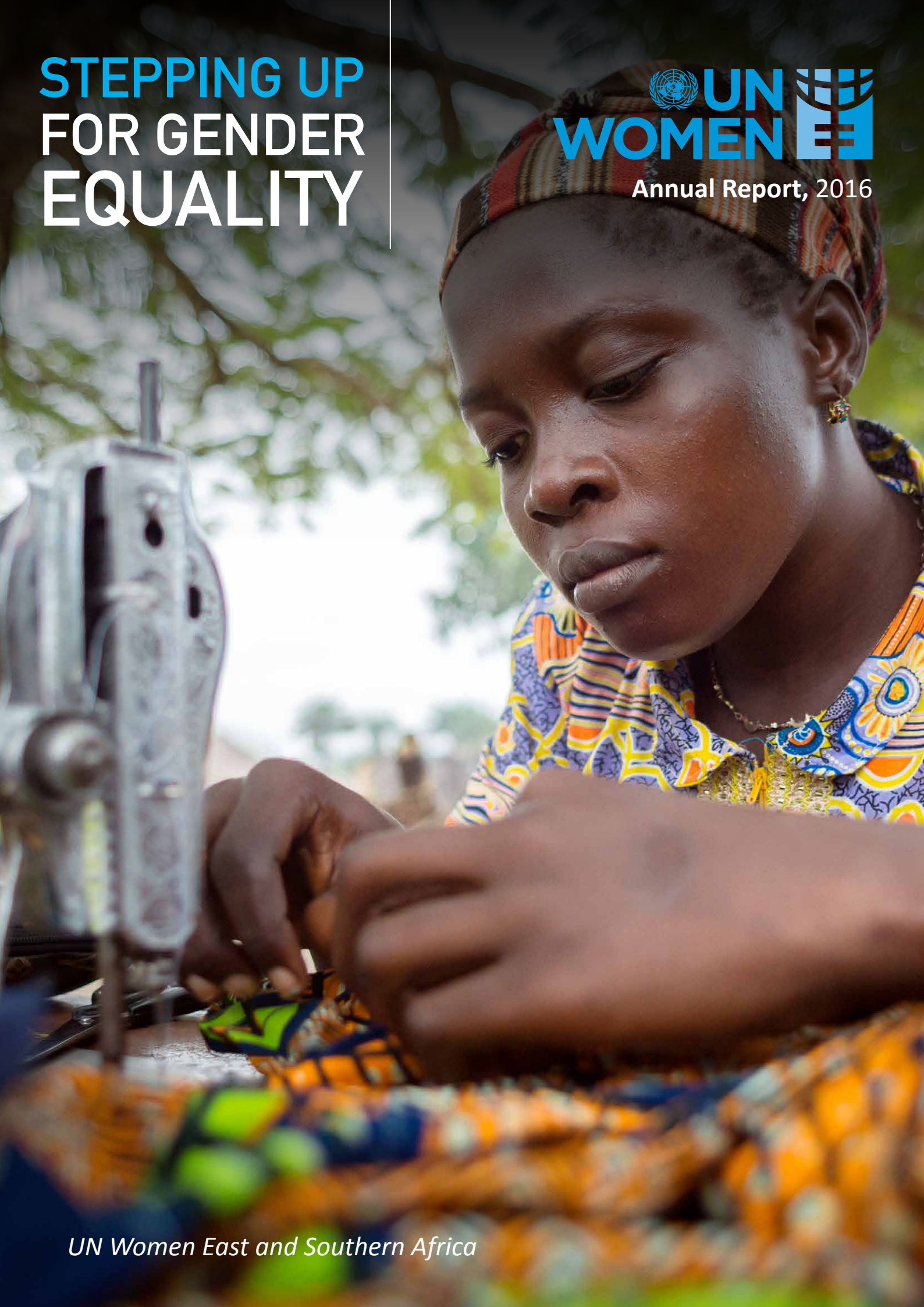


# STEPPING UP FOR GENDER EQUALITY



Annual Report, 2016



*UN Women East and Southern Africa*





**I-FARM**  
Transferring Best Practices to Small Holder Farmers  
<http://ifarmkenya.info/>



We Document  
Farming Process



We Upload Online



Farmers Access



Farmers Implement

Amiran Farmers Kit

"We have to keep the promise of leaving no one behind"  
~ Executive Director, phumzile mlambo-ngcuka

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## Planet 50-50 by 2030 Step It Up for Gender Equality

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# Acknowledgments

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This report of the UN Women East and Southern Africa is the product of the interventions in favour of gender equality and the empowerment of women by UN Women multi and country offices, in 2016. It also contains research and literature review within the region in the same year.

