reproductive Health Unit has since 1997 coordinated the integration, implementation, monitoring, and evaluation of SRHR services at all levels. The Malawi National Reproductive Health Programme is the framework through which the Ministry of Health manages SRHR services.

The National RH programme goal is to promote through informed choice, safer reproductive health practices by men, women, and youth including use of quality and accessible reproductive health services (UNFPA, 2019). The 2002 Sexual and Reproductive Health and Rights (SRHR) policy was revised in 2019 due to the need of incorporating emerging issues in various components of SRHR, which include Basic Emergency Obstetric and Neonatal Care (BEmONC); Community Based Maternal and Neonatal Care; Cervical Cancer Screening; Youth Friendly Health Services, Anti-retroviral therapy, and Prevention of Mother to Child Transmission (PMTCT). These emerging issues are in line with both national and international recommendations on SRHR services. These include the Malawi Growth and Development Strategy (MGDS); African Union SRHR policy guidelines; the Malawi Reproductive Health Strategy 2006 -2010; Millennium Development Goals (MDGs); The Road Map for Accelerating the Reduction of Maternal and Neonatal Mortality and Morbidity in Malawi; and Malawi Gender Policy.

#### **2.2.5 Institutional framework**

Gender issues are multi-sectoral and cross cutting. This means that coordination of policy implementation is critical. To promote gender equality and equity in the national development system, the current gender institutional framework and coordination mechanisms include a Cabinet at the top for policy formulation and approval, a Cabinet Committee on Community and Social Affairs for review of policy and legislation. In Parliament, there is a Parliamentary Committee on Social and Community Affairs, which is responsible for gender issues in Parliament. There is also a Parliamentary Women's Caucus, which comprises of all female Members of Parliament. The Caucus is mainly responsible for lobbying and Advocacy of gender issues in parliament, in collaboration with the Parliamentary Committee on Social and Community Affairs. There is a Gender Advisory Committee (GAC) responsible for advising the cabinet committee on Gender. It is also responsible for mainstreaming gender in their respective line/sector activities.

The responsible national body for gender in the country is the Ministry of Gender, Child Development and Community Development (MoGCDCD). The Ministry has a dedicated Department of Gender Affairs that provides policy guidelines and coordinated implementation of the National Gender Policy. There are proposals to strengthen the Gender Department by including the Policy Analysis Unit (PAU) and establishing a Project Management Unit (PMU) to support implementation of the NGP. According to MoGCDCD and confirmed by interviews with stakeholders, gender focal points have been established in Ministries, Departments and Agencies in the public sector for the purpose of coordinating mainstreaming of gender in the respective sectors. The media and civil society organisations facilitate gender mainstreaming activities in their respective constituencies, but they have limited technical capacity, are poorly funded and most officers assigned as gender focal points are juniors with no expertise and limited policy influence. The Development Assistance Group on Gender (DAGG) coordinates gender mainstreaming and programming amongst development partners. According to interviews with MoGCDCD, the DAGG has not been active over the past five years, due to poor coordination and limited resources. Instead, the Technical Working Group on gender has been more effective in facilitating coordination.

At technical level, there are specific Technical Working Groups (TWGs) on i) Gender, Culture, HIV and AIDS and Human Rights Technical Working Group; ii) Gender Based Violence Technical Working Group and the Technical Working Group on Political Empowerment of Women (GoM, 2015). The Ministry makes policies, strategies and programs for the protection and promotion of the rights of women and children. It also has the responsibility for supporting advocacy and coordination of mandated activities with other stakeholders (PWC, 2019).

For effective overall coordination, the Government has established the Gender, Youth Development and Sports Sector Working Group, under which there are a number of technical working groups, including the

Gender Technical Working Group, to address specific gender issues.

The Gender, Youth Development and Sports Sector Working Group coordinates with other Sector Working Groups to ensure that gender is mainstreamed in all the sectors. Coordination within non-governmental organizations is done through the NGO Gender Coordination Network which has a full-time secretariat to coordinate gender mainstreaming efforts within NGOs.

Within the private sector, coordination of issues affecting the sector is done through the Malawi Confederation of Chambers of Commerce, but consultations with individual private sector companies found that there is no specific gender coordination mechanism with the private sector.

As a result, most private sector companies (four out of five) that were interviewed had no specific gender policy, had no gender focal points, were not aware of the Government national gender policy, and had no specific gender programmes. However, some companies, such as the National Bank of Malawi, have strong Corporate Social Responsibility (CSR) programmes, allocating 2% of their annual profit to CSR programmes. From the CSR, the National Bank of Malawi supports gender related activities (such as supporting girls education, women economic empowerment programmes etc.) based on funding applications submitted by stakeholders.

As regards to the UN, there is a Gender and Human Rights TWG that coordinates UN action on gender and human rights. There is also a donors' group on gender and Human Rights. These structures provide the main linkage between development partners and Government in supporting implementation of SDG Number Five. In efforts towards UN Delivering as One, UN Women Country Office chairs the Gender Technical Working Group (GTWG) and the Project Management Team (PMT) within the UN System. UN Women coordinates routine coordination meetings among agency technical, management, and other teams, the sharing of draft and final reports, joint programming and implementation have been established to ensure continued strong collaboration.



The UN Women Country Office engages the UN agency partners bilaterally with UNICEF, FAO, UNAIDS, WFP and UNHCR. UN Women leverages funding from other UN agencies, such as: UNICEF on gender integration into education programming including the UNCT for gender responsive humanitarian action; for collaboration with WFP and UNHCR on refugees; for joint programmes with FAO on the right to food through access to land; and from the Flemish Government through UNDP. The UN Women country office participates in the SDG UN Task Force to ensure gender is integrated during the SDG localization process. UNDP Malawi has a Gender Equality Strategy 2018 – 2023 aimed at achieving gender equality in UNDP operations and programmes.

### **2.2.6 Legal framework for gender equality**

The Government of Malawi has put in place strong measures to ensure that Social Inclusion and Gender equality standards are mainstreamed in all development frameworks. At international level, the Government of Malawi has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1987. Malawi is also party to the Beijing Declaration and Platform for Action (BDPA), which was adopted at the Fourth World Conference on Women (FWCW) held in 1995 in Beijing, China. Malawi has also ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa on 20th April, 2005 and the Charter was deposited on 29th June 2005 ([www.achpr.org/instruments/women-protocol/ratification/](http://www.achpr.org/instruments/women-protocol/ratification/)).

Malawi has also ratified the SADC Protocol on Gender and Development (2008). The Government is also a signatory to the UN Convention on the Rights of the Child and signed the Optional Protocol in 2000, but has not yet ratified it. Malawi is also a signatory to the UN Sustainable Development Goals which were approved in 2015 (GoM, 2017). The Government has generally committed to many international instruments on gender equality, which indicates its commitment

to improving the legal status and protection of women and the most vulnerable groups.

At national level, the Constitution of Malawi (1994) specifically provides for equal rights for women. It forbids discrimination based on language, culture, or religion and generally, it provides for equality and recognition before the law for every citizen. The Constitution also contains a Bill of Rights, which was not available prior to 1994, providing for fundamental civil and political rights. The Constitution of Malawi is the supreme law of the land and all laws that contradict it are invalid. Section 30 of the Constitution states all persons and peoples have a right to development and, therefore, they have the right to the enjoyment of economic, social, cultural and political development. Women, children and people with disabilities are particularly given special consideration in the application of this right in the Constitution. The Constitution has recently been amended to raise the minimum age of marriage from 16 to 18 years, for both girls and boys, following advocacy by various stakeholders (UNICEF Malawi, 2018).

The Government has also enacted several gender related laws to deal with the challenges faced by women and girls. They include the Prevention of Domestic Violence Act of 2006; Deceased Estates (Wills, Inheritance and Protection) Act of 2011; Gender Equality Act of 2013, Trafficking in Persons Act of 2015; Child Justice Act (2010); and the Marriage, Divorce and Family Relations Act of 2015. In 2017, the Constitution of Malawi was amended to harmonise the child age and marriage age at 18 years of age. The idea was to criminalise child marriages in all its forms. The Land Act was also reviewed in 2017 to increase women's access, control and ownership of land, which is a key productive asset.

The Gender Equality Act (GEA) was passed by Parliament in 2013. Its purpose is to take action and address the inequalities that exist between men and women in many aspects of daily life.

The Act seeks to promote gender equality, equal integration, influence, empowerment, dignity and opportunities for men and women in all functions of society; to prohibit and provide redress for sex discrimination, harmful practices and sexual harassment; to provide public awareness on promotion of gender equality (Sibale, 2018). The GEA states that it shall apply to all persons and to all matters, thereby incorporating issues that affect the women and youth in Malawi. The GEA requires quotas in the employment sector and education institutions, which means that an appointing or recruiting authority shall appoint or recruit no less than 40 percent and no more than 60% of either sex in any department in any place of employment (Malawi Scotland Partnership).

In 2015, the Malawi Parliament passed the Marriage, Divorce and Family Relations Act (Marriage Act) of 2015 (GoM, 2015) and the Trafficking in Persons Act (2015). The marriage law increased the minimum legal age for marriage from 16 to 18 years to address the problem of early marriages. Malawi's child marriage rates at 42% are among the highest in the world, with one out of two girls married before they turn 18 (Human Rights Watch, 2015). Because the provisions of the new law could not override Malawi's Constitution, the Constitution was amended afterwards in 2017 to raise the minimum age to 18 for both boys and girls without parental consent. The new Marriage Act consolidates all laws on marriage and divorce. In addition to setting 18 as the minimum marriage age for boys and girls, it contains strong protections for married women, giving equal status to both parties. It also includes a new requirement to register marriages with the government (Human Rights Watch, 2015).

The Child Care, Protection and Justice Act of 2010 was enacted to consolidate many laws that were available in the past, relating to children by making provisions for child care and protection and for child justice including matters of social development of the child and for connected matters (GoM, 2010). The Act defines a «child» as a person below the age of sixteen years.

The Act says that if the age is not known, the word child also means a person who appears to be below sixteen years of age.

The Child Care, Protection and Justice Act of 2010 also attempts to prohibit forced marriage and criminalizes the abduction of girls under 16. The recent Amendment to Penal Code Act, 2011 raised the age of sexual consent from 13 to 16 years; and this is in line with the Child Care, Protection and Justice Act of 2010. The Marriage Act of 2015, recently raised the age of marriage to 18 years in an attempt to combat child marriages, which affects a lot of girls and boys in Malawi.

With regard to the Constitution, the mandate of the Ministry of Gender, Child Development and Community Development (MoCDCD) relates to the protection, advancement and development of women and children. The Ministry make policies, strategies and programs for the protection and promotion of the rights of this group. It also has the responsibility for supporting advocacy and coordination of mandated activities with other stakeholders (African Development Fund, 2005). The main gender issue on legislation is that while the country has made strong progress in passing legislation to protect the rights of women and children, awareness and knowledge about such laws is generally limited, which affects the extent to which men, women, boys and girls can access justice. Another important gender issue, which has been highlighted is the limited sectoral gender capacities to disseminate and scale up interventions that deliver justice and gender interventions at local level (Zeiger, Cifarelli, Sibale, & Marshall, 2018).

#### **Trafficking in Persons Act (2015)**

Malawi is a source, transit, and destination country for men, women, and children trafficked for the purposes of forced labor and sexual exploitation (GoM, 2015). The incidence of internal trafficking is believed higher than that of transnational trafficking, and practices such as forced labor exist, particularly on tobacco plantations.

Children are trafficked primarily within the country for forced labor in agriculture, animal herding, domestic servitude, and to perform forced menial tasks for small businesses. Girls and young women are trafficked internally for forced labor and prostitution at local bars and rest houses (US Department of State, 2009). To address these challenges, in 2015, Parliament enacted the Trafficking in Persons Act (2015) to prevent and eliminate trafficking in persons and to establish the National Coordination Committee against trafficking in persons (GoM, 2015). The Act defines trafficking in persons as recruiting, transporting, transferring, harboring, receiving or obtaining a person, within or beyond the borders of Malawi through threats, abductions, fraud or deception, abuse or threats and others.

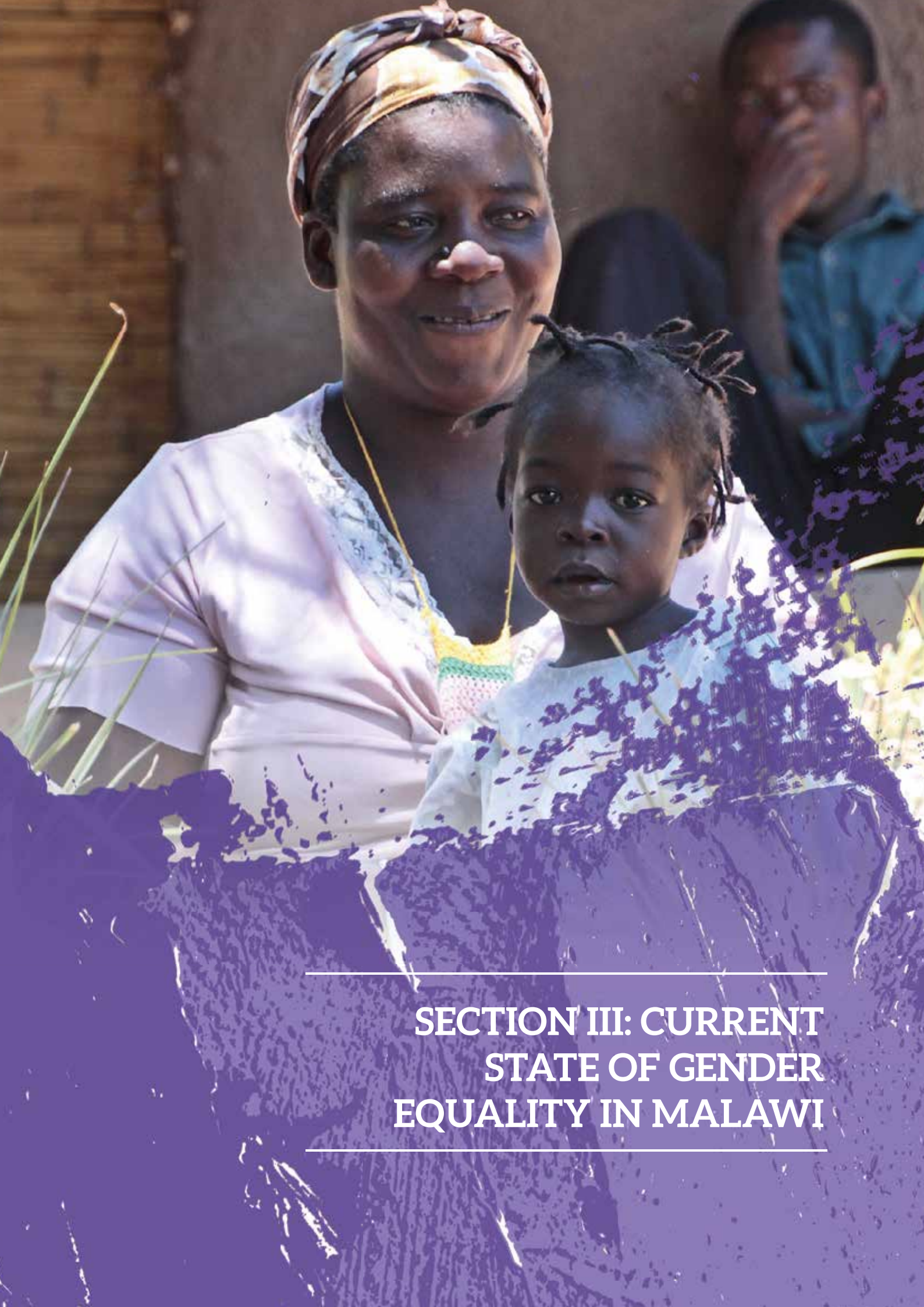
#### HIV and AID Act (2017)

HIV prevalence among adult women (aged 15-64) is higher (12.8%) than men of the same age (8.2%), indicating that women are the main victims of HIV and AIDS. The Government has recently (2017) developed

the HIV and AIDS Act (2018), which provides the legal framework for the prevention and management of HIV and AIDS in Malawi. The Act provides for the protection of rights and obligations of persons living with HIV or affected by HIV and AIDS. It also provides the legal foundation for the establishment of the National AIDS Commission in Malawi. The Act criminalizes discrimination, ensures privacy and confidentiality for people living with HIV. The Act provides that any person who is at least thirteen years of age may access Voluntary Counselling and Testing (VCT) without the consent of a parent or a legal guardian, thereby ensuring access to VCT services for girls and boys without involving their parents. More importantly, the HIV and AIDS Act, in its First Schedule, has identified and criminalized 13 harmful practices that predispose women and girls to HIV infection. The Act provides that any person who practices a harmful practice commits an offence and shall be liable, upon conviction to a fine of K5, 000,000 (about \$7000) and imprisonment for five years (GoM, 2017).







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**SECTION III: CURRENT  
STATE OF GENDER  
EQUALITY IN MALAWI**

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Malawi is a signatory to the SADC protocol on Gender and Development, the Maputo protocol and is a signatory to the CEDAW. The national gender policy takes cognisance of the regional, international policies, Declarations and proclamations on gender. Despite all the initiatives and effort to put in place policies and strategies, their implementation is weak (Southern Africa Trust, 2018).

The Gender and Development Index (GDI) for Malawi is 0.930 and the country is ranked 172 out of 189 countries and territories (UNDP, 2019). The GDI is the ratio of female to male HDI values. Countries are divided into five groups by absolute deviation from gender parity in HDI values and Malawi is in Group 3, which comprises countries with medium equality between women and men (absolute deviation of 5-7.5%). In terms of HDI achievements, South Africa and Botswana are the only two countries in SADC who have gender parity in HDI values and belong to group 1 of GDI.

The Global Gender Gap Index and the Gender Inequality Index place Malawi in low rankings: 101 out of 144 countries (World Economic Forum, 2017) and 171 out of 189 countries (UNDP, 2018), respectively. These low rankings are primarily due to low education attainment and a low score of economic participation

and opportunities for women. Malawi ranks 173 out of 188 on the UN's Gender Inequality Index (GII) and has the eighth highest child marriage rate in the world. Annex 5 presents the status of Gender Inequality in Malawi relative to the SADC countries based on the Human Development Report 2018 Statistical Update (UNDP, 2018).

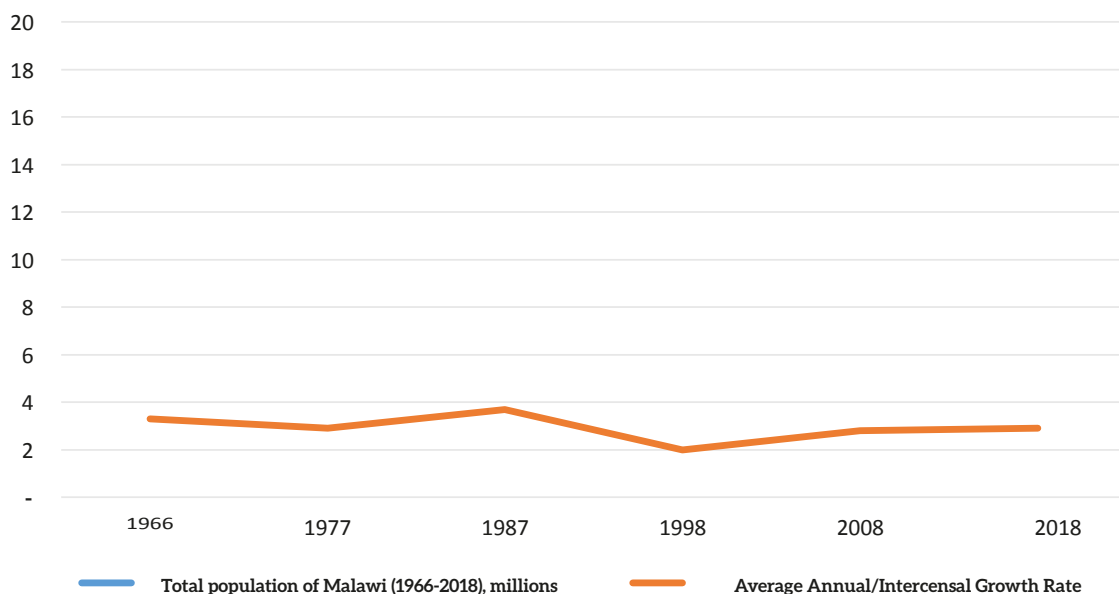
## Part A: Systemic Country Issues

### A1: Demographic structure

Malawi has a predominantly rural population. In 2018, 84% of the population were living in rural areas, deriving their livelihoods from agriculture (GoM, 2019). Much of the countryside is “deeply rural” in that it is characterized by a poor rural road network and poor physical, economic and social infrastructure. In 2018, Malawi's female population was estimated 9.2 million representing 51%, while the male population was approximately 8.94 million representing 49%. Rapid population growth and high population density deplete Malawi's land, water, and forest resources and will put enormous strain on the sectors. Reduced plot sizes and increasing vulnerability to climate change, further threaten the sustainability of Malawi's agriculturally based economy (PWC, 2019).