With the overall leadership and guidance provided by the senior management team, we are particularly grateful to the Knowledge Management and Research and the Communications teams of ESARO.

Appreciation is also owed to UN Women thematic specialists. All photos are courtesy of UN Women unless otherwise noted.

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# Foreword

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**Gender equality is fundamental for the prosperity of women and girls.** It is a basic human right, which if respected has enormous socio-economic ramifications, that are critical to the eradication of deeply entrenched discriminations, eradication of all forms of violence against women and girls, and underrepresentation in leadership and decision making that women and girls face within the region. The primary intervention of UN Women is to address these challenges to gender equality and to support women and girls to unleash their full potential.

At its Summit in September 2015, the United Nations General Assembly adopted **the 2030 Agenda for Sustainable Development**. The Agenda, which is centred on 17 Sustainable Development Goals (SDGs) with 169 targets, is a global action plan to end poverty, protect the planet, and ensure prosperity for all. It seeks to realize universal human rights, and to achieve gender equality and the empowerment of all women and girls.

Importantly, the Agenda has a stand-alone goal to “Achieve gender equality and empower all women and girls” (SDG 5) with over 50 gender-specific targets that have enabled gender mainstreaming in all other goals. The SDGs provide a strong foundation for ensuring that no one is left behind.

UN Women’s work globally is intimately connected to and interlinked with the achievement of the SDGs. To spur visibility and commitment to this work, UN Women simultaneously launched in September 2015 the **Planet 50-50 by 2030: Step It Up for Gender Equality** initiative which asks governments to make national commitments to address the challenges that are holding women and girls back from reaching their full potential. The campaign has already seen 93 countries ‘Step It Up’ for gender equality. It emphasizes that empowering women and girls is central to achieving the SDGs, and that everyone has a role to play in making gender equality a reality by 2030.

In the East and Southern African region, where numerous challenges persist for women and girls, UN Women continues to champion progress towards gender equality and women’s empowerment through our diverse programming and interventions. A key objective has been to position ourselves as the lead agency on gender equality using a range of methodologies such as programming in response

to the needs of national governments, Regional institutions and the community, knowledge management, research, and evidence-based advocacy and policy support and formulation.