**Figure 1: Population trend in Malawi, Source: (GoM, 2019)**

### Total population and intercensal growth rate for Malawi (1966-2018)



Women are increasingly using contraceptives to prevent or space pregnancies. The table in Annex 6 presents the demographic data for Malawi. The 2018 Census shows that in Malawi about 3% of the total population comprised infants aged less than 1 year, 15% were aged under-five years and about 49% were aged 18 years or older, while a further 4% were aged 65% or older. The median age of the population in Malawi is 17 years. The age and sex pyramid shows that Malawi's population is still youthful but also transitioning from high fertility to low fertility as is confirmed by the narrowing base of population aged 0-4 years.

### A2. Religious beliefs

In terms of religion, which shapes many gender attitudes, beliefs and practices, the Census showed that 17.2% of the population are Roman Catholics, 14.2% belonged to Church of Central African Presbyterian (CCAP), 13.8% are Muslims, 9.4% were Seventh Day Adventist/Baptist/Apostolic, 26.6% were other Christian denominations and 5.6% were population with other non-Christian denominations and 2.1% had no religion.

### A3: Women headed households

Malawi has a total of 3,984,929 households and 1,401,211 of these are headed by females, representing 35% of the total (NSO, 2018). In urban areas, 81% of households are headed by males and 20% are headed by females. While in rural areas, 73% of the households are headed by males and 27% are headed by females (NSO, 2017). At regional level, 38% of households in the Southern Region, are headed by females while in 31% and 33% are in the Northern and Central regions, respectively (GoM, 2019). With respect to the household head by age, 28% of the households are headed by females aged 24 years or less and 22% of the households are headed by females aged 35-49 years old. About 92% of female headed households are headed by widows.

### A4: Employment/unemployment

Overall, 89% of employed persons in Malawi are engaged in informal employment. Informal

employment is more prevalent in rural than in urban areas. Women are more likely to be employed in informal employment than males (NSO, 2013). The DHS of 2016 reported that married men (98%) are more likely to have been employed than married women (72%), (NSO, 2017). There are also marked differences in informal employment between rural and urban areas. In rural areas, the percentage of employed persons in informal employment is 91% compared to 69% in urban areas. Men and women in urban areas are less likely to be in informal employment than their counterparts in the rural areas. Gender disparities exist in wage employment in non-agriculture and agricultural sectors alike. Women are more likely to be employed in informal employment than males (NSO, 2013).

In terms of formal employment, women constitute 30% of total wage employment in non-agriculture in Malawi (NSO, 2017). The 2013 Malawi Labour-force Survey indicated that the female and male shares of employment in senior- and middle-management are very low at 0.32% for males and 0.07% for female. Unemployment rate is higher among females (26% than among males (14%). In urban areas, the unemployment rate is 28% and the corresponding rate is 19% in rural areas (NSO, 2013). The female labour force participation rate (LFPR) is lower (73%) compared to male LFPR (82%), which means that there are fewer women than men age 15 - 64 years who are economically active to the total population. The MDHS of 2017 reported that 61% of men who were employed were paid in cash only, compared with 30% of women. More disturbingly, women are far more likely to not be paid for their work compared to men. Specifically, 59% of women reported that they are not paid for their labour compared to 26% of men (NSO, 2017).

The 2018 Population and Housing Census collected information on economic characteristics of the population aged 10 years and older but in this report information is provided for the population aged 15 to 64 years.



All the eligible household members were asked whether one worked during the last seven days or not. The Census showed that out of 17,563,749 persons enumerated, 9,188,275 (52.3%) were persons aged 15 to 64 years. Of these 6,614,065, representing 72%, were economically active and 2,574,210 were economically inactive, representing 28% (GoM, 2019). Gender differences were minimal in terms of the percentage of men and women who were economically inactive at 15% of men compared to 15% of women. In terms of employment and unemployment, the Census report of 2018 showed that out of the labour force of 6,614,065 persons, 5,389,463 (81.5%) were employed and 1,224,602 (18.5%) were unemployed. The unemployed were persons who during the reference period of seven days did not work even for an hour but were available for work. Comparing between men and women, the Census report showed that unemployment was higher for women (20.3%), compared to that of men (16.7%). Labour force participation rate is the percentage of working population to the total population aged 15 to 64 years. The Census found that labour force participation for men was 73% compared to women's 71%, which means that women are more likely to not be actively involved in the labour market than men (GoM, 2019).

#### A4.1 Trade Unions

The Malawi Congress of Trade Unions (MCTU), is the confederation of trade unions in Malawi and consists of 26 affiliate trade unions. It is also affiliated to the International Trade Union Confederation (ITUC). The MCTU, through its affiliates, represents about 150,000 workers in Malawi. Of the total members (150,000), 39% are women, with the remaining 61% being men. The MCTU aims to promote the growth of union movements in Malawi thereby contributing to the realization of workers' rights, social justice and improved working conditions through education,

networking, research, organizing, advocacy, and policy engagement. Within MCTU, women occupied close to 40% of leadership and decision-making positions in 2018. Lately, the MCTU has revised its constitution to include women and youth structures in line with the Southern Africa Trade Union Co-ordination Council (SATUCC) policy on gender and youth, and developed a policy on a 50/50 participation of both women and youth in MCTU activities (LO/FTF Council, 2017).

#### A5: Unpaid work

By definition, unpaid domestic and care work (also called household work, domestic labour or family work) refers to the provision of services for family and community members outside of the market, where concern for the well-being of the care recipients is likely to affect the quality of the service provided (Oxfam, 2016). The Census of 2-18 reported that of the total economically inactive men, 5% are home makers, 20% have never worked, 30% are students, 2% are disabled and 34% are inactive for various other reasons. For women, 19% of the economically inactive are home makers, 20% have not worked before, 25% are students, 2% are disabled and 35% have are inactive for various other reasons. The data means that more women are confined to unpaid home maker jobs than men and that more women are likely not to be working and not in school This means that women will be excluded from the labour market for a long time, given that they are not being educated in preparation for future work opportunities (GoM, 2019).

The MDHS of 2017 reported that 61% of men who were employed were paid in cash only compared to 30% of women. More disturbingly, women are far more likely not to be paid for their work compared to men. Specifically, 59% of women reported that they are not paid for their labour compared to 26% of men (NSO, 2017).

This was also reported by a Rapid Care Analysis (RCA) conducted by Oxfam (Oxfam, 2016) in Lilongwe and Chitipa districts, which showed that women did more unpaid care work than men. This can be attributed to the roles ascribed to women by society. Unpaid work is particularly acute among younger men and women, but less strong among older populations. Pregnancy and young babies, particularly newborns, impose additional time and mobility constraint on women, which prevents them from engaging more in income-generating activities. The unequal distribution of care work between genders constrains women from engaging in political participation and income-generating activities, limiting their decision-making power and control over assets at the household level. In addition, it prevents women from fully enjoying basic needs/rights like sleeping or personal care, and has a direct negative impact on their well-being (Oxfam, 2016).

#### **A6: Gender Based Violence**

The Government of Malawi defines gender based violence (GBV) as violence that is directed against a woman because she is a woman or that affects women disproportionately” (GoM, 2015). In addition, violence against women is defined by the UN Declaration on Violence against Women 1993 as “acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty whether occurring in public or in private life.” The General Recommendation 19 also specifies that GBV may constitute a violation of women’s human rights, such as the right to life, the right to equal protection under the law; the right to equality in the family; or the right to the highest standard attainable of physical and mental health (GoM, 2015).

As indicated in the section on the legal situation in Malawi, the country has made some progress,

particularly towards strengthening the legal and policy framework relating to gender. Malawi has a strong policy and legal framework on violence against women and girls and harmful practices as evidenced through the enactment of many gender related policies and laws that protect women, girls and boys. Malawi has ratified most of the core UN human rights treaties, and has made improvements in the architecture for gender equality and violence prevention, mitigation, and response. In less than a decade, several significant pieces of legislation have been enacted.

Common forms of gender-based violence are included, but are not limited to early child and forced marriages, harmful cultural practices, such as sexual rituals, sexual cleansing, religious beliefs, low literacy levels, and low economic empowerment of women. The proportion of pregnant women that are abused by their husbands is at 5%. These issues are exacerbated in cases of violence against women in Malawi.

A recent evaluation of the National Child Protection strategy for the MoGCDSW noted that there are major issues such as cultural bias, GBV and limited female representation in decision making bodies that still remain weakly addressed (Zeiger, Cifarelli, Sibale, & Marshall, 2018). During the evaluation, stakeholders, including local women stated that GBV levels are high because of illiteracy, poor knowledge of human rights, especially the rights of women and girls, poor economic opportunities for women and girls as well as cultural practices. The 2015-16 Malawi Demographic and Health Survey (MDHS) found that an average of 34% of women aged 15-49 experienced physical violence by age 15 while 20% experienced sexual violence. Malawi Demographic and Health Survey (MDHS) found that an average of 34% of women aged 15-49 experienced physical violence by the age of 15 while 20% experienced sexual violence.

A baseline survey on GBV conducted in 17 districts of Malawi in 2012, found that more (38%) of female respondents experienced physical, psychosocial and sexual violence compared to 30% of the male respondents who reported experiencing the same. The report further found that the prevalence of child marriages has gone up nationally. The percentage of women who were 15-19 and already married in 2010 was 19.5%. This increased to 21.5%, according to DHS, 2016. Overall, the percentage of young women aged, 15 to 19 who are currently married (those actually and those living in union as if married) has not changed between 2010 and 2016. It was at 23.4% in 2010 and is currently at 23.5% (DHS, 2016). In addition, there has been an increase in the percentage of young married women (age 15-19) who have experienced physical violence since age 15 from 20.9% in 2010 (DHS, 2010) to 23% in 2016 (DHS, 2016). The percentage of young married women (age 15-19) who have experienced physical violence "often or sometimes" in the past 12 months increased from 11.8% in 2010 (DHS, 2010) to 13.1% in 2016. On a positive note, the percentage of women aged 15-19 who have ever experienced sexual violence reduced from 17.8% in 2010 (DHS 2010) to 13.5% in 2016 (DHS, 2016). Spousal violence and intimate partner violence reduced from 48% in 2010 to 42% (DHS, 2016). The most common type of spousal violence is emotional violence (30%), followed by physical violence (26%) and sexual violence (19%).

There are also high rates of marital control and spousal violence in Malawi. About seeking services or prevention, less than half of them sought help to stop the violence and about half have never sought help and never told anyone (NSO, 2016). Interestingly the MDHS reports that among women who have sought help after experiencing physical or sexual violence, they only seek it from own family, her husband's family, or a friend (NSO, 2016) and not police. Fifty-three percent (53%) of married women reported that their current husband is the main perpetrator of physical violence and 31% reported that their former husbands were main perpetrators.

For women who had never been married, family members including mothers, stepmothers, fathers, brothers have also committed violence towards these unmarried women. Stakeholders interviewed indicated that currently, gender and GBV issues are not strongly integrated within the Ministry of Health beyond discussions on the One Stop Centers. There is also a disconnect between the health system and judiciary system, with limited one stop centres that offer integrated services for victims.

#### **A7: Decentralization and public administration**

Malawi is administratively and politically divided into three regions: North, Central and Southern. In total, there are 28 districts and 193 Constituencies. Each political constituency has two Wards and each ward is represented by Ward Councilor, who is elected together with a Member of Parliament and the President of the country in five yearly tripartite Local Government, Parliamentary and Presidential elections. The District Commissioner (DC) is the Controlling Officer and Head of Civil Service at district level. At the top of public administration, is the Office of the President and cabinet, headed by the President of the Republic. Sector ministries are politically headed by Minister and technically by the Principal Secretary. Civil servants are, in principle, recruited through a largely independent Civil Service Commission, and cannot be dismissed except for cause. In each ministry, there is a Principal Secretary who runs the ministry - under the supervision of the minister (Prud'homme, 2010). Below the central government, there are at least four levels of politico-administrative organization: districts, traditional authorities' areas, group villages and villages. None of them is presently a full-fledged local government and the last two are more informal than formal. At the lowest level, there are about 18,000 villages and about 2,300 groups of villages. The population size of a village would, therefore, be around 600 people and that of a group about 5,000 people (Prud'homme, 2010).



### A7.1 Gender and public administration

The Public Service is the largest employer in Malawi with 1,492 officers in decision-making positions according to 2014 statistics. According to the Office of the President and Cabinet, (2020) of these positions, only 40 % are women compared to 60% men (Table 6) in Ministries, Departments and Agencies (MDAs). There are evident gender disparities in the public sector super scale grades, with men dominating almost all decision making positions. For example, in Ministry of Transport<sup>3</sup>, of 11 Directors, only 1 (9%) is a woman and yet the Gender Equality Act (2013) provides that each gender should not be less than 40%. The level of female participation in government and leadership positions is important in promoting gender equality and in ensuring gender-sensitive policies and programmes but it is also a “fundamental prerequisite for gender equality and is a means of ensuring better accountability to women.” However, the MDAs who were interviewed reported that even the Government is not able to implement the 60:40 ratio of either women or men in management positions because there are not enough qualified women to fill the required positions, due to issues of early marriages, which has been explained earlier in this report.

As of 2018, in the Malawi Police Service, female representation was at 26%, Correctional services was 15% female compared to 85% male, and for Malawi Defence Force, female presentation was at 7%. In 2017, female Ambassadors were at 21%, banks CEOs and Board of Directors are at 35% and 29% respectively<sup>4</sup>. As it stands in 2019, Judiciary has 10 females against 25 male Judges<sup>5</sup>. Participation of women in politics and decision-making is an important component of governance. The Bank focuses on governance and accountability, with a specific objective of improving public financial management, fiscal decentralization and domestic resource mobilization.

<sup>3</sup> Personal communication KII with Ministry of Transport official.

<sup>4</sup> 2018 Malawi Government submission for SADC Gender Monitor.

<sup>5</sup> Malawi Judiciary, Registrar's Office.

### A7.2: Gender, leadership and political participation

The Southern Africa Development Community (SADC) protocol mandates that state political parties ensure at least 50 % female representation in leadership and decision-making as a key pillar in achieving gender equality. Article 12 of the SADC Protocol on Gender and Development (2008) stipulates a threshold of 50% women's representation in public and private sectors. Article 13 recommends legislative measures, public awareness campaigns, new policies, programmes and new strategies as measures for achieving the 50% gender quota. Participation of women in politics and other political processes is still of great concern for Malawi despite being led by a woman President between 2012 and 2014. Overall, there has been little progress toward equal political participation by women. Partly because participation in elections is expensive and most women are not able to finance their participation. In recent years, there has been some cause for optimism about women's access to political power. The proportion of women Members of Parliament (MPs) for examples, rose steadily since the first multiparty elections in 1994, reaching a peak of 21.8% in 2009, when Malawi also elected its first woman Vice President, Joyce Banda. Banda subsequently became the country's first woman president (and only first in SADC and second in Africa) in 2012 after the unexpected demise of President Bingu wa Mutharika. After the 2019 tripartite elections, representation of female MPs has again increased to 23%, but local government representation remains very low at 14.5%.

Currently, men occupy over 90% of all key management positions in Malawi relegating women to occupy only up to 8.5% (GoM, 2019). One of the major causes of poor participation and success for women in politics is the cost of elections.



A recent study that analysed the cost of elections found that candidates spent large sums of money in both primaries and general elections. The average candidate spent 5.2 million MKW in primaries (\$7,100) (if they had to compete) and 11.7 million MKW (\$15,900) in the general election (Wahman, 2019). Male candidates spent 14% more than female candidates, which places male candidates at an advantage. A study on Malawian women's participation in State politics highlighted 5 causes: i. That politics is culturally associated with 'male' traits of strength, deceit, and fighting, ii) women's own attitudes are significant; some female politicians believe that women are incapable of evaluating political issues, iii) female politicians face discrimination and 'dirty tricks' campaigns from men, including male colleagues, iv) single female politicians are regarded with particular suspicion and v) simply incorporating women into politics will not guarantee women's empowerment (Kamlongera, 2008). The study noted that women's participation as active citizens and high-ranking politicians has not yet been normalized in Malawi and recommends that: a) more effort must be made to challenge underlying attitudes and beliefs about women's role in society, b) Malawian female politicians should support and campaign for other female leaders, c) Women leaders need to work

together, and inspire other women to move into positions of power and finally, d) powerful and well-known female politicians could be encouraged to visit schools and talk to girls about their experiences in politics. Schools could run competitions, choosing bright girls with leadership abilities to be mentored by female politicians.

### **A7.3 Women participation in decision making at household level**

Women are considered to participate in household decisions if they make decisions alone or jointly with their husband in all three of the following areas: (i) the woman's health care, (ii) major household purchases, and (iii) visits to the woman's family or relatives (NSO, 2017). There is an increase in the number of women who report participation in these three common household decisions. Women involved in decisions about their health care increased from 55% in 2010 to 68% in 2015-16. Women's involvement in decisions about major household purchases increased from 30% to 55%, and participation in decisions about visits to family increased from 67% to 78%. It appears that this change is primarily due to increases in joint decision making as opposed to increases in women's exclusive decision making in these three situations ((NSO, 2017).

Changes in exclusive decision making is negligible for decisions related to the woman's health care and major household purchases, while women's sole decision making in visits to family actually decreased from 25% in 2010 to 18% in 2015-16. Joint decision making increased between 10 and 26 percentage points during this time. Women's involvement in all three decisions increases with age from 38% among women age 15-19 to a peak 54% among women age 35-39. There is a slight decline in the percentage of women reporting participation in decision making for older women aged 40-49. Employed women, especially those employed for cash (54%), are more likely to be involved in all three decision types compared with unemployed women (39%). Urban women are more likely than rural women to participate in all three decision types (56% and 45%, respectively). Women with at least secondary education are more likely to report participation in decision making compared to women with less or no education. For example, 55% of women with secondary education and 77% of women with more than secondary education participate in all three decisions compared with 44% of women with primary and no education. Women in the highest wealth quintile are more likely to participate in decision making compared with women in lower wealth quintiles (56% compared with 46%). According to the 2015-16 MDHS, more women participate in making decisions to visit their family or relatives (78%) more than in making decisions about their own health care (68%) or making major household purchases (55%). Forty-seven percent of women participate in all three decisions, while 15% participate in none of the three decisions (NSO, 2017).

Women have some control over their own cash earnings, with 76% either individually or jointly deciding how their earnings are used. It is most common (47%) for women to decide jointly with their husbands while smaller proportions of women report sole decision-making power (28%) or that their husbands control such decisions (24%).

Women's involvement in decisions about their earnings has increased over time. In 2010, 58% had a role in decisionmaking compared with 76% in 2015-16. Husbands were the decision maker for 40% of women in 2010 compared with 24% in 2015-16. There is no noticeable change in the magnitude of women's earnings relative to their husband's. Younger women, women whose education has not exceeded secondary school education, and women in the lower wealth quintiles are least likely to have control over their earnings. For these women, husbands are more likely to be the sole decision maker (NSO, 2017).

## Part B. Gender and Poverty

Malawi is one of the poorest countries in the world with 50.7% of the population living below the poverty line and 25% living in extreme poverty (Ministry of Finance Economic Planning and Development, 2017). The majority of Malawians are vulnerable to social and economic shocks which exacerbates poverty. Poverty in Malawi has a gender dimension; female-headed households are more likely to be poor and are disproportionately represented in the lowest quartile of income distribution.

About 57% of female-headed households are poor compared to 43% of their male-headed counterparts (Ministry of Finance Economic Planning and Development, 2017). This gender disparity is echoed in lower earnings for work of the same calibre, more time spent in unpaid labour, lower labour force participation rates, and limited access to assets (NSO, 2013). Women's poverty is directly related to their concentrations in low-income activities, low access to resources such as land and capital; higher illiteracy rates compared to men, inadequate health facilities mean that they become victims of maternal related deaths. In addition, the HIV/AIDS pandemic has had a more devastating impact on women as victims and as care takers of HIV/AIDS victims.



In addition, female-headed households have more dependents, lower income earning capacity, and fewer assets and other resources. In general, women, especially those residing in rural areas, lack knowledge about their social and economic rights, which diminishes their potential to become effective agents for change at the personal, household, and community levels. As such, women remain poor and observers of development rather than change agents (UN, 2015). On the other hand, access to economic resources is a serious challenge for Malawian women. For example, in 2017, only 13% of households obtained credit or a loan for business or farming purposes and most of them were male-headed households. Figures indicate that 14% of male-headed households compared to only 10% female-headed households obtained a loan (NSO, 2017). While it is estimated that women constitute 70% of the labour force in the agricultural sector, they have limited access to agricultural inputs and credit than men. Only 11% of agricultural extension workers are female and this means that gender specific issues may not always be addressed.