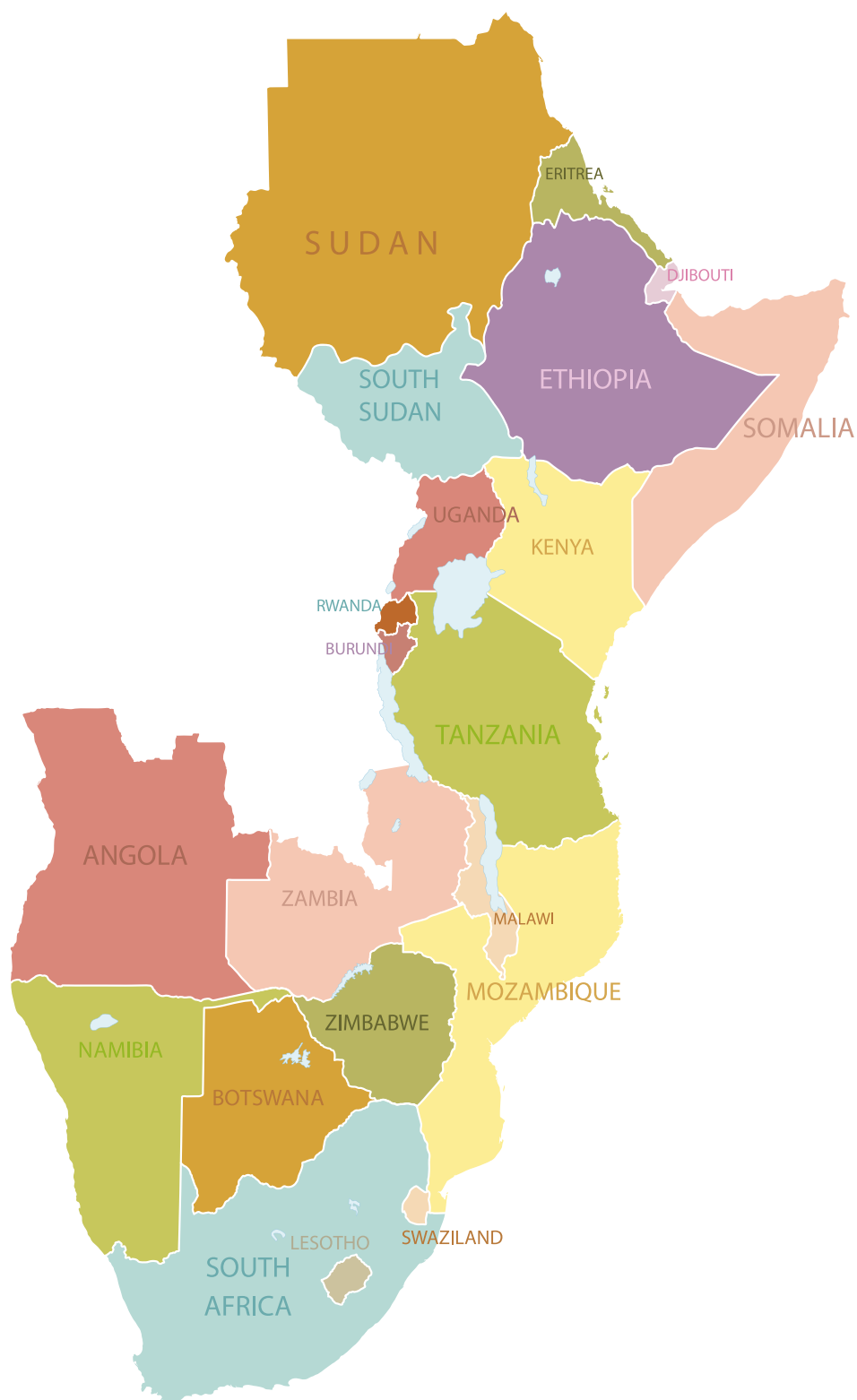
This report presents a glimpse of some of the interventions we were engaged with in 2015/ 2016.

The report of a readership survey conducted by UN Women ESARO pointed to the need to be more visible and active in identifying regional demands for knowledge, developing such knowledge and ensuring its distribution.

A few highlights of key results in this year under review are: the amendment to the Malawi Constitution, banning child marriage following consistent and persistent advocacy in collaboration with other UN Agencies and development partners; advocating for safe spaces for women, such as street vendors in Rwanda and survivors of gender-based violence in Ethiopia; creating opportunities for dialogue and showcasing the benefits of providing agricultural support to women in agriculture so as to reduce loss of GDP; supporting interventions with the military to increase safe spaces for women and encouraging recruitment and retention of women in the security sector, including their ascension into leadership positions.

More women in the region are benefiting from entrepreneurial and business activities and with the introduction of online classes and digital platforms, the outreach with education for women continues to increase. Women in Kenya, South Africa, Tanzania and Uganda are gaining business accounting and management skills and are starting new businesses, expanding existing ones, and strengthening their capacity to break into male-dominated sectors such as the extractive industries, and public procurement. UN Women also supported rural women claim their property rights and learn how to manage their land for example in Zimbabwe. Women were also assisted to improve their agricultural productivity and develop agricultural based businesses, for example, in Rwanda through the Buy from Women Platform project.

Across the region, UN Women continues to play a crucial networking, convening and catalytic role. This has helped ensure that institutional processes and expertise are linked to the needs of women and girls in local communities.



Map of East & Southern Africa region



I hope that the stories and examples of our work contained in this report will demonstrate some of UN Women's efforts to improve the lives of women and girls in the region. As we reflect on our accomplishments over the past year, we also recognize that much remains to be done, particularly considering the SDGs and the need to leave no one behind.

At UN Women East and Southern Africa, we will continue to STEP IT UP for gender equality on a daily

basis to give voice to women and girls who are still challenged with the violence, injustice, unequal opportunities and prejudices because of their gender.



Simone ellis Oluoch-Olunya  
Deputy Regional Director  
UN Women East and Southern Africa



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## Women Mean Business

One of the pillars of UN Women's work in East and Southern Africa has been the economic empowerment of women through training and sharing platforms.