## Part C: Gender and Human Capital

### C1: Education/ Literacy

Malawi defines a literate person as a person who is aged 5 years above, who is able to read and write a simple sentence in any language. The Census of 2018 reported that there were 15.0 million persons aged 5 years and older and out of these 10.3 million persons were literate, representing 68.6% literacy rate. Literacy rates are higher for men than women, at 71.6% and 65.9% respectively. The Northern Region had the highest literacy rate for both men and women, at 79.0% then the Central and Southern Regions at 67.0%. (GoM, 2019). Educational attainment is higher for men than women as 5.0% of the men have never been to school as compared to 12.0% of the women (MDHS, 2015-16). Education enables women to participate more effectively in socio-economic activities and decision making, which overall contributes to national development.

The recent population and housing census revealed that the number of school-going age female population is slightly higher compared to that of males (PWC, 2019). There is gender equality in school attendance rates, which show that 94% of girls aged 6-13 attend primary schools compared with 93% of boys. Gender inequalities (disfavoring girls) begin to show later in the education system, where the net attendance ratio drops in secondary school: only 18% of girls and 17% of boys age 14-17 attend secondary school. Only 5% of females and 9% of males have completed secondary school or gone beyond secondary school (Zeiger, Cifarelli, Sibale, & Marshall, 2018).

In terms of education infrastructure, there is a growing population and enrollment rate, and a correlating need to increase the capacity of schools in order to maintain or improve the quality of education in our schools. In this case, there is a need to increase and improve school infrastructure, training and the recruitment of more qualified teachers, as well as provide relevant quality teaching materials in all schools (GoM, 2019). In 2019, the Government continued to strengthen the provision of ECD in the country through the construction and renovation of 140 ECD Centers. In addition, 883 centers were established, some of which were built by communities and development partners (GoM, 2019).

### C2: Reproductive Health

The Malawi Demographic and Health Survey (DHS 2015-2016) shows that maternal mortality in Malawi is still high at 439/100,000 live births. Perinatal mortality is at 35/100,000 live births, and the proportion of women initiating antenatal care during the first trimester is 24% and women who completed 4 or more antenatal care visits is 51% (NSO, 2017). The proportion of assisted deliveries is high at 91% suggesting that the quality of care may be compromised in view of the high maternal and neonatal mortalities.

The proportion of women and new born babies receiving postnatal care during the first 48 hours is 42% and 60%, respectively (NSO, 2017). The proportion of pregnancies among the 15-19 year olds is 29%.

The unmet needs for family planning among the married are 19%, and among the unmarried it is at 40%. For the youth, Malawi has one of the highest adolescent pregnancy rates worldwide; at 141 births/1000 girls, which is 3-fold higher than the global average. Adolescent pregnancy contributes to poor maternal and neonatal outcomes, school dropouts, and poverty (Nash, et al., 2019).

Life expectancy at birth increased to 62.7 years in 2014 up from 61.5 in 2013 (Countryeconomy.com, 2016). For males the life expectancy is lower at 61.8 years than that of females, which is at 63.7 years (Countryeconomy.com, 2016). About 82% of the women and 81% of the men live in rural areas (MDHS, 2015-16). Key challenges affecting reproductive health issues in Malawi include but not limited to lack of capacity of health facilities to provide comprehensive SRHR services, inequalities in the distribution of essential drugs and equipment among the health facilities, communication and transport infrastructure is inadequately developed especially in the rural areas and the deployment of health personnel favours urban areas, the secondary and tertiary levels of care. (MoH, 2017).

The above challenges are exacerbated by the critical shortage of health workers especially the midwives throughout the country. According to the World Bank, despite that 87% of Malawi's population lives in areas considered rural, whereas 96.6% of doctors are found in urban health facilities. The distant to health facilities is a problem that contributes to congestion and is faced more severely by women with disabilities, since they are not usually given preference in service provision (GoM, 2019). At national level, 40% of the budget is not available to contribute to the health sector resulting in a lot of gaps in service delivery. This is due to the withdrawal of Common Approach to Budgetary Support (CABS) by Malawi's traditional donors such as the UK, Iceland, Ireland and Germany.

In addition, the 2017/18 health budget allocation of 7.3% fell far short of the obligation to the Abuja Declaration for Member States to allocate 15% of the national budget to the health sector (GoM, 2019).

While there has been some progress with respect to some key reproductive health indicators over the past 10 years, reproductive and adolescent health indicators remain generally poor in Malawi (GoM, 2017). Women and girls are the most affected and bear the burden of sexual and reproductive challenges that households face. The MDHS (2016) reported that median age at first sexual intercourse for women age 25-49 has not changed between 2000 and 2016. It was 16.8 years for both years. Nineteen percent of women aged 25-49 years had first sex experience before age 15 (NSO, 2017). Consequently, the proportion of teenage pregnancies is high; 29% of adolescent girls begin child bearing between the ages 15-19. Adolescent pregnancies account for 25% of all pregnancies annually. The health burden resulting from adolescent pregnancies is significant. Adolescent pregnancies also account for 20% of maternal deaths while approximately 70,000 women have abortions every year of which 33,000 are treated for subsequent complications annually. Unsafe abortions cause 17% of maternal deaths in Malawi. 50% of women seeking post-abortion care are under the age of 25 years (GoM, 2017). Attempts have been made to offset early pregnancies and the subsequent high population growth rate.

The contraceptive prevalence rate (CPR) has significantly increased, from 42% in 2010 to 58% in 2016 (target for 2016 at 60%). This trend has contributed to the decline in the Total Fertility Rate from 5.7 births per woman in 2010 to 4.4 births per woman in 2016. There still exists , significant unmet needs for contraception, with 19% of women wanting to delay pregnancy or not wanting to have any more children. Unmet needs for family planning among unmarried sexually active women, mainly adolescent girls and young people, is higher at 40% and the contraceptive prevalence rate is only 44%, leading to high fertility rates for this demographic group.

In terms of health infrastructure, as at 2014, of the 509 government health facilities in Table 1, only 63% had regular electricity, 91% had an improved water source, 22% had a client latrine and 69% had communication equipment. CHAM facilities performed slightly better in all categories. Only 24% of health facilities have a functioning ambulance. The state of maintenance of most vehicles is poor, especially in remote areas with bad roads. There is also a critical shortage of staff houses at almost all health facilities (GoM, 2017). Women are the most affected, because women are more likely to visit a clinic than men. A 2016 study found that 72% of females went to a doctor or health clinic sometimes during the six months before the survey, in contrast to only 62% of males (IPOR; University of Gothenburg, 2016). Women are affected the most by infrastructural shortfalls in health because women are more likely to visit a clinic than men.

### C3: Skills development and Training<sup>6</sup>

Development of skills and technology to increase the supply of skilled workers is a strong priority for the Bank. The Bank supports countries with technical and financial assistance in technical and vocational training, linked to specific needs in the labor market. The aim is to equip young people with the right skills for both the formal and informal sectors, including the skills to create small businesses. The Government of Malawi recognises that an educated and skilled population will help Malawi achieve economic growth and the SDGs. The high rate of unemployment of 20% is linked to the country's educational challenges and the need for educational reform (GoM, 2017). Basic literacy among Malawians aged five years and above is estimated at 69%, with women and girls likely to be illiterate than men. According to the 2014 School-to-Work Transition Survey – Malawi, women aged 15-29 were less likely to attain high education levels compared to young men (ILO, 2016). Other sources, however, indicate that girls perform better than boys up to secondary education (NSO/ICF, 2016).

Social background also appears a very strong driver of educational attainment. A mothers' level of education is strongly correlated (the results hold when fathers are considered instead) (ILO, 2016). More than 80% of young people whose mothers have no education have either no education or completed only primary; more than 80% whose mothers have some tertiary education have either a vocational or tertiary degree. Youth from wealthier households are also more likely to complete higher levels of education (ILO, 2013)

As of 2017, only 16% of children transition from primary to secondary school, and of those, only 8% move on to tertiary education (GoM, 2017). Girls' transition rates to secondary school is lower (36%) compared to that of boys (41%) (GoM, 2017). The youth who complete their secondary education and do not proceed to higher education tend to be unemployed and therefore increasing skills for youth for them to develop productive livelihoods and integrate into the formal economy, is an important priority for the Government of Malawi. The youth in Malawi face a number of challenges that exacerbate youth unemployment in the country. These include lack of quality education and skills development, limited access to productive land, lack and mismatch of skills and jobs; inadequate infrastructure to support youth development activities, limited access to finance, and lack of basic equipment to engage in meaningful economic activities (African Development Bank, 2016). In order to tackle these challenges there is need for: policy coherence and harmonisation; improved coordination and synergy amongst actors; improved targeting in youth programmes; implementing integrated programmes that address both the demand and supply side of labour; provision of entrepreneurship skills; improving access to finance and promotion and provision of technical and vocational skills. The first ever Malawi National Youth Conference held in March 2016 highlighted the high youth unemployment, under-employment and low



entrepreneurship skills as major challenges facing the youth in Malawi. Three main recommendations were made: (i) To develop a comprehensive and inclusive pro-employment job-rich growth targets; (ii) To strengthen micro small and medium scale enterprises (MSME) capabilities as entry into decent jobs for large proportion of youth; and (iii) To establish measures to generate significant numbers of decent jobs for young women and men (African Development Bank, 2016).

Increased access to training and skills development opportunities regardless of class, gender, age and disability in our society is pivotal towards capacity development and empowerment among all Malawians especially the disadvantaged population such as youth. The shortage of skills development should be addressed in order to enable the Malawians provide labour and contribute towards productivity in the economy. Education reforms shall include focus on innovation, skills development, science & technology, and entrepreneurship. This will ensure relevance of our systems to the needs of the industry and prepare young men and women for productive employment within and outside Malawi.

Access to, and equity in, higher education remain major challenges resulting in less than 30% of secondary school graduates transitioning into the tertiary system annually and general access at 0.8%, EMIS 2018. While 91.3 percent of these tertiary students come from households in the richest socio-economic quintile, only 0.7 percent of students come from households in the poorest socio-economic quintile. Gender disparities also exist with a greater proportion of males enrolling in tertiary education than females. For example, according to 2019/2020 higher education data, for every female enrolled, there were 4.9 males enrolled in Malawi. As of 2018, only 12.2 percent of students pursuing university education were enrolled in (Science Technology Engineering and Mathematics (STEM) degrees and females are less likely to enter this field.

Such statistics are a reflection that the country is having challenges to fully implement policies necessary for the achievement of its STEM vision. Given the world's growing need for highly skilled labour in the fields of science and technology, Malawi will have to accelerate expansion of STEM course offerings and make these courses accessible to more students, particularly young women and other populations traditionally excluded from studying STEM subjects. One of the hindrances facing qualifying adolescent girls and young women (AGYW) in accessing higher education in Malawi concerns financial barrier.

Malawi implements a Technical, Entrepreneurial and Vocational Education system, which includes formal and informal apprenticeship. Formal apprenticeship is a modular, competence based education and training (CBET) delivered through registered TEVET institutions and industrial attachment. This formal apprenticeship is offered through National Technical Colleges (NTCs), Community Technical Colleges (CTCs), and Community Skills Development Centres (CSDCs). The informal apprenticeship in Malawi is a training approach which involves the transfer of knowledge and skills from mastercraft persons to a trainee taking place on the job within an enterprise or workplace. Through the informal apprenticeship, the TEVET Authority strives to develop quality skills training that equip the youth and other disadvantaged groups with skills that will enable them to become employable through wage based work, or self-employment. The informal sector in Malawi covers a spectrum of economic activities in commerce, agriculture, construction, transportation and service provision. It absorbs more than 80% of the labor force in both the rural and urban areas. Informal skills training is offered through skills development centers and master craft persons (TEVETA, 2019).

Enrolment in TEVET institutions has increased over the years by 152% from 698 in 2008 to 1,760 apprentices in 2018.

Male and female enrolment increased by 119% and 232% respectively. Gender parity index measures relative admittance to education of males and females. There has been an improvement in gender parity between 2008 and 2018, from 2.4 to 1 (male: female) in 2008 to 1.6:1 (male: female).

The National Education Strategy Plan (NSEP: 2009-17) and Education Sector Implementation Plan (ESIP II: 2012-17) recognizes that future investments in the post-secondary education sector need to focus on improving access and increasing the responsiveness of skills development institutions to the labor market. The NESP prioritizes a mix of demand and supply side interventions aimed at expanding access, quality and relevance, and institutional strengthening. Reforms introduced include: (i) delinking university enrollments from “bed space” (residential courses) policy to one linked to classroom space; (ii) expansion of TEVET programs targeting informal sector employment; (iii) introducing a policy aimed at balanced distribution of students by district and gender in universities and TEVET; (iv) establishing the National Council for Higher Education (NCHE) whose role, among other things, is to ensure quality assurance in higher education institutions; and (v) setting up a National Qualifications Authority to oversee the establishment of a National Qualifications Framework (World Bank, 2014).

## Part D: Gender and Economy

### D1: Overview of women economic empowerment

Access to economic resources and assets is a serious challenge for women in Malawi. Laws guaranteeing inheritance and land ownership rights to women are often overridden by social norms and customs. Women are estimated to constitute 70% of the labour force in the agricultural sector but have less access to agricultural inputs and credit than men. Only 11 % of agricultural extension workers are female,

which means that gender-specific issues may not always be addressed (UNDP, 2015). Wage differentials between men and women are rampant across all economic sectors in Malawi, the most prominent of which are observed in the agricultural sector. On average, female agricultural workers earned 6,600 Malawi Kwa-cha (\$9) less per month than male agricultural workers. This is especially significant given that most women are smallholder farmers. The gender gap in agricultural productivity is estimated at 7.3%. The estimated potential gross gains to GDP is in the order of \$100 million in Malawi (or 1.85 % of GDP) should women be granted equal access to credit, training, and the means of production (World Bank, 2015). That is if one considers the contribution of crops to total agricultural output, the size of the agricultural sector in the overall economy, and spillover effects of higher agricultural output to other sectors of the economy.

Formal employment is another area where women fall short. In 2013, only 6.2 % of employed women held a ‘formal’ job and benefited from Social Security. The share of men with formal jobs is more than twice as high at 15.8 % (Ministry of Labour, UN Women and ILO, 2015). Men outnumber women in the non-agricultural sector by almost 3 to 1. This is even higher in the Northern Region of Malawi at 5 to 1. Overall, the potential of women in Malawi to pull themselves and their families out of poverty and contribute to national development is severely constrained by inequality and discrimination. Women and girls in both formal and informal sectors are primarily responsible for performing unpaid care work. The large number of households affected by HIV and AIDS heightens this issue.

In a bid to deal with the challenge of economic empowerment, the Government is implementing the Village Savings and Loans Initiative targeting the poor including rural women.

Over 3,000 clusters of loans and Village Savings Groups are operational, 4.5 million individuals benefit, and over MK5 billion (USD 7 million) are in circulation. This will go a long way in ensuring that women and girls are economically emancipated (GoM, 2019). A 2018/19 gender analysis of the national budget indicates that slightly below 2% of the total national budget is invested in the promotion of gender equality and the empowerment of women. These resources are invested in women representation in decision making positions, interventions focusing on supporting women and girls subjected to sexual violence and interventions focusing on supporting elderly women and persons living with disabilities, and the promotion of issues of gender responsive budgeting (GoM, 2019).

Some banks have specific financial products targeting women. For example, the National Bank of Malawi has a Tingathe (meaning: we can do) credit facility for women, which is tailor-made for small and medium enterprises run by women. The conditions attached to the credit facility are sensitive to and appropriate to women's needs. The Foundation for International Community Assistance (FINCA) promotes Village Banking Groups (VBGs), which are dominated by women and involves the running small and medium scale enterprises (SMEs). While promoting savings, VBGs help to improve access to formal credit thereby improving financial inclusion of women. Village

banking groups are similar to village savings and loan schemes (VSLs). The only difference is that they hold a bank account with FINCA.

## **D2: Gender, agriculture and food security**

In Malawi, 32% of agricultural holdings are held by women, a percentage much higher than what holds in most African countries but still far from equal, and the majority of plots (83%) are acquired through inheritance (Parker, et al., 2016). Despite the significant number of matrilineal communities in Malawi, particularly in the central and southern regions, women's access to land is often through the family head, who is almost always a man (Parker, et al., 2016). Female-managed plots in Malawi are 28% less productive than plots that are managed by males and they are on average 12% smaller comparatively. (GoM, 2018). This comes from the fact that female-managed plots are constrained by lower use of inorganic fertilizer, lower use of household adult male labor, lower production of high-value export crops, and restricted access to agricultural tools (Kilic, 2013). Women represent 52% of the population and play an essential role in the household as food producers and carers, as well as engaging in small-scale trading activities. Over half of the farmers in Malawi (59%) are women.



Around 35% of households are female headed and are particularly vulnerable to shocks as most of them do not have assets or savings. Women in Malawi produce up to 80% of the food which fetches low prices due to limited access to markets.

The main dimensions of inequality in agriculture and food security include (i) unequal workloads between men and women; (ii) control of productive assets is in the hands of men; (iii) limited participation in household and community decision-making; (iv) lower literacy rates (57% women versus 74% for men); (v) lower access to opportunities and services; and (vi) women constitute the prime victims of gender-based violence. Plots of cultivated land among women-headed households are smaller than those of men. These factors are consistent with the fact that 57% of women-headed households live under the poverty line (GoM, 2018).

The National Agriculture Investment Plan (GoM, 2018) further notes that youth (aged 10-35) who constitute over 40% of the population and are generally required by custom and tradition to submit to parents and/or other adults, do not generally participate in household or community level decision-making processes and their views are unrepresented in wider societal circles. In rural areas, youth and younger households tend to be poorer than those headed by older adults due to limited access to assets, particularly land. This typically leaves youth locked in unpaid or subsistence farming.

In the context of irrigation in Malawi, the total area of land developed for irrigation stood at 104,000 ha in 2014, of which about 46% was estates and 54% smallholder (GoM, 2015). The irrigated area has been growing steadily since 2006 at the rate of around 5% per annum. Almost all of the growth has been on

smallholder schemes which have expanded by 143% since 2006. The smallholder sub-sector is characterised by an exceptionally large number of small schemes. There are some 38,000 smallholder schemes irrigating on average only 1.2 ha per scheme. With regard to infrastructure, schemes irrigated by treadle pump and watering can generally have very small plots per beneficiary. Overall, there are around 66,600 household beneficiaries of smallholder irrigation schemes, but these represent only around 3.3% of all rural households. In terms of developing irrigation, the most appropriate irrigation technologies also vary between target groups and according to the National Master Irrigation Plan, poor/vulnerable households pursuing food security and poverty reduction objectives are best serviced by gravity or treadle pump schemes where cash operations and maintenance costs are minimal. Motorised pump schemes can be considered for emerging and semi-commercial farmers growing high value crops although gravity is preferred due to high pumping costs. Pressurised drip or sprinkler technologies are usually only appropriate for commercial estates growing high value cash crops (GoM, 2015).

### D3: Gender and water and sanitation

Women are most affected by effects of environmental mismanagement because of the gender roles they play in resource utilization. For example, deforestation, desertification and decreasing water availability affect women most through compromising their economic productivity and nutritional status. Women's participation and representation in decision-making can lower levels of female poverty. However, women's participation and representation in decision making is only 23% (GoM, 2015).

In Malawi, there are around 9.9 million people (58% of population) who do not use basic sanitation and 5.6 million people (32% of population) who do not have access to safe water sources (UNICEF, 2018).

Poor sanitation, unsafe water and unhygienic practices contribute to 3,000 under-five child deaths every year (UNICEF, 2018).

Lack of safe water affects the education and security of girls, who form a majority of the 32% of the population without access to safe water sources.

In rural communities, women and girls have a primary role to fetch water and this involves walking long distances and meeting associated security hazards. This lack of sanitation and hygiene facilities in schools has implications on girl's attendance, thus lack of safe water affects the education and security of girls, and is not only a health issue.

The rate of open defecation (OD) in Malawi has improved from 15.7% in 2000 to 6.5% in 2015. This is partly due to the introduction of Community Led Total Sanitation (CLTS) in 2008. The Southern Region has the highest percentage of households practicing OD (5.7%), whilst the Northern Region has the lowest percentage (3.6%), (World Bank, 2017). Poor sanitation and hygiene account for approximately 4,500 under-five child deaths every year in Malawi due to diarrhea and other waterborne diseases (UNICEF, 2018). There is also a growing body of empirical evidence that suggests a strong link between improved sanitation and reduction in stunting in children under five, and a gender analysis by Lilongwe Water Board under the Water Supply and Sanitation Project identified the following issues (World Bank, 2017):

- Women, girls and children disproportionately bear the burden of lack of access to improved water services, given that they are responsible for collecting water in the household;
- Women disproportionately lose time caring for children who have contracted water-borne diseases because of poor sanitation and water access
- Women and youths disproportionately lack access to jobs and employment opportunities in the water and sanitation sector; and

- There are gaps in women's participation and representation in water and sanitation decision-making at the utility level.

#### D4: Gender and HIV/AIDS

The Malawi Population-Based HIV Impact Assessment (MPHIA) carried out by the Malawi Ministry of Health in 2015-2016 found HIV prevalence among adult women (aged 15-64) to be 12.8%, compared with 8.2% among adult men. In 2018, 4.3% of young women were living with HIV, compared to 2% of young men. Awareness of status is particularly low among HIV-positive young people, with around 67% of HIV-positive men aged 20-24 and 58% of HIV-positive women aged 15-19 unaware of their status. Fourteen percent (14%) of young people are recorded as engaging with sexual intercourse before the age of 15 (19% of young men and 9% of young women) (Avert.org, 2020). In addition, girls aged 15-19 are 10 times more likely to be married than their male counterparts, with around 45% women having their first marriage before they turn 18, nearly one in two, and 9% before the age of 15. In an attempt to deal with this issue, Malawi increased the minimum age of marriage in 2017 from 15 to 18 for males and females, criminalizing child marriage. However, many child marriages still occur (Avert.org, 2020).

#### D5. Gender and energy

The National Energy Policy estimates that 93% of total energy demand is met by biomass energy. Households consume 84% of the total primary energy. A staggering 99% of household energy is supplied by biomass and with an increasing population growth, this is exerting significant pressure on the country's forest resources, leading to forest degradation and deforestation at a rate of 2.6% per year<sup>7</sup>.

Overall, 11% of households in Malawi have electricity. The connected demand far exceeds the supply of 320 MW installed generation capacity and less than 2.3% of the total national energy demand is met by electricity, 3.5% by liquid fuels and gas, and 1% by coal.

<sup>7</sup> [https://energypedia.info/wiki/Malawi\\_Energy\\_Situation#Solar](https://energypedia.info/wiki/Malawi_Energy_Situation#Solar)

Only 4% of rural households have access to electricity compared with 49% in urban areas. In terms of cooking, the majority of households in Malawi use wood (77%), followed by charcoal (18%), electricity (2%) and other sources contribute less than 2% (NSO, 2018) for cooking while the main source of energy used for lighting in most households in Malawi is battery (52.9%), followed by electricity (11.4%), solar (6.6%), candles (6.2%) and firewood (4.4%). The proportion of male and female-headed households that use solid fuels is the same at 98% (NSO, 2017). Women and girls are responsible for fetching firewood and cook food for all household members (INSERT)

There are gender implications with the above energy situation in Malawi. Exposure to smoke inside the home, either from cooking with solid fuels or smoking tobacco, has potentially harmful health effects. In fact the Malawi 2015-2016 DHS reported that 5.6% of Under Five (U5) children living in households which used wood/straw for cooking had symptoms of acute respiratory infection (ARI) in the 2 weeks before the survey compared with 0.7% of children where cooking was done using electricity or gas. The risk is the same for women and given that 99% of households in Malawi (with no change since 2010) use some type of solid fuel for cooking, with virtually all being wood. Women's exposure to ill health is higher than men, who socially are not responsible for cooking food for the household. Exposure to cooking smoke is greater when cooking takes place inside the house rather than in a separate building or outdoors. In Malawi, cooking is done in a separate building in 60% of households, a figure that is nearly identical to the 2010 MDHS (59%).

Men are responsible for charcoal production, which contributes to deforestation, while women, especially in rural areas, are the victims of deforestation as they have to travel long distances and cover dangerous terrains to fetch firewood. Most of the charcoal is produced in rural areas, transported and sold by men in urban areas of Blantyre, Lilongwe, Zomba and Mzuzu. Key gender issues in energy include: limited access to the national electricity grid, the high cost of alternative energy sources and health impacts. Other issues include, limited economic empowerment of women to invest in alternative energy saving technologies such as solar; limited incentives to

encourage the adoption of renewable technologies amongst women; and their limited control over household structures and over resources (especially money) to enable them access sustainable energy technology. Shortages and high costs of firewood or charcoal mean that women have to travel long distance to source firewood or charcoal and in some cases because they do not have money to buy these products, they may be coerced into sexual relations with men to get access to firewood and charcoal, which could subject women to gender-based violence.

#### D6. Gender and transport

Both gender and infrastructure features high on the High Five priorities of the Bank continent-wide priorities as indicated in its 2013-2022 strategy. Men and women hold different socio-economic roles and responsibilities that are associated with different patterns of transport access, needs, and use.

Yet, there is often not much recorded evidence on the differences in gender travel needs between men and women, in urban areas in particular. Transport planning has not routinely addressed these differences and sex-disaggregated data on transport needs and patterns is very limited (World Bank, 2012). Transport plays a key role in accessing economic resources, education, health and other elements necessary for enhancing women's empowerment.

The main transport activities that the rural people in Malawi perform relate to crop cultivation, movement of farm inputs, crop harvesting and crop marketing. Rural people also travel to access social services and facilities such as health centers, schools, shops and markets.

Women continue to carry out much of the travel and transport (to collect firewood, water, produce etc.) work but have limited access to and control over the means of transport besides walking and head loading. Domestic activities like fetching of food, water and going to grinding mills consume the highest amount of household time and effort with women contributing significantly more than other household members (GoM, 2001).

**Women's and Men's Travel Patterns:** Women have daily mobility patterns that are more complex than men,



owing to their gender roles, which combine domestic and care giving tasks with paid employment, income-earning activities, and community and social obligations (Asian Development Bank, 2013). Women have to travel to farms, to health facilities to seek health care, to markets to sell their produce and to forests to seek firewood and water for domestic and sometimes for commercial uses and for care-giving in the family and community

**Mode and Purpose of Transport:** Women and men often do not have equal access to different modes of transport. (Asian Development Bank, 2013). Most women do not own their own modes of transport. The commonest mode of transport is walking, which could also put women at risk of rape, especially in rural isolated areas. In terms of mobility devices a total of 35.8% of households in Malawi had a bicycle, 3.7% had a motor cycle or scooter, 2.4% had a motor vehicle and 2.3% had an oxcart (NSO, 2018). About 45.6% of male-headed households, compared to 15% female-headed households have a bicycle, implying that women have limited access to transport at household level. In addition, married women, especially in rural areas, do not have control over these modes of transport and rarely use them, as they are controlled and often used by men, leaving no time for women to use them. As a result, women have to walk to access social services, such as health, education, extension services and markets. Men often travel for economic purposes to access markets, socio-economic groups, sports and entertainment, work/ganyu while most women's travel focuses more on education, fetching food, water and providing health care for children and social activities (World Bank, 2012).

**Availability, Reliability and Quality:** For many women in Malawi, walking remains the predominant mode of travel, particularly in rural areas, because other transport modes are often not available, are too expensive, or are located too far away from home for women to access. Transport availability is a serious problem in rural areas, especially where roads are not bituminized. In general, road maintenance is poor. Both men and women use unregulated trucks to travel to distant places, risking road accidents. Farmers find it difficult to transport their produce to the markets, most of which are in urban areas.

Similarly, they find it difficult to access agriculture inputs, which are also mainly located in urban and semi-urban areas. During the rainy season, most rural areas are not accessible, which impedes economic development. Almost all means of rural transport were found to be owned and controlled by men and used mainly by boys and men. Women own virtually no means of transport, have limited access to them, yet they bear most of the transport burden and head loading and walking are the most common means of transport (GoM, 2001).

**Time poverty:** Women's multiple gender roles in the reproductive, care, productive, and community spheres often means juggling numerous daily tasks. As a result, women often experience "time poverty" that impacts significantly on how much time they allocate for travel—where they go, for how long, and what for purpose, and the scheduling of trips they make. (Asian Development Bank, 2013).

**Affordability:** Transport costs are affordable for men and women with higher incomes but not for the poor in the country. In general, men are more economically empowered than women. As a result, men are more able to afford the high costs of transport. The high cost of transport and unreliability of transport modes often means that women tend to sell their agricultural produce to local vendors, who buy at cheap prices. This reduces the profitability of their farming, and affects them negatively.

Because men own and have control over bicycles at household level, they are able to transport their produce to urban markets and realise better profits for their farming, unlike women. This problem is exacerbated by cultural expectations, which do not expect a woman to ride a bicycle and worse still, carry loads of agricultural produce to the market.

**Road Safety and Security:** Corruption, poor vehicle maintenance, and unsafe driver behavior contributes to accidents in Malawi. Personal safety and harassment on public transport are significant concerns for women. Women are often subjected to sexual and other forms of harassment when using transport services.

Therefore, for women, perceptions of safe travel go beyond physical road safety to include risks of harassment, unwanted touching, stalking, sexual assault, or rape.

#### **D7: Gender and the private sector**

The National Statistics Office (NSO) recently carried out a Census of Economic Activities (CEA) in Malawi. The overall objective of the CEA was to provide comprehensive data on the activities and structure of the Malawian economy. The CEA captured a total of 18,497 enterprises in Malawi. The sectors with large numbers of enterprises were: Wholesale and Retail Trade; Repair of Motor Vehicles and Motor Cycles (8,968 enterprises), Construction (1,839 enterprises), Manufacturing (1,202 enterprises), Agriculture, forestry and fishing (1,181 enterprises) and Transportation and Storage with 918 enterprises. The total number of employees for all the industries were 395,900 in 2016, and 417,000 in 2017. Out of the 395,900 employees in 2016; male employees totaled 219,600, (74%) while 104,500 were female employees (26%). In 2017, the percentage of female employees did not change, as out of 417,000 employees in 2017; 307,700 were male employees (74%) while 108,700 were female employees (26%) (NSO, 2019).

#### **Access to financial services:**

In Malawi, access to financial services, especially credit is viewed as a luxury for poor people, especially women in small and medium enterprises. A recent study by Malawi Government (GoM, 2017) found that only 4.2% of respondents had obtained a loan. The percentage of those who had obtained a loan was lower for the youths (2.9%) than the adults (4.8%), although overall access to loans was very poor. Fewer female headed households (3.6%) accessed loans than male headed households (7.1%). Many other studies have reported that the most common barriers for accessing credit include, but not limited to, high interest rates, short repayment periods and requirements for collateral and past experience in business. Due to low uptake on commercial loans, most enterprises do not use formal credit sources such as banks to finance their businesses. The Integrated household survey of 2016 showed that own savings from agriculture constituted the main source of initial

capital for enterprises in both female and male headed households at 28% and 34% respectively. Female-headed households rely more on informal lenders than male headed households, thereby subjecting women to harsh lending conditions and putting them at risk of sexual violence. About 8% of enterprises in female headed households relied on loans from family or friends for initial financing as opposed to 4% in male headed households (NSO, 2016). In addition to the above constraints, businesses owned by women, including those run by cooperatives, have challenges in accessing markets, raw materials and operating capital. Due to high levels of illiteracy amongst women, they are not able to access market information, business loans and negotiate better prices on the market. Poor infrastructure, such as roads, electricity and communication limit the ability of rural cooperatives and individual businesses run by women, to access markets and better prices.

Stakeholder interviews confirmed that access to financial services is a strong barrier to women and youth empowerment (GoM, 2017).

#### **D8. Gender and climate change**

Agriculture, which is the mainstay of Malawi's economy, is mostly dependent on rain fed systems, therefore vulnerable to climate change. The effects of climate on agriculture and livelihoods are felt differently by men and women. As a result, women need different strategies from men to enable them to adapt. For example, at household level, rural women are responsible for fetching water and fuel wood, leading to scarcity of wood and water supplies due to deforestation and cultivation, which means that women have to travel longer distances to fetch both water and fuel wood. As a result of these added distances, women are forced to carry heavier loads of fuel wood and water to minimise the number of times they travel to collect these domestic resources per week/month.

Consequently, climate change affects the factors most essential to women's subsistence: food, water and energy supply. Women typically have limited incomes, unequal participation in decision-making processes and face the double burden of domestic and

productive workloads. In Malawi, these disparities exist because of the economic and social position of women in the household and community. Women are also responsible for food production and preparation at household level. They provide over 70% of agricultural labour. Due to climate change, yields are poor, which means most of the labour women provide in the sector is not productive, which also leads to low incomes.

While men are also affected by climate change unseen in many parts of the developed world, it is often easier for men to adapt to climate change due to their greater freedom of mobility and fewer household responsibilities. Men are also more mobile than women, hence they are able to learn from other contexts how to adapt and can mobilise more resources than women.

#### D9. Gender and COVID-19

As of 6 June 2020, Malawi confirmed 409 COVID-19 cases, with four deaths and 55 recoveries (Ministry of Health, 2020). The total number of tests conducted are 6172 (from 15 testing centers), total active cases are 350, total recovered are 55 and total deaths are four. Government data on COVID-19 is not gender disaggregated, so it is not known how many women, men, boys and girls are included in COVID-19 statistics.

A recent rapid gender analysis of potential differential impacts of COVID-19 on women, men, boys and girls shows that for women and girls, the impacts of COVID-19, can be much higher due to their social responsibilities as primary caregivers, coupled with childcare and nutrition and farm work. The report further indicates that a majority of health care workers are female (especially nurses), which means that with COVID-19 response, there is also an increased risk of exposure to the infection for health care workers, particularly if health care services are not provided with adequate Personal Protection Equipment (PPE) (Chakwana, Malera, Mkwamba, Malunga, & Molosoni, 2020).

It is also reported that due to closure of schools, there is an increase in teenage pregnancies and more demands on mothers for children since they are staying home.

Further, the report suggests that women and girls' voices are excluded in decision-making processes and bodies at different levels. The patriarchal nature of normative Malawian culture has significant consequences for women and girls whose power of self-determination is controlled by males. A majority of the power holders and gate-keepers at different levels are males and that has an impact on women's access and their participation in decision making processes, including emergency response and public health. This is likely to be exacerbated in the COVID-19 response as evidenced by gender biased decision makers on COVID-19 responses committees of both the dissolved Cabinet Committee and Presidential Taskforce. The appointments are far below the 40:60 Gender Equality Act stipulations (ibid).

In terms of coordination, the following mechanisms have been put in place to coordinate the pandemic (UNICEF, 2020):

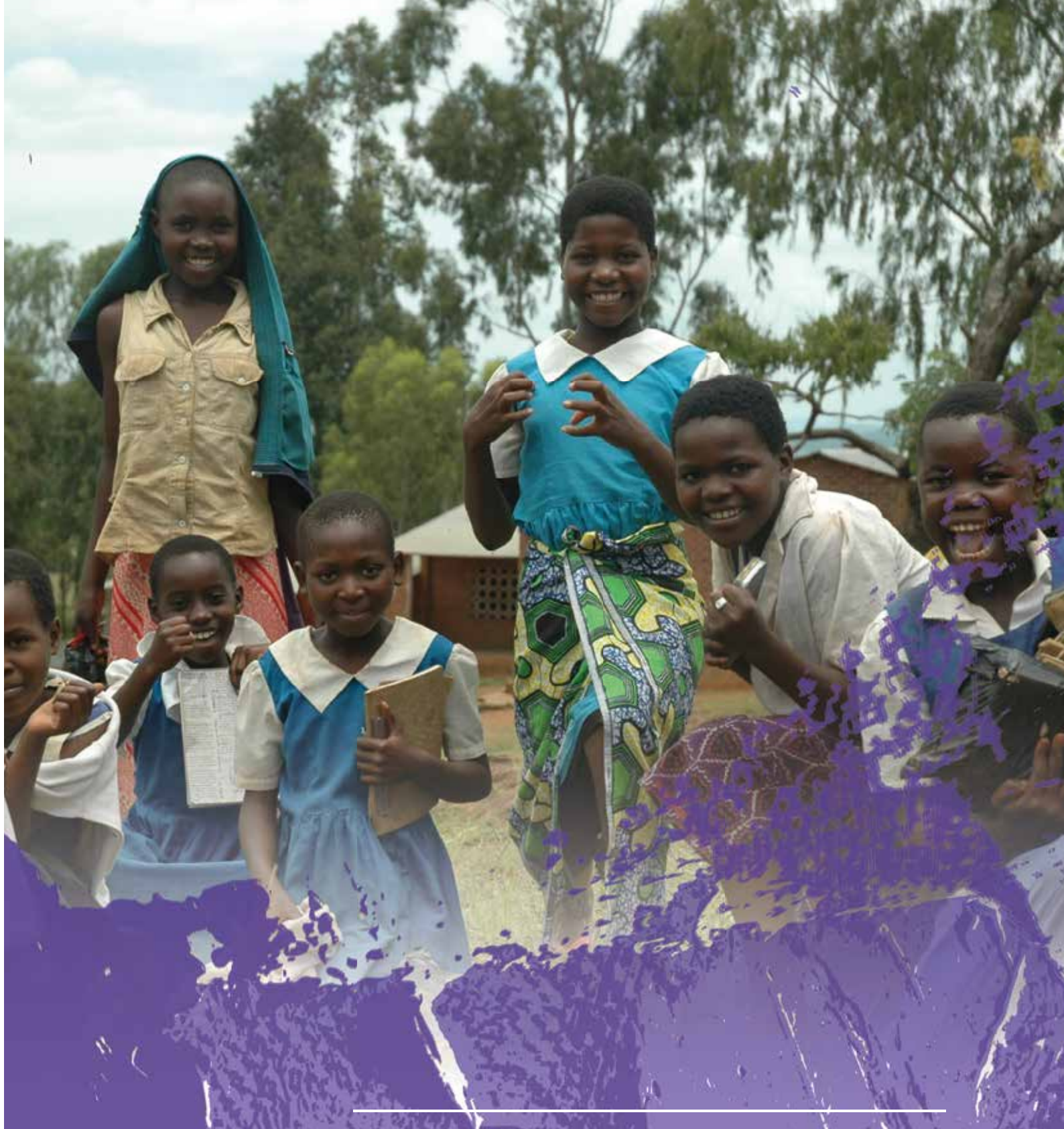
- The Presidential Task Force on COVID-19 is the overall oversight Committee and it continues to engage in weekly meetings.
- The Government continues to conduct daily press briefings aimed at providing clear information on the outbreak.
- As required by the national preparedness and response plans, several clusters are "activated" at national level.
- All the clusters are meeting and are closely monitoring the situation in addition to updating the National Plan while at the same time supporting the implementation of preparedness and response actions.
- The National Disaster Preparedness and Relief Committee meets weekly and reviews recommendations from the cluster system



## Part E: Constraints to gender mainstreaming in Malawi

A review of documents and consultations with stakeholders has identified the following factors that limit advancement of women and gender equality in Malawi. These are presented table form for clarity.

Constraints	Description
1. Weak capacity of the National gender machinery	<ul style="list-style-type: none"> <li>▪ The Ministry of Gender is poorly funded</li> <li>▪ It also has limited funding</li> <li>▪ Coordination is hence a problem</li> <li>▪ Weak gender focal points</li> </ul>
2. Limited economic empowerment	<ul style="list-style-type: none"> <li>▪ Women have limited access to credit and other financial products</li> <li>▪ Women mainly belong to the informal sector in terms of financial services</li> <li>▪ Limited value addition for women's produce</li> <li>▪ Most of women's work is reproductive and is not paid for</li> <li>▪ Weak labour force participation of women</li> </ul>
3. High levels of gender-based violence	<ul style="list-style-type: none"> <li>▪ Limited knowledge of gender related laws, even though laws are available</li> <li>▪ Weak capacity of law enforcement agencies</li> <li>▪ Poor economic status of women which makes them vulnerable to men's abuse</li> <li>▪ Poor access to justice to survivors of GBV</li> <li>▪ No proper reporting mechanism due to lack of proper communication flow at both National level and sub-national level</li> <li>▪ Low literacy levels of women</li> </ul>
4. Poor participation of women in politics and decision making	<ul style="list-style-type: none"> <li>▪ Early marriages mean that not many women get adequate education to enable them participate in decision making.</li> <li>▪ Weak capacity of grassroots women organisations</li> <li>▪ Poor economic status of women means that they are not able to compete with men in political campaigns.</li> <li>▪ Parents do not invest much in girls' education as opposed to boys.</li> <li>▪ Low literacy levels of women</li> </ul>
5. Poor private sector engagement	<ul style="list-style-type: none"> <li>▪ No gender focal points in private sector companies</li> <li>▪ No appropriate gender coordination mechanism</li> <li>▪ Poor linkages and coordination with the Government on gender Enhance corporate social responsibility in addressing gender related matters</li> </ul>
6. Research, knowledge management and learning	<ul style="list-style-type: none"> <li>▪ Limited gender disaggregated data</li> <li>▪ Weak capacities to collect gender disaggregated data</li> <li>▪ Limited knowledge to demand gender disaggregated data</li> </ul>



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**SECTION IV: ROLE OF  
DEVELOPMENT PARTNERS**

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This section summarizes some key roles of development partners, focusing on gender and women empowerment related roles. Details about each donor are provided in the matrix of gender focused activities of main development partners in Malawi in Annex 3.