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**97**

Number of companies in East and Southern Africa that have committed to implementing the Women's Empowerment Principles. Developed by UN Women, the Women's Empowerment Principles offer seven steps to guide businesses on how to empower women in the workplace, marketplace and community.

**HUNDREDS**

Number of Maasai women empowered by UN Women trainings to acquire land and diversify their economic activities.

**1,400**

Number of women leaders that have benefited from UN Women's Transformational Leadership Training since 2014.

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## Transformative Training



Statistics on Ethiopia according to the World Bank (2015)

**99.4 M** population

Growth rate of **2.5** in 2015

Annual growth of **7.6%**

**Ethiopia:** At the age of 41, Mrs. Fikre Mulugeta realized her dream of becoming a leader in her field, after she went through UN Women's Transformational Leadership Training in Ethiopia in 2016. She began the training just three months after being promoted to a leadership position as the Public Relations Core Process Leader of the Amhara National Regional Council Secretariat. Prior to that, she was a Public Relations Officer.

As an integral part of the training process, UN Women followed Fikre's career to assess her progress one year after the training. Fikre, who holds a Masters' degree in Federalism and Local Governance, credited the knowledge she gained from the training as key to helping her make a smooth transition to her new leadership position.

"Although I was excited about the [new job] offer," she explained, "I had some doubt whether I would be accepted as equally as men. In my community, men are assumed to take such roles. To me, the training was a timely one which completely removed the fear

within me and gave me the self-confidence and the determination to believe in myself that I can lead."

Fikre was excited to share how her newly acquired leadership skills have contributed to her department's performance. From her team of ten staff, two were selected for special performance awards. This is noteworthy as her department had previously been a low performer. Under her improved leadership skills, the department no longer receives complaints but compliments instead.

The Transformational Leadership Training for women is an activity under the UN Joint Programme on Gender Equality and Women's Empowerment led by UN Women. The Joint Programme brings together six UN agencies to support the Government of Ethiopia in its efforts to improve the lives of Ethiopian women and girls. Since its inception in 2014, and with the support of the Africa Centre for Transformational Leadership (ACTIL), the Transformational Leadership Training has supported more than 1,400 women leaders.

# Women's Leadership

## and Tanzania's Parliamentary Committees

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The Gender Equality and Social Inclusion Strategy (GESIS) for the Office of the Registrar of Political Parties (ORPP) has been finalized after a comprehensive validation process, which was attended by representatives from all political parties, the National Electoral Commission (NEC) and Zanzibar Electoral Commission (ZEC), as well as community organizations working in areas of gender equality and social inclusion.

UN Women held sessions on gender equality and women's empowerment with a specific focus on advocacy for effective mainstreaming of gender equality and women's empowerment in the Parliament through the parliamentary caucus. The sessions were attended by 112 women parliamentarians.

One session highlighted the need for women leaders to take up positions in the various parliamentary committees. As a result, a total of fifteen female members of Parliament showed interest and stood for the chairperson or vice-chairperson nominations. Out of these, ten were elected into nine parliamentary committees. In the mean time, there are currently 12 women heads (chairpersons and vice chairpersons) of the 18 parliamentary committees.

The Committee of Agriculture, Livestock and Water is now led by a female Chairperson and a female Vice-Chairperson. In addition, and for the first time in history, the Zanzibar House of Representatives has nominated a female Deputy Speaker. The Elected Deputy Speaker was the chairperson of Umoja wa Wawakilishi Wanawake wa Zanzibar (UWAWAZA), and was a participant in capacity-building initiatives supported by UN Women through UWAWAZA.

Similarly, on the mainland, a female Deputy Speaker was also elected, an indication of consistency in adhering to the 50/50 (gender equality) clause in high decision-making bodies.