### A: UN Women

The UN Women's mandate in Malawi is to promote gender equality and women's empowerment. Its work is at the core of normative framework and supports the alignment to international, regional and national laws and policies. UN Women Malawi prioritizes its engagement with intergovernmental processes; enhancing women's political participation and leadership; strengthening women's economic empowerment; as well as, eliminating violence against women and girls. As a cross cutting theme, the UNW Malawi recognises the importance of expressively considering the role of women in peace, security and humanitarian action within the new strategic phase of 2018-2021. UNW Malawi efforts is to promote norms, policies and standards on gender equality and the empowerment of all women and girls will capitalize on UN Women's support for normative and intergovernmental processes. This is by ensuring greater investment towards strengthening government and stakeholder capabilities to assess progress in the implementation of key global normative and policy frameworks, such as the Beijing Platform for Action, CEDAW, Maputo Protocol, SADC Gender Protocol, the CSW etc. Thus, UNW Malawi supports national capacity for effective gender mainstreaming; as well as, facilitate, encourage and support documentation of emerging challenges, promising practices and potentially scalable multi-sectoral initiatives around gender priorities, issues and programs.

The UN Women work is aligned to both the UN Women Strategic Plan and the United Nations Development Assistance Framework (UNDAF) and the Malawi Growth and Development Strategy (MGDS) III. Since 2013, the UN Women's presence in the country has strengthened the legal and policy framework, it has contributed to gender and agriculture work, Ending violence against women and girls and the promotion of women Governance and leadership including implementation of the 1325 Peace and security resolution on Women including Humanitarian support.

UN Women chairs and is the secretary of the UN Gender TWG, which reports to the Programme Management Team (PMT). The main goal of the UN Gender TWG is to enhance the UN System in Malawi's capacity to coordinate and Deliver as One on Gender Equality and to provide strategic support to the UN system, development partners and Government of Malawi (GOM) around the four priority areas including: 1) Sustainable and equitable economic growth and food security; 2) Basic social and protection services; 3) HIV and AIDS; and 4) Governance. UNW is also the co-chair of sector working group on Gender. Further, UNW services as a secretariat to the Donor group on Gender and Human rights

### B: Other UN Agencies

There are various UN agencies in Malawi that implement programmes based on their mandate. There is the United Nations Development Programme (UNDP), which focusses on supporting Malawi to achieve sustainable development goals. UNICEF focusses on children's issues, UNAIDS support the government of Malawi with programming on the national response to HIV and AIDS. World Food Programme provides support to improve food security and food humanitarian support, while World Health Organisation supports the Government of Malawi in relation to the health sector. Other agencies include the International Labour Organisation (ILO), the United Nations High Commission for Refugees (UNHCR), the International Organisation for Migration (IOM) and the Food and Agriculture Organisation (FAO). The UN agencies have a coordinated support programme for the Malawi Government, which is the United Nations Development Assistance Framework (UNDAF).

The current UNDAF (2019-2023) captures the agreement between the UN in Malawi and the Government of Malawi on selected areas of work that will be the basis of development cooperation over the next five years, and sets out the specific outcomes the UN and the Government of Malawi will together aim to achieve by 2023 (United Nations, 2019). One of the main outcomes (Outcome 2) of the UNDAF is that gender equality and the empowerment of women and girls in Malawi is enhanced.

### C: African Development Bank

In 2013, the African Development Bank launched its 10 year strategy, which had two objectives:



- i. Inclusive growth:** The first and overarching objective is to achieve growth that is more inclusive, leading not just to equality of treatment and opportunity but to deep reductions in poverty and a correspondingly large increase in jobs. Through this objective, the Bank will invest in infrastructure that unlocks the potential of the private sector, while championing gender equality and community participation. It will help improve skills for competitiveness, ensuring that those skills better match the opportunities and requirements of local job markets (African Development Bank, 2013).
- ii. Green growth:** The second objective is to ensure that inclusive growth is sustainable, by helping Africa gradually transition to “green growth” that will protect livelihoods, improve water, energy and food security, promote the sustainable use of natural resources and spur innovation, job creation and economic development (African Development Bank, 2013).

To operationalize the two objectives of the 10 year strategy, the Bank has identified five key priorities, codenamed the Bank’s High Five, as follows:

- i. Infrastructure development:** The Bank will scale up infrastructure financing to the continent significantly—not just through its own lending but by leveraging its financial resources.
- ii. Regional economic integration:** The Bank will facilitate Africa’s economic integration to create larger, more attractive markets, to link landlocked countries, including fragile states, to international markets and to support intra-African trade.
- iii. Private sector development:** The Bank will continue to be an increasingly active partner and facilitator for private investment in Africa. It will design activities that respond to the specific needs, opportunities and challenges of the private sector. It will focus on African entrepreneurship, addressing the constraints that face women and young entrepreneurs and supporting micro, small and medium enterprises.
- iv. Governance and accountability:** To improve public financial management, the Bank will do more to support

fiscal decentralization and domestic resource mobilization.

- v. Skills and technology:** To increase the supply of skilled workers, the Bank will step up its support for technical and vocational training linked to specific needs in the labor market. The aim is to equip young people with the right skills for both the formal and informal sectors, including the skills to create small businesses.

In addition to the five priority areas, the Bank has identified three cross-cutting issues, which are 1) fragile states, 2) agriculture and food security and 3) gender. The five priority areas and the three cross-cutting issues are essential in transforming the lives of the African people and therefore consistent with the United Nations agenda on Sustainable Development Goals (SDGs) (African Development Bank, 2013).

The Bank Malawi Country Strategy Paper (2018-2022) is built the above Bank priorities. The main development objective of the Malawi Country Strategy is to support the foundations for private sector led growth by investing in public infrastructure to unlock private investment, promote diversification and build economic resilience to reduce poverty and inequality (African Development Bank, 2018). The strategy has two pillars, which are i) Infrastructural development (with a focus on transport and energy) and ii) Economic transformation (with a focus on agriculture and water sectors).

## D: World Bank

The focus of the World Bank (WB) work in Malawi is on improving human endowment, removing constraints for better and more jobs, removing barriers to women’s ownership and control over assets, and enhancing women’s voice and agency and engaging men and boys (World Bank, 2016). The WB has more than 30 projects that are operational/active in Malawi<sup>8</sup>. Currently, Malawi does not have a specific gender project, because it has not been requested by Government. As such, gender issues are mainstreamed across all projects. The main sectors of support include: education sector development, agriculture commercialization, trade, inclusion in economic opportunity and private sector development, social protection, resilience building and flood emergencies, nutrition and HIV and AIDS, and skills development

## E: Millennium Challenge Corporation

The Millennium Challenge Corporation (MCC) works with partner countries to reduce poverty as effectively as possible, and to design investments that reach the poor, women, and other disadvantaged groups. MCC is particularly dedicated to unlocking the economic potential of women in a holistic, sustainable, and impactful way. MCC projects support women entrepreneurs, expand income-generating activities and employment opportunities for women, lift legal restrictions such as property rights, and increase women's access to critical services like reliable electricity and clean water.

In Malawi, the MCC, through the Millennium Challenge Account (MCA), implemented a Compact programme with a focus on energy. The goal of the Compact was to reduce poverty through economic growth in Malawi while the program objective was to (i) increase investment and employment income by raising the profitability and productivity of enterprises, (ii) expand access to electricity for the Malawian people and businesses, and (iii) improve delivery of social services (Millennium Challenge Corporation, 2011). The objective of the Compact was to improve the availability, reliability, and quality of the power supply by increasing the throughput capacity and stability of the national electricity grid, increase efficiency of hydropower generation, and create an enabling environment for future expansion by strengthening sector institutions and enhancing regulation and governance of the sector.

The MCC's power sector reform project in Malawi included a grant facility to promote social and gender-responsive approaches to natural resource management, which impacts the country's power generation capability through its hydropower plants. Through the Malawi Compact, the Electricity Supply

Corporation of Malawi (ESCOM), the country's electric utility, created a Gender and Social Inclusion Unit and is now leading the way in mainstreaming women's participation in A new Compact is currently being prepared and preliminary assessments show that the new Compact will focus on land and agricultural development issues.

## F: European Union

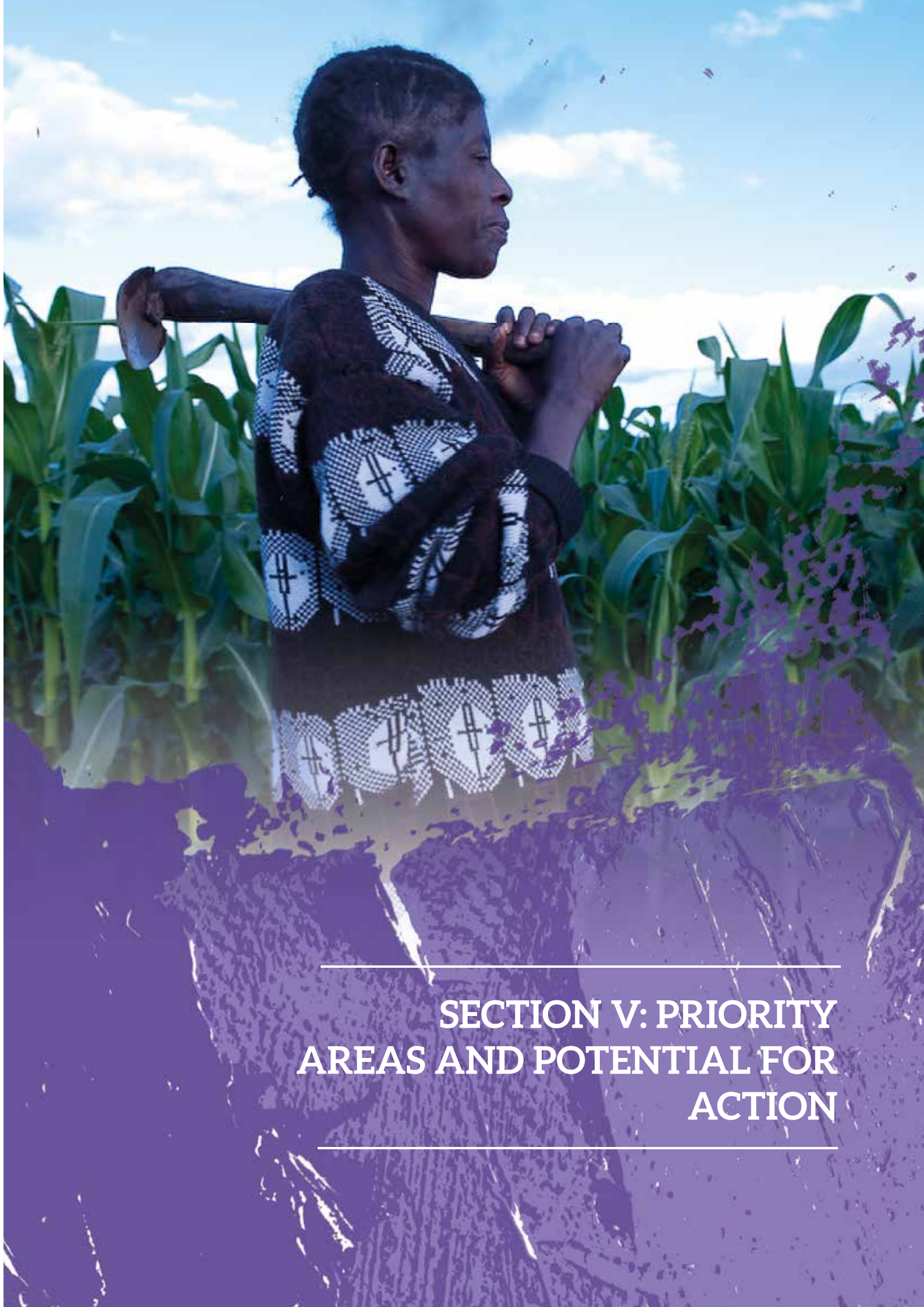
In the current country strategy, the EU in Malawi has adopted a mainstream approach to all its programming and it is a requirement for gender to be significantly mainstreamed at all levels of programming. Deliberate strategies are employed to ensure that there is equitable access for women and girls to basic social services, that women are actively included in decision-making, and that they are protected from all forms of violence. The EU focus areas are sustainable agriculture, governance and education.

## G: Department for International Development (DFID)

In relation to gender, the main DFID focal areas are i) building resilience to crises, ii) combatting gender-based violence against women and girls, and iii) building institutions and economic development. DFID has a number of programmes that implement different activities to support the three goals as indicated. Some key projects include the "Violence against Women and Girls: Prevention and Response Project", the Strengthening Malawi's Education System project and the TRACTION which aims to improve accountability responsiveness in the delivery of public goods (including business environment) and services at local and national levels.

<sup>8</sup> <https://projects.worldbank.org/en/projects-operations/projects-list?searchTerm=Malawi>





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**SECTION V: PRIORITY  
AREAS AND POTENTIAL FOR  
ACTION**

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### **Priority Area 1: Support towards strengthening the National Gender Machinery**

Implementing priorities of the NGP requires that the national gender machinery has the requisite capacity to coordinate and implement gender policy priorities across all sectors. The Government of Malawi has put in place laws and policies on gender. There is also political commitment on gender, with structures available to support implementation of programmes. Coordination structures, such as TWGs and gender focal points are available but weak and targeted support can enhance implementation of gender and women empowerment programmes.

### **Priority Area 2: Addressing gender-based violence**

While Malawi is a signatory to key international and regional instruments and has put in place legislative and policy measures to address gender-based violence against women and children, GBV continues to increase and women and children continue to suffer from the problem. Most of the laws that are in place have not been effectively disseminated to the general public and to duty bearers, law enforcement authorities and gate keepers at community level. The policy and legislative instruments in place provide a conducive environment to implement comprehensive anti-GBV interventions, focusing on subnational and community levels, targeting victims of violence (women and children) and perpetrators as well (men and boys). There is need for stakeholders to improve access to justice for victims of GBV, as well as putting in place measures to rehabilitate and rehabilitate perpetrators of GBV.

### **Priority Area 3: Developing productive capacities and economic empowerment of women**

There are many opportunities for drawing women into the formal economy. There is obviously a positive association between microcredit and women's empowerment. Many women are already involved in running small scale informal businesses, but lack technical and financial support to formalize and scale up their businesses. For women in Malawi, access to financial services, especially credit is a luxury and yet, for example, women in agriculture provide over 80% labour. Economic empowerment of women is especial-



ly important because it enables women to build leadership in their homes as well as in their enterprises. VSLAs allow women the space to gain empowerment within their communities and in their relationships. Investing in women's economic empowerment is investing in a path towards gender equality, poverty reduction and overall economic growth. Access to savings, loans, and other sources of credit is a core component to fostering prosperous and resilient communities. Important priorities and scalable interventions include technical support to women in private sector development, supporting mechanization, commercialization of agricultural, irrigation and value addition, and processing for women in agricultural value chains (with a focus on key crops such as cassava, legumes/oil seeds, fruits and horticulture). Non-agricultural economic interventions include improving women's engagement in mining, cross-border trade, ICT and innovation. Institutional development of women's farmer organisations/cooperatives could be an innovative approach to engage women in agribusiness development, targeting specific value chains. Linked to value chain development and agribusiness for women, is the need for the Bank to incorporate women's improved access to energy and transport infrastructure.

Energy and transport poverty affects women more than men. It is important for these priorities to be packaged together with any economic empowerment programmes for deeper impact.

#### **Priority Area 4: Support towards women's participation in politics and decision making**

Malawi has established a 50:50 Campaign which aims to promote equal participation of women and men in decision making and leadership positions. A multi-donor agency is available to implement the programme. However, the 50:50 programme becomes active mainly during periods prior to elections. There is potential to transform the programmes into sustainable advocacy and implement programmes to support women's political and social empowerment, before, during and after elections. Ideas within this perspective include supporting capacity building of the Ministry of Gender as coordinator of the programme, grassroots women organisations, including supporting WORLEC and NGO-GCN and the 50:50 Campaign Management Agency directly or indirectly, supporting a trust fund for women empowerment, subsidies to women participating in politics, supporting National Initiative for Civic Education (NICE) or engaging with local government to facilitate capacity building of community-based organisations (CBOs).

#### **Priority 5: Early marriages and girls education**

The recent Malawi Demographic Health Survey (MDHS) shows that 47% of females are married by the age of 18 and the majority will have their first child by 19 years old (NSO, 2017a). Traditional Authorities (TAs) interviewed during the formulation of the GCP confirmed that early marriages, weak participation of women in decision making, gender-based violence, poverty and low economic empowerment of women are issues that have negatively affected women in their jurisdictions. The TAs recommended a strong programme to sensitize women and the communities in general to address these issues as well as targeted support to empower victims of GBV.

#### **Priority 6: Women, gender, HIV and AIDS and disability**

In the area of health and HIV, women are also more

affected by HIV and AIDS than men. The Malawi Population-Based HIV Impact Assessment (MPHIA) carried out by the Malawi Ministry of Health in 2015-2016 found HIV prevalence among adult women (aged 15-64) to be 12.8%, compared with 8.2% among adult men. In 2018, 4.3% of young women were living with HIV, compared to 2% of young men. According to Malawi's Demographic and Health Survey 2015-16, of surveyed women between 15-49 years, 21 percent had experienced some form of sexual violence in their life; of these women, 4 percent had experienced sexual violence before the age of 18 (NSO, 2017: 282). These figures are not disaggregated to reflect the prevalence of sexual violence against women and girls with disabilities. However, there is a paucity of data on the nature and extent of sexual violence committed against women and girls with disabilities (Southern Africa Litigation Centre, 2017). According to Southern Africa Litigation Centre, 2017, international studies show that women with disabilities are twice as likely to experience intimate partner violence and other forms of gender-based violence as women who do not have a disability (Ortoleva & Lewis, 2012). The authors noted that "women and girls with disabilities are at high risk of gender-based and other forms of violence based on social stereotypes and biases that attempt to dehumanise or infantilise them, exclude or isolate them, target them for sexual and other forms of violence, and put them at greater risk of institutionalised violence.

#### **Priority Area 7: Gender, infrastructure, energy and climate change**

Building resilience to climate change is an urgent priority in Malawi, especially that the country has recently adopted the National Resilience Programme. Climate change affects women more than men and the availability of a national resilience programme, coupled with the fact that many development partners do not have specific gender and climate change programmes, provides an opportunity for innovation to empower women. The availability of national resilience programmes provides an opportunity for innovation to empower women. It is important to implement targeted interventions that build resilience for women, their households and their businesses to climate change. The National Resilience Strategy (NRS), has four pillars, i) Resilient Agricultural Growth,

ii) Human Capacity, Livelihoods, and Social Protection, iii) Risk Reduction, Flood Control, and Early Warning and Response Systems and iv) Catchment Protection and Management. The NRS recognises that women's empowerment and improvements in gender relations have proven impacts on productivity, income generation, diversification, and improved decision making on the use of income and resources to meet household consumption and nutritional needs (GoM, 2018). DFID Malawi is implementing a large scale programme, "Building Resilience and Adapting to Climate Change (BRACC), which could potentially provide programming lessons to future gender specific programmes.

#### **Priority Area 8: Women's unpaid care work**

The feminisation of care responsibilities and the disproportionate time women spend on unpaid care work, as compared to men, contributes to and reinforces gender-based inequalities in economic and political life. It has direct implications on women's ability to invest time in other economic, social and political activities, from paid employment to education, community engagement and leisure. It hampers women's ability to build up assets, agency, skills and voice and, thus, women's empowerment. The centrality of care to sustainable development and gender equality is recognised in Agenda 2030:

"Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate."

However, this statement stops short of advocating for the redistribution of unpaid care work and also opens a door to diluting the human rights based argument by introducing the caveat "as nationally appropriate." Unpaid domestic and care work is also addressed in the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), for example in point 8 of the General Recommendation 23 (1997): "Relieving women of some of the burdens of

domestic work would allow them to engage more fully in the life of their communities. Women's economic dependence on men often prevents them from making important political decisions and from participating actively in public life. Their double burden of work and their economic dependence, coupled with the long or inflexible hours of both public and political work, prevent women from being more active." Unpaid care work was recently highlighted as one of seven drivers in the recent report by the UN Secretary General's High-Level Panel on Women's Economic Empowerment: "Progress on the agenda to expand women's economic empowerment depends, to a significant extent, on closing the gender gap in unpaid work and investing in quality care services and decent care jobs." There is a large and robust body of evidence about the extent of unpaid care work that women and girls do, and its contributions to economies around the world and to human and sustainable development outcomes.

#### **Priority Area 9: Improving access to justice to survivors of GBV**

The persistence and prevalence of violence against women has been described by UN Women, (2018) as "a pandemic" and by the World Health Organisation, (2019) as a "public health problem of epidemic proportions", affecting from 35 to 70 per cent of women and girls globally according to national studies. There is a consistent recognition that gender-based violence, whether committed by state agents or non-state actors, can severely infringe the rights of women not to be subjected to torture and ill-treatment, and the right not to be subjected to discrimination. This recognition of gender-based violence as a form of torture and discrimination persists irrespective of the situation in which the violence takes place whether in armed conflict or peacetime, in the home, in work places, the street in places of detention, It also persists in relation the identity of the perpetrator whether a family member, member of the community, stranger or state official.





In a broad sense, access to justice for women for acts of gender-based violence means that states must implement a range of measures including, where necessary, amending domestic law to ensure that acts of violence against women are properly defined as crimes and ensuring appropriate procedures for investigations, prosecutions and access to effective remedies and reparation. Access to justice for individual women is often assumed to reside in a criminal justice response to the perpetrator. However, women may identify other aspirations as their idea of justice for the harm they have experienced: the ability to seek safety through effective protection orders; physical and mental recovery through good quality and accessible health services; and/or the opportunity to seek a divorce and a new life free from the violence of a spouse or cultural modes of resolution (such as women centered domestic and sexual violence truth and justice councils). Often these forms of justice must be in place before a woman subjected to violence feels able to embark on the process of seeking justice through criminal law.

#### **Priority Area 10: Private sector engagement**

The private sector has the potential to contribute to

reducing poverty and reducing gender disparities by connecting women to markets and economic opportunities, helping to reshape attitudes and norms among women and men about gender relations, and demonstrating the benefits of greater gender equality. The private sector has a key role to play in working with government and non-governmental organisations (NGOs) to deliver the Sustainable Development Goals (SDGs). The private sector is an important player in a number of areas that are known to be critical for shifting gender norms, from economic change and education to urbanisation and migration (Marcus & Harper, 2015). While many private sector actors do not talk explicitly about 'discriminatory gender norms', they certainly recognise that such norms constrain their potential profits and growth. Discriminatory gender norms are often bad for business. Whether it is norms that restrict women's and girls' mobility outside the home, their participation in non-family economic activities, and traditionally male occupations, their decision-making and control over household resources (diminishing their purchasing power), their sexual autonomy and control over their own reproduction, or their participation in education and skills-building programmes.

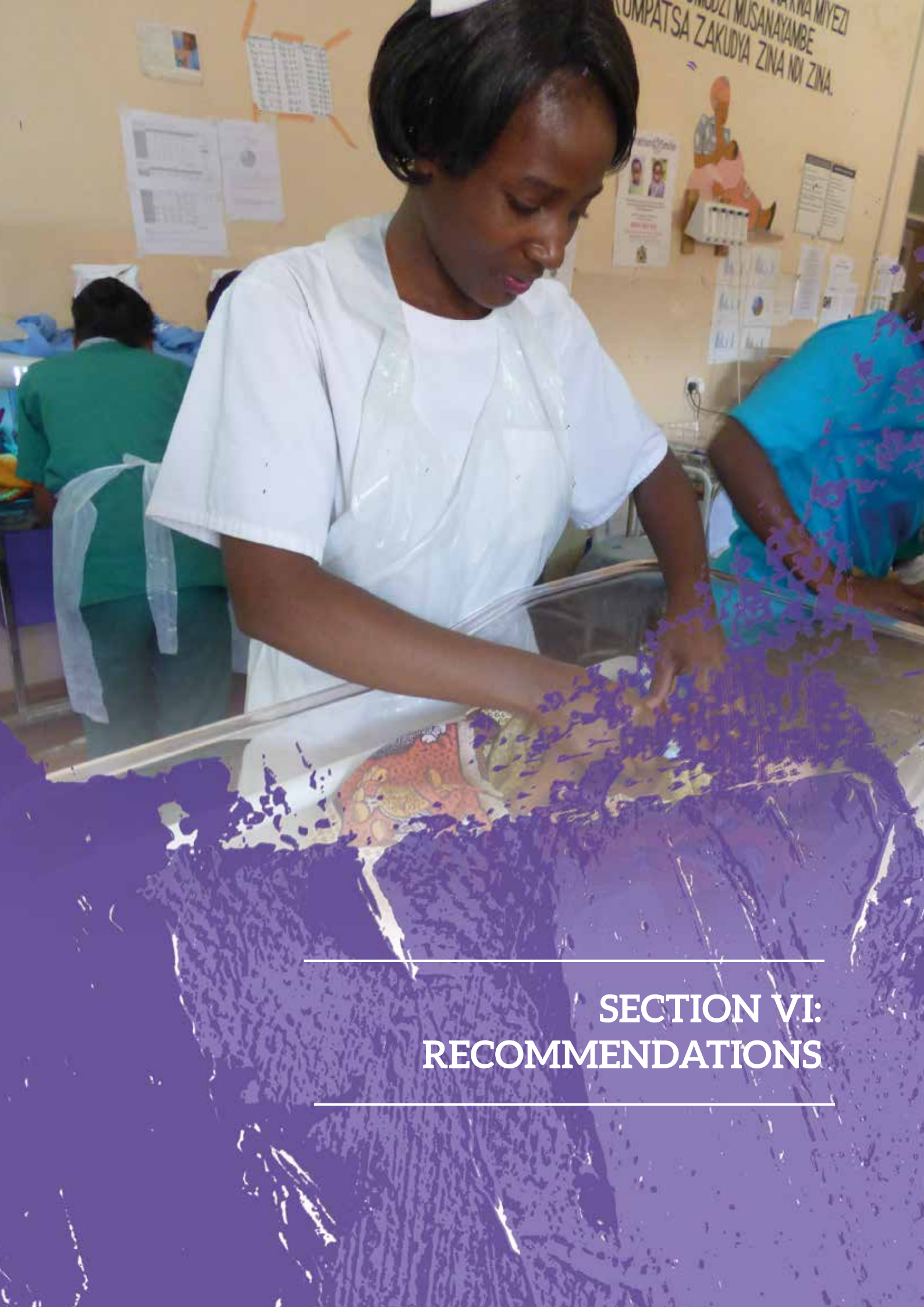


These norms keep women poor and limit their potential as citizens, workers and as consumers (Scott, 2017). Women's equality in the workplace is a critical component of gender equality and sustainable development. It would not only improve the prospects of millions of women, but would also have a profound impact on the development of countries.

#### **Priority Area 11: Research, knowledge management and learning**

Scarcity of relevant, reliable and correctly analyzed gender data is a challenge most development planners and policy-makers have come up against. Yet, a considerable data is collected i.e. NGOs carry out needs assessments, university researchers do surveys and analytical work, government sectors undertake various studies. The data may not be easily accessible to the public and may not have been analyzed or presented in a format that is easy to be used. The structures for implementing the findings of that research is also lacking. Additionally data often exist on a wide range of topics. It follows that many of the issues that are commonly assumed to be lacking in information can in fact be examined with existing data and additionally, this data can be harmonized for deeper impact. Furthermore, it is now widely acknowledged as good practice to routinely disaggregate statistical data on individual characteristics by sex and age but also to view this data in context for instance, linking it qualitative research. This not only provides evidence of gender differences, but strengthens and improves the whole statistical system. There has been increasing recognition of sex and gender disaggregated data globally. There is a clear need to strengthen collective efforts to promote the integration and collection of sex and gender disaggregated data as standard practice. as this is important for policy and programme formulation, decision making and effective management of organisations. Yet, gender disaggregated data is not always readily available. The National Statistics Office (NSO) has over the past two decades improved its gender disaggregation of data, but there are further opportunities for improvement. Support towards capacity building of the NSO, engagement processes and its data users is critical. Capacity building of local users of NSO, including ministries, departments and agencies, private sector and NGOs, could scale up demand and supply of gender disaggregated data and in turn support mainstreaming of gender across sectors. Reporting on the impact of data use is as important as data collection.





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## SECTION VI: RECOMMENDATIONS

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There are many urgent needs for gender-equitable development in Malawi and most of these are already documented in the NGP and other national policies and programmes. However, not all interventions indicated in the policies can be implemented at once, so strategic prioritization is important. This Gender Profile suggests that the priority should be to target actions which can bring the greatest benefit to the largest number of poor women, and to choose a few areas where investments can produce an immediate benefit as well as a spillover effect and cross-cutting approaches on other areas of need. The most important and urgent gender priorities in Malawi include support towards strengthening the National Gender

Machinery to galvanize implementation of the NGP, economic empowerment of women, promoting education for girls, addressing gender-based violence, strengthening participation of women in leadership and decision making, building resilience of women against climate change and investing in research, knowledge dissemination and learning. Based on that criteria and the preceding analysis of Sections 2-6, the following are the overall recommendations and specific interventions that could be implemented to support advancing women's rights, economic and social empowerment of women and gender equality in Malawi.



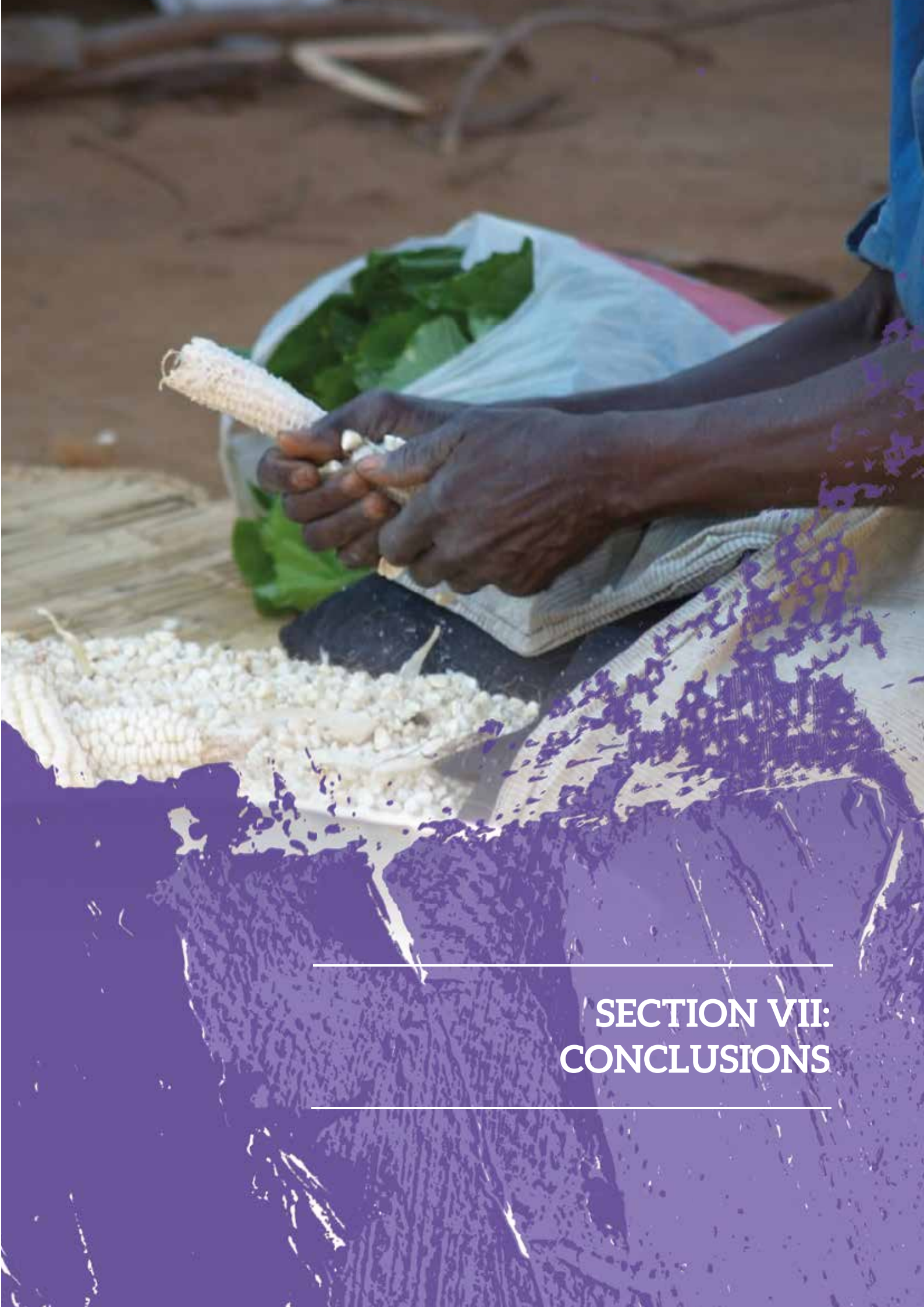
**Table 1: Recommendations and proposed interventions**

Priority areas	Proposed specific interventions
1. Capacity building of the National Gender Machinery	<ul style="list-style-type: none"> <li>▪ Technical and financial assistance to the Ministry of Gender, Child Welfare and Community Development.</li> <li>▪ Sectoral support to MDAs, including District Councils</li> </ul>
2. Combating gender-based violence	<ul style="list-style-type: none"> <li>▪ Awareness raising on harmful practices in the community</li> <li>▪ Providing support to grassroots gender and women's organisations</li> <li>▪ Improving access to primary justice</li> <li>▪ Establish locally accessible adult literacy programs for women</li> <li>▪ Improve rural access to quality primary and secondary education</li> <li>▪ Ensuring that perpetrators of GBV are punished and rehabilitated</li> </ul>
3. Building productive capacities and economic empowerment of women	<ul style="list-style-type: none"> <li>▪ Support to Village Savings and Loan Schemes</li> <li>▪ Provide capacity building and extension services to women's groups</li> <li>▪ Provide basic infrastructure - rural roads, water, sanitation and electricity)</li> <li>▪ Value addition to women's agricultural produce</li> <li>▪ Provision of alternative sources of energy and transport</li> <li>▪ Technical support to women in private sector development</li> <li>▪ Non-agricultural economic intervention</li> </ul>
4. Women's participation in politics and decision making	<ul style="list-style-type: none"> <li>▪ Technical and financial support to transform the 50:50 programmes to sustainable advocacy</li> <li>▪ Support capacity building of grassroots women organisations,</li> <li>▪ Supporting a trust fund for women empowerment</li> </ul>
5. Girls education to address issues of early marriages	<ul style="list-style-type: none"> <li>▪ Invest in girls' education by implementing interventions that reduce early marriages and pregnancies amongst girls and providing incentives which will allow them to complete their education</li> <li>▪ Sensitization of communities and gate-keepers on dangers of early marriages</li> <li>▪ Enforcement of laws around marriages, trafficking in children, child labour and others</li> </ul>
6. Gender, infrastructure, climate change and energy	<ul style="list-style-type: none"> <li>▪ Supporting women with irrigation, market, energy and transport infrastructure.</li> <li>▪ Promoting alternative energy and transport sources</li> <li>▪ Building partnerships and synergies with DFID Malawi.</li> </ul>

**Table 1: Recommendations and proposed interventions**

Priority areas	Proposed specific interventions
7. Women's unpaid care work	<ul style="list-style-type: none"> <li>▪ Undertake gendered market analysis which considers unpaid activities</li> <li>▪ Design interventions to address specific constraints related to unpaid care work</li> <li>▪ Enhance dialogue to facilitate change of gender norms through men's groups challenging the norms</li> <li>▪ Support male role models and other initiatives that enable men to take on care work</li> </ul>
8. Improving access to justice to survivors of GBV	<ul style="list-style-type: none"> <li>▪ Enhance mobile courts and gender sensitive administrative reforms</li> <li>▪ Enhance efforts to promote women's participation in justice institutions</li> <li>▪ Capacity building of law enforcement and judicial officials</li> <li>▪ Enhance legal awareness, education and advocacy</li> <li>▪ Enhance gender sensitive informal justice, customary or community based dispute resolutions</li> <li>▪ Enhance community based response to GBV</li> </ul>
9. Private sector engagement	<ul style="list-style-type: none"> <li>▪ Enhance corporate social responsibility in addressing gender related matters</li> <li>▪ Enhance the capacity of contractors on social safeguards</li> <li>▪ Support the private sector to set up coordination mechanism to address gender issues at different levels.</li> </ul>
10. Research, knowledge management and learning (Impact Weighting, 5%)	<ul style="list-style-type: none"> <li>▪ Technical and financial assistance support to the National Statistics Office (NSO) and users on gender disaggregated data.</li> <li>▪ Gender disaggregated data use campaigns to promote demand and supply for gender disaggregated data</li> <li>▪ Reporting and evaluation?</li> </ul>





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**SECTION VII:  
CONCLUSIONS**

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## CONCLUSION

Malawi has made significant progress in developing policy and legislation to promote gender equality and empower women and girls. These include a progressive Constitution, the Gender Equality Act (2013), the Marriage, Divorce and Family Relations Act (2015) to mention but a few. The country has the MGDS, the national development strategy that prioritizes gender and is consistent with SDGs. The National Gender Policy provides guidelines and priorities for mainstreaming gender in all development sectors. Institutionally, the country has a specific Ministry responsible for gender affairs and is supported by various gender focal points in MDAs, the private sector and NGOs. GFPs are responsible for coordinating and facilitating mainstreaming gender in their respective organisations and institutions.

Despite these achievements, the country faces huge challenges and unacceptable levels of gender inequality, which affects women and girls more than men and boys. Firstly, the Ministry responsible has limited capacity and finances to effect coordination of the national gender response. While coordination structures, such as gender focal points, TWGs are available, they are also weak and targeted support can catalyse strong implementation of gender and women empowerment programmes. While Malawi is signatory to key international and regional instruments and has put in place legislative and policy measures to address gender based violence against women and children, GBV continues to increase; and women and children continue to suffer from the pandemic. Most of the laws that are in place have not been effectively disseminated to the general public and to duty bearers, law enforcement authorities and gate keepers at community level. As a result GBV, including, but not limited to early marriages, continues to increase, thus negatively affecting the human development capital of girls to acquire the requisite education, that will effectively enable them

to participate in the socio-economic and political development of the country.

Economically, while many women are already involved in running small scale informal businesses, they lack technical and financial support to formalize and scale up their businesses. With regard to the participation in politics and decision making, women still lag behind men, with almost 4 out of 5 leadership positions being held by men against 1 for women. Therefore, women continue to be recipients of men's decisions, rather than make decision for themselves. There is potential to transform the 50:50 programmes to implement programmes to support political and social empowerment of women, before, during and after elections.

Climate change affects women more than men and the availability of a national resilience programme, coupled with the fact that many development partners do not have specific gender and climate change programmes, provides an opportunity for innovation to empower women by implementing targeted interventions that build women's resilience, and those of their households and businesses, including those linked to climate change. Building women's and girls' resilience to climate change is an urgent priority in Malawi, especially that the country has just adopted the National Resilience Programme.

Finally, scarcity of relevant, reliable and correctly analyzed gender data is a challenge most development planners and policy-makers have come up against. Yet, a lot of data is collected i.e. NGOs carry out needs assessments, university researchers do surveys, government sectors undertake various studies. The data may not be easily accessible to the public and may not have been analyzed or presented in a format that is easy to access or use. There is a clear need to strengthen collective efforts to promote the integration and collection of sex and gender disaggregated data as standard practice as well as their reporting, including to the stake holders.