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# Women Leaders in East & Southern Africa

## WOMEN IN MINISTERIAL POSITIONS

COUNTRY	% of WOMEN	# of WOMEN	TOTAL # of MINISTERS
Angola	22.2	8	36
Botswana	15.8	3	19
Burundi	22.7	5	22
Djibouti	5.6	1	18
Eritrea	16.7	3	18
Ethiopia	10	3	30
Kenya	22.7	5	22
Lesotho	18.2	4	22
Malawi	22.2	4	18
Mozambique	23.8	5	21
Namibia	24.0	6	25
Rwanda	47.4	9	19
Somali	6.7	2	30
South Africa	41.7	15	36
South Sudan	20.0	6	30
Sudan	11.4	4	35
Swaziland	26.3	5	19
Tanzania	19.0	4	21
Uganda	36.7	11	30
Zambia	33.3	10	30
Zimbabwe	16.1	5	31

## WOMEN IN PARLIAMENT

COUNTRY	HOUSES			
	LOWER HOUSE		UPPER HOUSE	
	% of WOMEN	# of WOMEN	% of WOMEN	# of WOMEN
Angola	38.2	84/220	-	-
Botswana				
Burundi	36.4	44/121	41.9	18/43
Djibouti				
Eritrea	22.0	33/150		
Ethiopia	38.8	212/547	32	49/153
Kenya				
Lesotho	25.0	30/120	24.2	8/33
Malawi				
Mozambique	39.6	99/250	-	-
Namibia	41.3	43/104	23.8	10/42
Rwanda	61	40/80	38.5	10/26
Somali	24.2	64/264	22.6	12/53
South Africa	42.0	167/398	35.2	19/54
South Sudan	28.5	109/383	12	6/50
Sudan	30.5	130/426	35.2	19/54
Swaziland				
Tanzania	36.8	145/393		
Uganda	34.3	154/449	-	-
Zambia				
Zimbabwe	32.6	88/270	47.5	38/80

Source: Women in Politics Map 2017 by UN Women and Inter-Parliamentary Union



## Women's Entrepreneurial Development

Equal pay isn't just a women's issue; when women get equal pay, their family incomes rise and the whole family benefits. ~ Mike Honda



**Kenya:** In September 2016, UN Women supported two Kenyan entrepreneurs, Ms. Beatrice Egiron and Ms. Jane Murrey, to participate in a Women's Economic Empowerment Training Programme in Haifa, Israel. The training, which involved 30 participants (most of whom were women), was convened by the Embassy of Israel in partnership with UN Women. It provided attendees with a chance to gain knowledge and skills on how to grow and nurture their businesses as well as learn from the experiences of other participants.

Beatrice and Jane attended as beneficiaries of UN Women's capacity-building initiatives to empower women in public procurement. They were selected due to their successful engagement with the Government of Kenya through its Access to Government Procurement Opportunities initiative. Following engagement with UN Women trainings, both had won government tenders in the financial year 2014 – 2015, thus breaking into a sector that was hitherto practically inaccessible to businesses owned by women and other disadvantaged groups.

Kenya has received significant international interests since its 2012 launch of Access to Government Procurement Opportunities. There have been numerous requests from other countries to learn from the Kenyan experience further demonstrating the strength of South-South cooperation on the continent. Due to this high level of interest, UN Women is currently developing a regional knowledge hub on inclusive public procurement.

In Tanzania, in collaboration with the Maasai Women's Development Organization, UN Women is providing Maasai women with training in the areas of land rights and entrepreneurship. The Maasai are a semi-nomadic ethnic group that live in northern Tanzania and have the highest rates of child marriage, female genital mutilation, illiteracy and poverty among women in the country.

Mama Nalepo Olesein took part in trainings on managing accounts, record-keeping and business development. Based on what she learned, she improved her business model and, through cross-border trading, has begun making a profit of over USD 500 per month. This has allowed her to expand her business, send her last four children to school and purchase twelve plots of land.

"The trainings gave our women the confidence to step out of their boma (homestead) and earn like men," says Mama Nalepo.

Mama Neema Olenriya, chairperson of her village council, speaks of her 20-year struggle to acquire land: "For generations, only men were allowed to own and inherit land, so they question whether women are fit to be land owners."

Mama Neema received trainings on land and property rights, which gave her the confidence to demand village authorities to give her a plot of land that was rightfully hers.

"This is my land now; I can show you all the paperwork," she said, pointing to her plot, where she has built three houses for her family of seven. She uses her knowledge to help other women acquire land, and is also working with a smaller group of women to set up a shop selling vegetables, milk and ethnic jewellery.

Coordinating these trainings are young men like Samwel Simanga who had the opportunity to attend primary school and are now working as facilitators and translators. Fearful of women advancing ahead of men, many of Simanga's friends have discouraged him from helping women become financially independent. But he disagrees.

"Women who know their rights and are educated don't need men to financially support them," says Simanga. "When women have equal power in the household, we all benefit."



## Training and Prosperity

**Tanzania:** It is before sunrise in Tunduma, a small town along the Tanzanian – Zambian border, and Mary Mtaki is busy filing receipts from the day before. She carefully tallies each sale and expense, and makes additions and deductions to her accounts' register before opening her shop along the main road of the local market. 980 kilometres north of Tunduma, in Kasulu, another small town along the border, Swaumu Ahmady Hussein is getting ready for a long day of tailoring garments and dresses. She and her four assistants, all in their twenties, are gathered to organize the orders for the day.

Both Mary and Swaumu are part of a joint initiative between UN Women, the Tanzania Women Chamber

of Commerce, and the Small Industries Development Organization to train and empower young women in entrepreneurship, business formalization, cross-border trade, marketing and accounts management.

"I never kept track of my money before," says Mary. "But the trainings showed me how every sale, every purchase, every Shilling has to be accounted for. This is how we know about our profits and when to cut back on spending."

Mary is a wholesale and retail seller of Sumbawanga rice, and has attended six different trainings facilitated by UN Women. She has since reported a three-fold increase in her overall savings.

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**Ms. Mary Mtaki at her wholesale shop. UN Women entrepreneurship training helped her improve her book keeping skills and expand her business.**



Training and Prosperity





Through the training Ms. Swaumu Hussein has expanded to employ four assistants all in their early twenties

“The biggest change we saw was in Mary’s confidence level,” says her mother, Rose Kabuje Mtaki, “and even the customers have noticed the difference.”

Swaumu sits behind her sewing machine and adds finishing touches to an evening gown at her tailoring shop in Kasulu. “Even with a Diploma in Business and Finance,” she explains, “I was struggling to find a good job. So, I decided to start my own business.”

With the trainings on entrepreneurship and business formalization, Swaumu has been able to open her own shop in Kasulu’s main market. Here, she designs and tailors custom-made wedding and evening gowns

for women. Her shop has become popular with the locals, and her monthly income has doubled since the trainings. She has also become an employer for other young women in the area.

“Working for Swaumu has made me financially independent,” says Naema Mfagasi, Swaumu’s assistant who specializes in embroidery and embellishments for the gowns. “Within six months, I was able to buy a plot of land to build my family house,” she adds, beaming with pride. Naema hopes to join Swaumu for the next round of entrepreneurship trainings in Kigoma.



## Private Sector Partnerships for Gender Equality

During 2016, UN Women re-dedicated its efforts towards mainstreaming gender in the private sector by creating awareness around the Women's Empowerment Principles (WEPs).

Developed by UN Women, the WEPs offer seven steps to guide businesses on how to empower women in the workplace, marketplace and community. Subtitled 'Equality Means Business', the Principles emphasize the business-case for corporate action to promote gender equality and women's empowerment, and are informed by real-life business practices and input gathered from across the globe. Rather than being prescriptive, or just another initiative to which businesses are asked to subscribe, the WEPs point the way to best practice by elaborating specifically on the gender dimensions of good corporate citizenship and the role of business in sustainable development.

A key achievement from these interventions is the increase in the number of corporations that have signed up to the WEPs. There are now 97 companies in East and Southern Africa that have joined the current list of 1661 companies worldwide as of November 2017 (<http://www.wepprinciples.org>).

Another highlight for the year was a forum by UN Women that convened corporate signatories to the WEPs. The forum aimed to create awareness about how to mainstream gender in the private sector using the WEPs as a tool or framework within the context of the SDGs. As an outcome of the forum, Gulf Africa Bank took the lead in championing Principle #5—*Implementing enterprise development, supply chain and marketing practices that empower women*. The Bank revised their internal procurement policy to align with the Kenyan government's policy which reserves 30 per cent of tenders for disadvantaged groups, including women. Gulf Africa Bank is also reviewing its database of existing vendors to better understand from whom it currently buys goods and services. Based on this information, it will re-evaluate how it can promote principle #5 through gender-sensitive procurement approaches, awareness-raising and capacity-building of women vendors.

UN Women will now concentrate efforts on operationalizing at least two of the seven Principles, in the context of the SDGs, and document good practices in Kenya. One activity being planned is a series of 'business conversation forums' targeting women business owners of small and medium enterprises.