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## ANNEX 1: MALAWI COUNTRY GENDER PROFILE: SUGGESTED AREAS OF GENDER INTEGRATION IN KEY SECTORS AND PRO-CESSSES BASED ON THE CURRENT COUNTRY STRATEGY PAPER

Issue Area and Key Instruments	Gender Analysis informs CSP Diagnostics	Actions to Prioritize in CSP Program in Response to Identified Issues	Gender-Sensitive Indicators in Results Framework to Measure Outcomes
<b>INDICATE CURRENT CSP PILLAR I: INVESTING IN INFRASTRCTURE THROUGH ENERGY AND TRANSPORT</b>			
National gender machinery	<ul style="list-style-type: none"> <li>Weak coordination</li> <li>Weak capacity</li> <li>Limited gender disaggregated.</li> <li>Limited sectoral</li> <li>Limited resources for the gender national machinery</li> </ul>	<ul style="list-style-type: none"> <li>Technical and financial assistance to the Ministry of Gender, Child Welfare and Community Development to strengthen coordination and effective implementation of the NGP.</li> <li>Sectoral support to MDAs, including District Councils, to build capacity for gender mainstreaming, using GFPs and TWGs as entry points for scaling-up of gender mainstreaming in policies and programmes</li> <li>Technical and financial assistance support to the National Statistics Office (NSO) and users on gender disaggregated data.</li> <li>Gender disaggregated data use campaigns to promote demand and supply for gender disaggregated data.</li> </ul>	<ul style="list-style-type: none"> <li>Numbers of MDAs supported</li> <li>Numbers of focal points trained</li> <li>Number of men and women trained in sectors that are implementing gender analysis and mainstreaming activities in their sectors</li> <li>NSOs capacity in gender disaggregated data</li> </ul>
Energy Sector	<ul style="list-style-type: none"> <li>Poor coverage of grid means women are not connected to grid and not able to add value to agricultural produce</li> <li>Women not able to meet the high cost of alternative energy sources</li> <li>Women overburdened by domestic work including long distances to fetch firewood</li> </ul>	<ul style="list-style-type: none"> <li>Scaling up on low cost energy sources, such as solar</li> <li>More mini hydro targeting rural areas</li> <li>Improving access to fast growing wood species in rural areas and scaling up afforestation for energy</li> <li>Private sector led energy poverty interventions, including cook stove value chains</li> </ul>	<ul style="list-style-type: none"> <li>Women accessing electricity</li> <li>Energy mixes for women</li> <li>Cost of alternative sources of energy for women</li> <li>% of women using alternative sources of energy</li> <li>Number of private sector led initiatives</li> </ul>



Issue Area and Key Instruments	Gender Analysis informs CSP Diagnostics	Actions to Prioritize in CSP Program in Response to Identified Issues	Gender-Sensitive Indicators in Results Framework to Measure Outcomes
<b>WSS Sector</b>	<ul style="list-style-type: none"> <li>▪ Deforestation, desertification and decreasing water availability affect women most through compromising their economic productivity and nutritional status</li> <li>▪ Lack of safe water, sanitation and hygiene in schools affects the education and security of girls</li> <li>▪ Poor sanitation and hygiene account for approximately 4,500 under-five child deaths every year in Malawi due to diarrhea and other waterborne diseases</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intensification of community-led tree planting programmes and conservation activities</li> <li>▪ Income diversification activities that discourage vegetative destruction</li> <li>▪ Wide distribution of water supply improvement interventions especially in schools and health facilities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of community programmes on tree planting</li> <li>▪ Number of trees being planted</li> <li>▪ Alternative income sources replacing tree cutting</li> <li>▪ Number of new water access points installed</li> </ul>
<b>Transport Sector</b>	<ul style="list-style-type: none"> <li>▪ Women carry out much of the travel and transport work but have limited access to and control over the means of transport</li> <li>▪ Socio-cultural restrictions constrain women's but not men's travel in all districts in the country</li> <li>▪ Men often travel for economic purposes, whereas women travel for essential service such food, health and children's education</li> <li>▪ Women tend to sell their agricultural produce to local vendors due to high transportation costs</li> <li>▪ Women are often subjected to sexual and other forms of harassment when using transport services</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improving access to and maintenance of good road networks</li> <li>▪ Augment behaviour change communication that will remove negative cultural perception that undermine women</li> <li>▪ Private sector involvement in manufacturing and provision of affordable/ discount transport means such as bicycles to increase access to women and youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of new improved roads established</li> <li>▪ Reduction rate of discrimination of women from asset ownership/ usage</li> <li>▪ Affordability (price reduction) in bicycles</li> </ul>

INDICATE CURRENT CSP PILLAR II: INVESTING IN ECONOMIC TRANSFORMATION BY STRENGTHENING AGRICULTURAL VALUE CHAINS AND DEVELOPING WATER INFRASTRUCTURE

Issue Area and Key Instruments	Gender Analysis informs CSP Diagnostics	Actions to Prioritize in CSP Program in Response to Identified Issues	Gender-Sensitive Indicators in Results Framework to Measure Outcomes
<b>Agriculture and food security</b>	<ul style="list-style-type: none"> <li>▪ Limited access to credit and agricultural inputs</li> <li>▪ Poor agricultural infrastructure including rural agricultural and access/feeder roads</li> <li>▪ Weak productive capacities of women</li> <li>▪ Limited coverage of irrigation</li> <li>▪ Weak investment in agribusiness and value addition, coupled with poor skills by women</li> <li>▪ Youth not incentivized to participate in agriculture</li> </ul>	<ul style="list-style-type: none"> <li>▪ Create a special fund for loans and micro-credit for women agricultural workers and small business owners, including supporting formalization of women's businesses</li> <li>▪ Provide capacity building and extension services to women's farmer organisations</li> <li>▪ Engaging women to add value to their agricultural produce</li> <li>▪ Provision of alternative sources of energy and transport</li> <li>▪ Technical support to women in private sector development supporting mechanization, commercialization of agricultural, irrigation and value addition and processing for women</li> <li>▪ Non-agricultural economic intervention include improving women's engagement in mining, cross-border trade, ICT and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number women that access credit and agricultural inputs</li> <li>▪ Number of agricultural infrastructure including rural agricultural and access/feeder roads constructed</li> <li>▪ Number of women trained in various skills related to agribusiness management</li> <li>▪ Area under irrigation that are managed by women</li> <li>▪ Number of youths participation in agriculture</li> </ul>
<b>Private Sector Development</b>	<ul style="list-style-type: none"> <li>▪ Women employment share in the marginal mining and quarrying sector is higher than men. In contrast, men's employment share is higher than women's in all other sectors</li> <li>▪ More youth are migrating out of the nation, triggered by some the lowest wages in southern Africa</li> <li>▪ Pay gaps that favour men and more women are forced into vulnerable and casual employment</li> <li>▪ Fewer women have access to agricultural inputs and credit than men</li> </ul>	<ul style="list-style-type: none"> <li>▪ Deliberate government and private sector efforts to ensuring productive and decent work for rural workers especially youth and women</li> <li>▪ Scaling up skills development activities to women and youth for increased employability and productivity</li> <li>▪ Increase advocacy for fair maternity benefits to women and girls (e.g. length of maternity leave or introduction of paternity leave?)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of women and youth reached with access to decent work initiatives</li> <li>▪ Number of policies towards fair women treatment enacted</li> <li>▪ Number of women and youth receiving skills development training</li> </ul>

Issue Area and Key Instruments	Gender Analysis informs CSP Diagnostics	Actions to Prioritize in CSP Program in Response to Identified Issues	Gender-Sensitive Indicators in Results Framework to Measure Outcomes
<b>Economic Reforms</b>	<ul style="list-style-type: none"> <li>▪ The share of men with formal jobs is more than twice as high as that of women</li> <li>▪ Youth do not generally participate in household or community level decision-making processes and their views are unrepresented in wider societal circles</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intensify implementation of the Village Savings and Loans Initiative targeting the poor including rural women</li> <li>▪ Promote women in business initiatives</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of rural women and youth active in VSLs</li> <li>▪ Number of women starting and growing new businesses.</li> </ul>
<b>INDICATE OTHER AREAS OF BANK ENGAGEMENT</b>			
<b>Climate Change (CC)</b>	<ul style="list-style-type: none"> <li>▪ Women and girls have a primary role to fetch water and this involves walking long distances and meeting associated security hazards due to depletion of water sources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intensify community-led environmental restoration programmes in worst affected communities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of community-led environmental restoration initiatives being implemented</li> </ul>
<b>Analytical Work Blue Economy? Inclusive Growth?</b>	<ul style="list-style-type: none"> <li>▪ A National Gender Policy (2015) exists which aims to mainstream gender in the national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication</li> </ul>	<ul style="list-style-type: none"> <li>▪ Facilitate review and update of the National Gender Policy incorporate pertinent issues</li> </ul>	<ul style="list-style-type: none"> <li>▪ Review of old Policy</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>▪ The literacy rate of children in Malawi is considerably higher than its neighboring countries in Africa</li> <li>▪ Malawi faces a critical problem of girls under-enrolled and outnumbered in the majority of its primary schools</li> <li>▪ Gender-based violence is widely accepted, with 35.7% of all women (38.2% rural and 22.4% urban) indicating that it is acceptable to be beaten by their husbands</li> </ul>	<ul style="list-style-type: none"> <li>▪ Intensify construction of learning facilities that are conducive for girl child education in rural areas</li> <li>▪ Increase community-led behaviour change interventions against GBV</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of new secondary schools and CBCCs constructed</li> <li>▪ Rate of reduction of GBV cases.</li> </ul>



Issue Area and Key Instruments	Gender Analysis informs CSP Diagnostics	Actions to Prioritize in CSP Program in Response to Identified Issues	Gender-Sensitive Indicators in Results Framework to Measure Outcomes
	<ul style="list-style-type: none"> <li>▪ Poor participation of women in leadership and decision making positions</li> <li>▪ Low literacy levels for women</li> <li>▪ Poor investment in girls education</li> </ul>	<ul style="list-style-type: none"> <li>▪ Providing support to grassroots gender and women's organisations to disseminate existing gender laws and facilitate support to victims of GBV.</li> <li>▪ Improving access to primary justice by victims of GBV, especially in rural areas and ensuring punishment and sanctions and reform of perpetrators of GBV.</li> <li>▪ Invest in Girls' education by implementing interventions that reduce early marriages and pregnancies amongst girls</li> <li>▪ Establish locally accessible adult literacy programs for women, especially in rural areas;</li> <li>▪ Improve rural access to quality primary and secondary education</li> </ul>	<ul style="list-style-type: none"> <li>▪ Percentage of women in leadership and decision making positions</li> <li>▪ Literacy levels for women</li> <li>▪ Rate of early marriages for girls</li> <li>▪ Amount of investment in girls education</li> </ul>

- Note: This matrix will be compiled as part of MCGP preparation, so as to summarize key issues and priorities, while linking them to the Bank's operational work. The sectors listed in this matrix will be determined in collaboration with the Country Economist and in-country counterparts, and as reflected in ongoing or planned country strategies.

## ANNEX 2: CORE DATA PROFILE

Indicator	Data (early period)				Data (most recent period)			
	Female	year	Male	year	Female	year	Male	year
<b>HUMAN ASSETS: CAPABILITY</b>								
<b>Health</b>								
Life Expectancy at Birth								
Crude Birth Rate (per 1,000 people)		39.2				32.2		
Infant Mortality Rate (per 1,000 live births)		66				42		
Infant Mortality Rate (per 1,000 live births) richest quintile		71				43		
Infant Mortality Rate (per 1,000 live births) poorest quintile		69				47		
Under 5 mortality rate (%)		112				63		
Total Fertility Rate (births per woman)	5.7	2010	X	X	4.7	2016	X	X
Total Fertility Rate (births per woman) richest quintile	3.7	2010	X	X	2.9	2016	X	X
Total Fertility Rate (births per woman) poorest quintile	6.8	2010	X	X	5.7	2016	X	X
Adolescent Fertility Rate (births per 1,000 women aged 15-19)	152	2010	X	X	136	2016	X	X
Maternal Mortality Ratio (per 100,000 live births)	675	2010	X	X	439	2016	X	X
Risk of unintended pregnancy (% of married women aged 15-19)	No data	X	X	X	No data	X	X	X
Contraceptive Prevalence (% women aged 15-49)	9.8	2010	X	X	59	2016	X	X
Births Attended by Skilled Health Staff (% of Total)	71.4	2010	X	X	91	2016	X	X
<b>Education</b>								
Adult literacy Rate (18+)	57.2	2011	74.4	2011	66	2017	81	2017
Literacy Rate (5+)		64		2008		68.6		2018

Indicator	Data (early period)				Data (most recent period)			
	Female	year	Male	year	Female	year	Male	year
Literacy Rate (5+), by gender	59	2008	69	2008	65.9	2018	71.6	2018
Young adult literacy rate (15-24 years old)	75.6	2011	78.4	2011				
Net Primary Enrollment Rate Rural (% of age group)	No data	X	X	X	No data	X	X	X
Net Primary Enrollment Rate (% of age group)	105	2009	105	2009	89	2016/17	87	2016/17
Net Primary Enrollment Rate Urban (% of age group)	No data <sup>1</sup>	X	X	X	No data	X	X	X
Net Primary Enrollment Rate (% of age group)	No data	X	X	X	No data	X	X	X
Gross primary enrollment rate (% of age group)	115	2009	115	2009	136	2016/17	135	2016/17
Gross secondary enrollment rate (% of age group)	20.1	2013/2014	24.6	2013/2014	22.7	2016/17	25.1	2016/17
Gross tertiary enrollment rate (% of age group)	No data	X	X	X	No data	X	X	X
Progression to Grade 5 (% of cohort)	No data	X	X	X	No data	X	X	X
Completion rate	47	2013	57	2013	51	2017	55	2017
Transition Rate (Primary to Secondary School)	34		32		40.9	2017	35.8	2017
Gender Parity Index, education	1			2013	1			2017
<b>ECONOMIC ASSETS: OPPORTUNITY</b>								
<b>Labor Force Participation</b>								
Adult economic activity rate (Labour force participation rates)	No data <sup>2</sup>				88.1	2013	90.9	2013
Employment to population ratio	No data				65.4	2013	77.9	2013
Self-employment rate	No data				59.5	2013	50.2	2013
Informal employment								
Precarious employment rate	No data				66.9	2013	53.6	2013

Indicator	Data (early period)				Data (most recent period)			
	Female	year	Male	year	Female	year	Male	year
Agricultural Labor Force % of total female/male labor force	No data				69.9	2013	58.5	2013
Industry Labor Force % of total female/male labor force	No data				1	2013	4.2	2013
Services Labor Force % of total female/male labor force	No data				17.4	2013	15.1	2013
<b>Gender Intensity of Production</b>								
Agriculture labor force (% female-male)	No data				69.9	2013	58.5	2013
Industry labor force (% female-male)	No data				1	2013	4.2	2013
Services labor force (% female-male)	No data				17.4	2013	15.1	2013
Informal Sector employment (% female-male)	No data				93.6	2013	83.8	2013
Contribution to GDP (%)								
<b>PHYSICAL ASSETS: SECURITY</b>								
Access to improved drinking water source (%)	79.3				87			
Access to improved drinking water source (%) Rural	77				85			
Access to improved drinking water source (%) Urban	93				98			
Access to improved sanitation (%) (not shared facility)	8.2				52			
Access to improved sanitation (%) Rural	21.9 (2010)				53 (2016)			
Access to improved sanitation (%) Urban	6.5 (2010)				45 (2016)			
Traditional energy use (%)	Indicator not clear							
Firewood as a main source of energy for cooking	88 (2012)				81 (2017)			
Total Time Allocation (hours/day)	6.6		2012	No aggregated data				
Time Allocated to Water/Energy Provision (hrs/day)	1.2		2012	0.6			2017	



Indicator	Data (early period)				Data (most recent period)			
	Female	year	Male	year	Female	year	Male	year
Time Allocated to Water Provision (hrs/day)	0.7			2012	0.4			2017
Time Allocated to Collecting Firewood (hrs/day)	0.5			2012	0.2			2017
Domestic transport Tasks (hours/day)	No data							
Share of earned income (% of total)	No data							
Land Ownership (%)	Indicator definition not clear							
Average plot size (Acre)	1.2	2011	2.2	2011	Data is not aggregated			
Average cultivated area (acres)	1.99	2011	4.09	2011	1.2	2017	1.7	2017
Access to Financial Services (%) (obtained a loan)	7.1	2011	8.7	2011	10.0	2017	13.5	2017
<b>SOCIAL ASSETS: EMPOWERMENT</b>								
Representation in Parliament, (%)	16.6	2014	83.4	2014	23	2019	77	2019
Representation in Cabinet and State Ministers (%)	10.5	2014	89.5	2014	23.3	2020	76.7	2020
Representation at Ministerial Level	Same as above							
Status of CEDAW in Malawi	Ratified				Ratified			
Country Policy on Gender Equality	Draft National Gender Policy				Approved National Gender Policy			
Household Headship (%)	23.8	2011	76.2	2011	25	2017	75	2017
Household Headship, Rural (%)	25	2011	75	2011	26.6	2017	73.4	2017

Sources: National Bureau of Statistics

N.B: Other data tables will be prepared for Malawi, reflecting data availability in the country and the Bank's operational priorities.

## ANNEX 3: MATRIX OF GENDER FOCUSED ACTIVITIES OF MAIN DEVELOPMENT PARTNERS IN MALAWI

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
Bilaterals				
United Kingdom <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Building resilience to crises</li> <li>▪ Gender based violence Women and girls</li> <li>▪ Building institutions and economic development:</li> </ul>	<ul style="list-style-type: none"> <li>▪ BRACC Project: This programme aims to strengthen the resilience of poor households in Malawi to withstand current and projected weather and climate-related shocks and stresses. This will in turn halt the annual cycle of humanitarian crises that blights people's lives, harms poverty reduction efforts and swallows up resources. The UK will invest up to £90.6 million over five years [2018-2023] to provide direct benefits to 1.7 million poor and vulnerable people in Malawi [approximately 300,000 households]. (BRACC)</li> <li>▪ Tsogolo Langa Programme: This targeted investment programme will expand DFID's current support for family planning service delivery via quality national third party provider(s) – with a view to increasingly meeting needs of youth and younger couples</li> <li>▪ Strengthening Malawi's Education System: This programme aims to improve the quality of education service delivery in Malawi so more girls and boys successfully progress through and complete primary school with measureable improvements in learning outcomes.</li> <li>▪ Violence against Women and Girls: Prevention and Response Project: Gender based violence programme to prevent violence against women and girls and improve access to justice for survivors of violence in Malawi, working with community members and with formal and informal justice providers.</li> <li>▪ Support government of Malawi reforms to improve food security, including reforming its maize markets.</li> <li>▪ TRACTION Programme: To improve accountability responsiveness in the delivery of public goods (including business environment) and services at local and national levels.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge management agency on building resilience for adaptation to climate change</li> <li>▪ Baseline study on BRACC</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prioritizing the poorest and most vulnerable, including girls and women and those living with disabilities.</li> <li>▪ Tackle violence against women and girls</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Plans
USAID	<ul style="list-style-type: none"> <li>□ Health, including HIV and AIDS response and prevention</li> <li>□ Prevent and respond to gender-based violence, including sexual violence, and child, early, and forced</li> <li>□ Increased access to education</li> </ul> <p>Source: (USAID, 2019)<sup>2</sup></p>	<ul style="list-style-type: none"> <li>○ Ensuring Girls' Literacy in Primary School</li> <li>○ Increasing Seats in Secondary Schools:</li> <li>○ Pathway to Higher Education</li> <li>○ DREAMS</li> <li>○ Youth-Friendly Health Services</li> <li>○ Women's and Maternal Health</li> <li>○ Strengthen Systems to Prevent GBV</li> <li>○ Working with Men and Boys</li> <li>○ Preventing Child Marriage</li> <li>○ School-Related GBV</li> <li>○ Women's Leadership in Public Policy</li> <li>○ Increasing Women's Leadership in Local Government</li> <li>○ Women's Leadership in Public Policy</li> <li>○ Engendering the Energy Sector</li> <li>○ Increasing Women's Leadership in Agriculture:</li> </ul>	<ul style="list-style-type: none"> <li>○ A Guide to Integrating Gender in Improvement (Faramand, Ivankovich, &amp; Julia Holtemeyer, 2017)</li> <li>○ Piloting Intersectional Gender assessments in Malawi: Challenges and lessons learned (Engility Corporation, 2015)</li> </ul>	<ul style="list-style-type: none"> <li>○ Most future plans are now focused on COVID-19 mitigation plans/how programs will shift during the pandemic, taking into account social distancing and preventative practices</li> </ul> <p>Gaps</p> <ul style="list-style-type: none"> <li>○ Improving accessibility of comprehensive, age appropriate, gender-sensitive health care services</li> <li>○ Strengthening judiciary systems at community levels need to be prioritized</li> <li>○ Every year, over 20,000 adolescent girls and young women (AGYW) who pass the primary school leaving exam in Malawi do not have access to secondary school.</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
Irish AID	<ul style="list-style-type: none"> <li>Gender is treated as a crosscutting issue and is Ireland's priority area for Malawi.</li> <li>Gender based violence is a key focus for Irish NGOs</li> </ul>	<ul style="list-style-type: none"> <li>Irish Aid in Malawi does not have specific gender projects that we fund.</li> <li>Although Irish AID does not fund any project specifically related to gender from the Malawi office, the Headquarters in Dublin funds different institutions directly. These include but not limited to Oxfam, Action Aid, Trocaire, Goal, Self Help Africa. These implement gender related interventions in the Country</li> <li>Irish AID has also supported government delegations to the CSW in the past two years, especially Ireland was the chair for CSW then.</li> </ul>	<ul style="list-style-type: none"> <li>A Gender audit was done in 2019 and has been finalized</li> <li>Irish AID actively participate in gender related activities at national level through the Malawi Irish Consortium Against Gender Based Violence</li> <li>Irish AID is also active in the Donor Group for Gender and HUMAN Rights</li> <li>Irish AID is actively participates in the Technical Gender working groups.</li> </ul>	<ul style="list-style-type: none"> <li>Based on the gender audit done, Irish AID may soon start funding projects to address issues identified</li> </ul>
Multilaterals				



Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Plans
African Development Bank	<ul style="list-style-type: none"> <li>▪ Infrastructural development               <ul style="list-style-type: none"> <li>○ Transport</li> <li>○ Energy</li> </ul> </li> <li>▪ Economic transformation               <ul style="list-style-type: none"> <li>○ Agriculture</li> <li>○ Water</li> </ul> </li> </ul> <p>Source: (African Development Bank, 2018)</p>	<ul style="list-style-type: none"> <li>▪ All Bank projects have gender mainstreamed in them. Gender is one of the criteria in project appraisal and its activities are costed and monitored during implementation.</li> <li>▪ Sustainable fisheries and watershed management project</li> <li>▪ Nacala Rail and Port Value Addition Project focusing on capacity building and access to finance and markets for SMEs and Farmer groups, 50% of whom are women</li> <li>▪ Nkhata Bay urban water Supply Project, providing people of Nkhata Bay Boma access to portable water and lessening the burden of women from accessing clean water</li> <li>▪ Jobs for Youth Project</li> </ul>	<ul style="list-style-type: none"> <li>▪ Development of the Gender Country Profile for Malawi as well as for other countries</li> <li>▪ Review of National Youth Policy</li> <li>▪ Labour Market Information System</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continued collaboration with Government and other development partners</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
<p>Royal Norwegian Embassy</p>	<ul style="list-style-type: none"> <li>▪ Inclusive and equitable equality education for all girls and boys</li> <li>▪ Women's equal Participation in political life</li> <li>▪ Full economic rights for women and equal opportunities for women to participate in the labour market</li> <li>▪ Elimination of violence and harmful practices against girls and women</li> <li>▪ Sexual and reproductive health and rights for girls and women.</li> </ul>	<ul style="list-style-type: none"> <li>▪ With UN Women under Women Empowerment Programme: Good governance, Women economic Empowerment, and Elimination of violence against women</li> <li>▪ Norwegian Church Aid: working with faith based Organisations NCA raises awareness to prevent GBV incidences, including human trafficking</li> <li>▪ NGO-GCN: provides policy leadership and strengthening for gender equality and enhanced women's rights in Malawi, and capacity building for the secretariat.</li> <li>▪ Action Aid: Political empowerment of women, to support improved participation and voice for women at national and local lever through increased number of women in leadership</li> <li>▪ These are implemented through partners mentioned above, implemented over a period between 3 - 4 years. Level of funding is determined by the nature of each programme and yearly approval by the Norwegian Parliament</li> </ul>	<ul style="list-style-type: none"> <li>▪ We depend on periodic reports from our partners, and through visits to some programmes the Embassy is able to verify some of the achievements</li> <li>▪ Our partners are able to pull out some learning products and can testify to the main knowledge gained during implementation of the programmes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sustainability of programmes and lack of ownership. Difficult to commit or comment on future plans because there are so many factors-Gaps and Future plans that could impinge on this, i.e. the coronavirus pandemic, political environment etc.</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
<p><b>UN Women</b> (UN Women, 2018)</p>	<ul style="list-style-type: none"> <li>▪ Policy and institutional support (Outcome 1)</li> <li>▪ Participation of women in leadership and decision making positions (Outcome 2)</li> <li>▪ Economic empowerment of women (income security, decent work and autonomy)-(Outcome 3)</li> <li>▪ Gender based violence (Outcome 4)</li> <li>▪ Building women's resilience to climate change (Outcome 5)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Women Empowerment Programme funded by the Royal Norwegian Embassy. Has three components on Gender Based Governance (GBG); Women's Economic Empowerment (WEE) and Elimination of Violence Against Women and girls (EVAWG).</li> <li>▪ Spotlight Programme funded by EU: Aimed at end violence against women and girls in Malawi</li> <li>▪ Advancing Disability Rights together in Malawi funded by the Multi Donor Trust Fund (ONE-UN FUND Malawi). Project aims at advancing the enjoyment of disability rights such as right to education and right to access health services.</li> <li>▪ Agriculture Sector Wide Approach Program funded by the Government of Malawi, Ministry of Agriculture, Irrigation and Water Development. Aims at mainstreaming gender in increasing participation and productivity of smallholder farmers.</li> <li>▪ Engendering the humanitarian response during disasters and emergencies. In 2019, received funding from the Rapid Response Window of the Central Emergency Response Fund (CERF) through the UN Resident Coordinators Office for Malawi.</li> <li>▪ IBSA Project: Eliminating Child Marriages in Malawi and Zambia and Offering Scholarships to Child Marriage Survivors - pilot project.</li> <li>▪ Economic Empowerment of Women through Climate Smart Agriculture: funded by Standard Bank</li> <li>▪ Economic Empowerment of Women through Climate Smart Agriculture: funded by Government of Republic of Korea</li> <li>▪ Malawi Electoral Cycle Support Project: Strengthening Women's Political Participation throughout the Electoral Cycle - funded by UNDP.</li> </ul>	<ul style="list-style-type: none"> <li>▪ UN Women Malawi Country Office conducted the gender analysis of the Demographic and Health Survey and contributed to the Gender analysis of the Census Survey.</li> <li>▪ UN Women facilitated the review of the National data collection tool to ensure sex, age and vulnerability disaggregation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support Government to roll out the pilot of the Sex and Age Disaggregated tool in 17 flood affected districts and inform post disaster responses</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
European Union	<ol style="list-style-type: none"> <li>1. Equity and Inclusion</li> <li>2. SGBV</li> <li>3. Empowerment of women and girls</li> </ol> <p>Mainstreamed in the following sectors</p> <ul style="list-style-type: none"> <li>▪ Sustainable Agriculture</li> <li>▪ Governance</li> <li>▪ Secondary Education and TVET</li> </ul> <p>EU has 3 focal sectors in its current bilateral agreement with Malawi, and a funding of EUR 560 million;</p>	<ul style="list-style-type: none"> <li>▪ The EU in the current country strategy for Malawi has adopted a mainstream approach to all its programming and it is a requirement for gender to be significantly mainstreamed at all levels of programming. The above themes ensure that funding benefits all Malawians, women and men, girls and boys.</li> <li>▪ Deliberate strategies are employed to ensure that there is equitable access of women and girls to basic social services, women are actively included in decision-making, and are protected from all forms of violence. In the end, EU support should empower women and girls in all its focal sectors.</li> <li>▪ Specific projects include <ul style="list-style-type: none"> <li>○ Sustainable Agriculture <ul style="list-style-type: none"> <li>▪ Afikepo (Nutrition)</li> <li>▪ Kulima (Agriculture)</li> </ul> </li> <li>○ Governance <ul style="list-style-type: none"> <li>▪ Chilungamo (Justice and accountability)</li> <li>▪ Chuma Cha Dziko (Public Financial Management)</li> </ul> </li> <li>○ Secondary Education and TVET <ul style="list-style-type: none"> <li>▪ Improving Secondary Education in Malawi (ISEM)</li> <li>▪ Skills and Technical Education Programme (STEP)</li> </ul> </li> </ul> </li> </ul>	<p>No specific knowledge products have been produced by the EU in the area of gender; because of the mainstream strategy. We rely on knowledge products developed by other development partners and our Headquarters.</p>	<p>Lack of evidence based research to support/justify the chosen strategies which are mainly undertaken, and at times scaled up in gender programmes.</p>



Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
World Bank Group	<ul style="list-style-type: none"> <li>▪ Improving human endowments</li> <li>▪ Removing constraints for better and more jobs</li> <li>▪ Removing barriers to women's ownership and control over assets</li> <li>▪ Enhancing women's voice and agency and engaging men and boys</li> </ul> <p>Source: (World Bank, 2016)</p>	<ul style="list-style-type: none"> <li>▪ More than 30 projects are operational/active<sup>3</sup>. Currently Malawi does not have a specific gender project, as has not been requested by Government</li> <li>▪ Gender is mainstreamed across all projects. No specific gender projects but projects may have gender components within the project</li> <li>▪ Each project will have its gender specific indicators and targets</li> <li>▪ Main projects cover the following areas               <ul style="list-style-type: none"> <li>○ Education sector development</li> <li>○ Agriculture commercialization</li> <li>○ Trade, inclusion in economic opportunity and private sector development.</li> <li>○ Social Protection, Resilience building and flood emergencies</li> <li>○ Nutrition and HIV and AIDS</li> <li>○ Donor coordination and capacity building</li> <li>○ Skills development</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Has a Gender Unit which produces many learning products on gender in related to their portfolio as outlined in CSP</li> <li>▪ Has a Global WB gender strategy that focuses on four elements indicated in the first column.</li> <li>▪ Plans to prepare a Poverty and Gender Assessment deferred.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Climate change, including gender dimensions.</li> <li>▪ Continued coordination and collaboration with other development partners</li> <li>▪ Potential support to specific gender programmes if requested by Government and if they align with the Country Strategic Plan</li> </ul>

Partner Agency	Key Gender Focus Areas	Principal Operations/Projects	Main Knowledge Products	Identified Gaps and Future Planst
Millennium Challenge Corporation (MCC, 2018)	<ol style="list-style-type: none"> <li>1. Social and gender-responsive approaches to natural resource management</li> <li>2. Institutionalization of gender mainstreaming in Electricity Supply Corporation of Malawi (ESCOM),</li> </ol>	<ol style="list-style-type: none"> <li>1. The Compact Agreement, which had a grant facility to promote Social and gender-responsive approaches to natural resource management</li> <li>2. Creation of a Gender and Social Inclusion unit, which is now leading the way in mainstreaming women's participation in the energy sector training employees and developing opportunities for the next generation of female engineers.</li> <li>3. Millennium Challenge Account awarded grants to nine non-governmental organizations to Support engendered land and natural resources management along the Shire River.</li> </ol>	<ol style="list-style-type: none"> <li>1. Conducted various gender studies</li> <li>2. Gender case studies, blogs and websites</li> <li>3. Monitoring and evaluation reports</li> </ol>	<p><b>A.</b> Transport and Farm-to-Market Linkages</p> <ol style="list-style-type: none"> <li>i. improving road transport</li> <li>ii. catalyzing private sector-led strategies for the expansion of agriculture</li> <li>iii. facilitating institutional, policy and regulatory reforms in the transport, agriculture, trade, or environmental</li> </ol> <p><b>B.</b> Increased Land Productivity:</p> <ol style="list-style-type: none"> <li>i. more inclusive and more transparent mobilization of land for higher-value use;</li> <li>ii. increased revenues to more adequately fund land administration; and</li> <li>iii. Institutional capacity building.</li> <li>iv.</li> </ol>

*Note: The table is not intended to provide a comprehensive mapping of partner activity. Instead, its aim is to identify the main areas of focus and the principal activities, including both projects and analytical work, with a view to avoiding duplication of efforts and facilitating coordination with partners engaged in areas similar to those in which the Bank is, or plans to be, engaged. The level of effort required to complete this matrix will be determined in conjunction with the Task Leader, and by the nature and extent of development partner activities in the country and their relevance for the Bank's work.*

## ANNEX 4: MGDS GENDER TARGETS FOR MALAWI

MGDS III Goal	Link to SDGs	Key Performance Indicator	Base Year (2016/17)		Targets		Means of Verification	Responsible
6.3 Gender, Social Welfare and Youth Development Goal: To build an equitable society where opportunity is not defined by sex, age, disability and other vulnerabilities								
Gender mainstreamed in all sectors, macro policies and legal frameworks.	Goal 5	Gender Development Index	0.907	0.92	0.93	0.95	Annual Reports	NSO/MoG-CDSW
		SDG 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	15%			8%	DHS/MICS reports	NSO/MoG-CDSW
Increased women & youth representation in decision making structures and politics	Goal 5, 11, 16	% of youth participating in leadership activities	5%	10%	20%	30%	Annual Reports	MoGCDSW
		SDG 5.5.2 Proportion of women in managerial positions (National : Percentage of women represented in decision making positions in public service)	24%	26%	34%	40%	Annual Reports	MoGCDSW
		SDG 5.5.1 Proportion of seats held by women in national parliament and local government (MP, Councillors, Ministers)	17%	17%	40%	40%	Annual Reports	MoGCDSW
		SDG 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months	42%	38%	31%	28%	DHS/MICS reports	NSO/MoG-CDSW
		SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months	20%	18%	15%	10%	DHS/MICS reports	NSO/MoG-CDSW
		SDG 11.7.2 Proportion of persons victim of physical or sexual harassment	34%	31%	25%	17%	Annual Reports	MoGCDSW
		SDG 8.b.1 Total government spending in social protection and employment programmes as a proportion of the national budget	44%	45%	48%	51%	Annual Reports	MFEPD Reports

## ANNEX 5 : CORE DATA PROFILE

Country	GDI <sup>1</sup>	G D I group	GDI ranking	Gender Inequality Index (GII)	GII Ranking	Classification
Malawi	0.930	3	172	0.619	148	Low income
1. Angola	0.902	4	149	-	-	Medium income
2. Botswana	0.990	1	94	0.434	98	High income
3. Democratic Republic of Congo	0.844	5	179	0.652	152	Low income
4. Lesotho	1.026	2	164	0.544	135	Low income
5. Madagascar	0.946	3	162	-	-	Low income
6. Mauritius	0.974	2	66	0.373	84	High income
7. Mozambique	0.901	4	180			Low income
8. Namibia	1.009	1	130	0.472	115	Medium income
9. Seychelles	-	-	-	-	-	High income
10. South Africa	0.984	1	113	0.389	90	Medium income
11. Swaziland	0.962	2	138	0.569	141	Medium income
12. Tanzania	0.936	3	159	0.537	130	Low income
13. Zambia	0.949	3	143	0.517	125	Lower middle income
14. Zimbabwe	0.925	4	150	0.534	128	Low income

Source: UNDP (2018) Human Development Report.

<sup>1</sup>Ratio of female to male HDI values. Gender Development Index groups: Countries are divided into five groups by absolute deviation from gender parity in HDI values. Group 1 comprises countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5 percent), group 2 comprises countries with medium to high equality in HDI achievements between women and men (absolute deviation of 2.5-5 percent), group 3 comprises countries with medium equality in HDI achievements between women and men (absolute deviation of 5-7.5 percent), group 4 comprises countries with medium to low equality in HDI achievements between women and men (absolute deviation of 7.5-10 percent) and group 5 comprises countries with low equality in HDI achievements between women and men (absolute deviation from gender parity of more than 10 percent). Source, UNDP, 2019.



## ANNEX 6: DEMOGRAPHIC INFORMATION FOR MALAWI

Indicator	Value
Population (2018 census)	19,842,560 (9.2 million females and 8.94 million males)
Age structure ((2018 estimates)	0-14 years: 46.17% (females 4,600,184/males 4,560,940) 15-24 years: 20.58% (females 2,059,765/Males 2,023,182) 25-54 years 27.57% (females 2,752,765/2,717,613 males) 55-64 years: 3% (females 310,393/males 284,187) 65 years and over: 2.69% (females 298,537/Males 234,776)
Dependency ratio (2015 estimates)	Total dependency ratio: 91 (2015) Youth dependency ratio: 85.3 (2015) Elderly dependency ratio: 5.7 (2015) Potential support ratio: 17.4 (2015)
Median Age (2018 estimates)	Total: 16.6 years (2018) Male: 16.5 years Females: 16.8 years
Population growth rate	3.31% (2018)
Birth rate	40.7 births/1,000 population (2018)
Death rate	7.7 deaths/1,000 population (2018)
Sex ratio (2018 est.)	at birth: 1.02 male(s)/female 0-14 years: 0.99 male(s)/female 15-24 years: 0.98 male(s)/female 25-54 years: 0.99 male(s)/female 55-64 years: 0.92 male(s)/female 65 years and over: 0.79 male(s)/female Total population: 0.98 male(s)/female (2018)
Mothers mean age at first birth	18.9 years (2015/16 est.)
Infant mortality rate	Total: 42.1 deaths/1,000 live births (2018) male: 48.6 deaths/1,000 live births female: 35.5 deaths/1,000 live births
Life expectancy at birth	Total population: 62.2 years (2018) Male: 60.2 years Females: 64.3 years
Total fertility rate	5.43 children born/woman (2018)
Contraceptive prevalence	59.2% (2015/16 est.)
HIV and AIDS adult prevalence	9.2% (2018 est.)
People living with HIV and AIDS	1 million (2018)
HIV and AIDS deaths	13,000 (2018 est.)
Maternal mortality rate	349 deaths /100,000 live births (2017)

## ANNEX 7: EMPLOYED PERSONS PER SECTOR IN MALAWI (%) 2013

Sector	Employment per workers	Employment Share	Ration of women to total employment
Agriculture	4,460,160	64 %	58 %
Mining & quarrying	20,907	0.3 %	53 %
Manufacturing	285,729	4.1 %	46 %
Electricity, gas & water	27,876	0.4 %	13 %
Construction	181,194	2.6 %	20 %
Trade, restaurants & hotels	1,177,761	17 %	57 %
Transport, storage & communication	139,380	2.0 %	5.0 %
Administration, public admin., education and health	459,954	6.6 %	32 %
Other services <sup>1</sup>	216,039	3.1 %	46 %
<b>Total</b>	<b>6,969,000</b>	<b>100 %</b>	<b>53 %</b>

<sup>7</sup> Other service activities, activities of households as employers; undifferentiated goods, and services-producing activities of households for own use

## ANNEX 8: LIST OF PEOPLE INTERVIEWED/THAT PROVIDED INFORMATION

Name	Organisation	Contact	Method of data collection
1. Ronald Phiri	Ministry of Gender	0884335402	Face to face interview
2. Peter Elesani	Ministry of Gender	0999140956	Face to face interview
3. Joseph Njala	NGOGCN	0991981846	Face to face interview
4. Bridget Phiri	Action Aid	0992503442	Email
5. Violette Marikah Wambue	World Bank	0998059703	Phone
6. Anne Maganga	Royal Norwegian Embassy	0994423489	Email
7. Emily Brown	USAID	+265 (0) 1 773 166 ext 5025	Email
8. Chikondi Pasani	Gender Expert and Resource Person	0993901029	Face to face
9. Dumisani Mambiya	Gender Expert and Resource Person	0888851538	Face to face
10. Sam Ngwira	Loans Manager, National Bank	0995468468	Face to face
11. Innocent Kaunda	Technical Sales Representative	0999776150	Face to face
12. Emma Kaliya	MHRC	0999512511	Phone
13. Kate Kiyaliwa	National Youth Council	0999963486	Face to face on 6 <sup>th</sup> May at 10am
14. Kondwani Charles Nanchukwa	Foundation for Irrigation and Sustainable Development (FISD)	0998951517	Face to face
15. Mukesh V. Poojary	ALMEIDA International	0999100223	Face to face
16. Bob Pondo	Solarworks Malawi	0998049311	Face to face
17. TA Chikulamayembe-Designate	Traditional Leader, Rumphi	08888524622	Phone
18. TA Tsabango	Traditional Leader, Lilongwe	0999414814	Phone
19. TA Kapichi	Traditional Leader, Thyolo	0999552995	Phone
20. Barbara Banda	NGOGCN	0995752813	Face to face interview
21. Andy Chikomola	Ministry of Agriculture	0881729862	Face to face interview
22. Nyirenda, DDOA	Ministry of Water	0888898519	Face to face interview
23. Judith Chirwa	EU	0999280940	Email
24. Emma Mbalame	Department of Water	0999857831	Face to face interview
25. Madalo Nyambose	Ministry of Transport	0999963372	Face to face interview
26. Mwepa	Irrigation	0888869527	Face to face interview
27. Thokozani Malunga	Energy	0884445136	Phone
28. Jessie Chingoma	MCTU	0999934386	Phone

## ANNEX 9: INTERVIEW GUIDE FOR STAKEHOLDER CONSULTATION USED FOR ALL STAKEHOLDER GROUPS

Theme	Key questions
1. Awareness, knowledge and access to NGP	<p>1.1 Have you heard about the National Gender Policy for Malawi?</p> <p>1.2 How did you hear about it?</p> <p>1.3 Do you have a copy or have you accessed it in any way?</p> <p>1.4 Could you mention some of the priorities in the policy?</p>
2. Workplace interventions/ Internal mainstreaming	<p>2.1 Do you have a Gender Focal Point in your organisation?</p> <p>2.2 What are the main work-place gender issues in your organisation?</p> <p>2.3 Do you have a workplace gender action plan for your organisation?</p> <p>2.4 What interventions are implementing to address workplace gender issues?</p>
3. Gender analysis and key gender focal areas and external mainstreaming	<p>3.1 Who are your target groups for your activities?</p> <p>3.2 Have you conducted any gender analysis in the sector of your interest/focus area of your organisation?</p> <p>3.3 What are the key (Top 5) gender issues that you have identified?</p> <p>3.4 What interventions, projects or activities are you implementing to address these gender issues?</p>
4. Coordination, networking and engagement	<p>4.1 Do you coordinate with Ministry of Gender?</p> <p>4.2 How do you work with other players in the gender sector?</p> <p>4.3 How are you involving men and women as your beneficiaries?</p> <p>4.4 How do you work with District Councils?</p> <p>4.5 In high gender coordination structures do you participate ?</p> <p>4.6 What lessons have you learnt around coordination?</p>
5. Research, monitoring and learning	<p>5.1 What studies have you done in the past 2 to 3 years on gender?</p> <p>5.2 How would we access them?</p> <p>5.3 How did you disseminate results?</p> <p>5.4 How do you share what you are doing on gender and women empowerment?</p> <p>5.5 To what extent do you use ICT-based solutions to disseminate your learnings?</p>
6. Challenges and lessons learnt	<p>6.1 For whatever you are doing to address gender issues, what challenges are you facing?</p> <p>6.2 How are you addressing them?</p> <p>6.3 Which interventions are working well and which ones are not?</p>
7. Gender priorities, existing gaps	<p>7.1 If you were to design a programme on promoting gender, women empowerment etc., what would be your top 5 priority gender issues to address?</p> <p>7.2 Why have you chosen that priority?</p>
8. Leaving No one behind	<p>8.1 Do you produce, analyse and use disaggregated data to inform your programs?</p> <p>8.2 How are the beneficiaries participating in the designing of the programs?</p> <p>8.3 Who are your target beneficiaries?</p> <p>8.4 Of these target beneficiaries who do see discriminated against more and why? and how are you then addressing the inequalities?</p>













African Development Bank Group  
Avenue Joseph Anoma  
01 BP 1387 Abidjan 01 • Côte d'Ivoire  
[www.afdb.org](http://www.afdb.org)