**A total of ninety seven companies in East and Southern Africa have committed to implementing the Women's Empowerment Principles.**

COUNTRY	Number of companies signed up
Ethiopia	1
Kenya	14
Malawi	8
South Africa	51
Sudan	1
Uganda	51
Somalia	20
<b>TOTAL</b>	<b>97</b>

## Empowering Women in the Extractive Industries



Following her participation at a UN Women Sharefair on extractive industries, Ms. Tebogo Mashego modernized her business from manual systems to a fully automated system and thereby expanded her business.

**South Africa:** Is it possible to measure the benefits of networking and knowledge-sharing? For Tebogo Mashego, owner and founder of a metal fabricating company in the overwhelmingly male-dominated extractive sector, the answer is yes.

In October 2015, Tebogo attended a Sharefair event on gender equality in the extractive industries organized and hosted by UN Women. Barely six months later, the 2016 turnover for Tebogo's company was projected to increase by more than 40 per cent.

"The Sharefair shaped my strategy, and I was inspired to adopt innovative models of business and operations in the industry," says Tebogo at her business premises in Rustenburg, South Africa.

"In fact, after the Sharefair, I changed my operating model from a manual to automated one – our old business model involved manual bending and twisting of metals which delayed production. And I upgraded the quality of my management systems," she said. "For instance, before, we didn't engage all employees in making suggestions on new product developments, and we lacked formalized manufacturing processes. I have also used the knowledge I acquired at the Sharefair... to diversify into other sectors that fit well with my current business model. As a result, I've expanded my markets and increased my income in a short span of only six months."

In the extractive sector, it is far from easy to find business and get orders, with a limiting factor being the fact that Tebogo is a woman. Since the sector is heavily male-dominated, mining companies, government entities and big corporations tend to be reluctant to do business with local, female-owned companies.

Tebogo's response has been to constantly keep looking for new ways to improve her knowledge and skills. She sought out training as a specialist aluminium fabricator, and travelled to Germany to learn modern methods of metal fabrication and the international quality standard ISO 9001. She took part in Goldman Sachs' *10,000 Women* global initiative that gives women entrepreneurs a business and management education, and access to capital.

When government agencies turned down her request for grants to buy machinery and train staff, she looked for innovative ways to get what her company needed. She eventually signed a service-level, joint venture agreement with a large local fabricating company, which helped give her access to their resources, including the latest technology, a pool of machinery and transport.

She credits the Sharefair as an important turning point in the way she approaches her business.

"Sharefair changed my mindset," she says, "Through the session on addressing the challenges that prevent women from advancing in the extractive industries, I came to appreciate that perseverance is important to business continuity and success. I also started to appreciate technology as a major driver of business and profitability. I learned that for women to succeed in the industry, we must invest part of our profit in upgrading machinery, technology and software. We must not be afraid to take risks. In fact, we must be very passionate about what we are doing."

Being able to network with other women entrepreneurs has been a key ingredient to her success: "The Sharefair opened my eyes to other opportunities and networks, and I have already used these to expand my business and employ more innovative models of entrepreneurship. The extractive sector has always looked impenetrable to many women, but it is not. The Sharefair exposed us to ways to reduce costs, increase productivity and maintain a sustainable, profitable business. We now advertise

online, we have a professional web presence, and have access to shared data with partners."

She continued, "In fact, after taking on the good practices shared at the Sharefair, we managed to reduce our operational costs by 20 per cent and we are estimating an annual turnover of R4 million rand (USD 272,000) in 2016, compared to the previous annual turnover of R2.8 million (USD 171,000) in 2013 – 2014."

The three-day Regional Sharefair on Gender Equality in the Extractive Industries focused on the theme *Building on Good Practices*. While the extraction of resources such as oil, gas and minerals in Africa is driving immense social and economic changes, women are often excluded from the extractive industries' value chain. This exacerbates the gender gap that already inhibits women's access to resources and income-generating opportunities. The Sharefair brought together governments, civil society actors and the private sector to raise awareness of gender-related issues in the sector. To make sure women are not shut out, gender concerns need to be factored into natural resource management and policies.

During the Sharefair, special attention was given to the post-2015 development agenda and the role of women in the extractive industries in relation to SDG 5 on gender equality and women's empowerment. Tebogo was one of 400 Sharefair participants which included researchers, policymakers, development agencies, regional economic commissions, the African Union, business leaders and investors.





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## An Equal Harvest

While women in Africa are important participants in agricultural production, there is a clear gender gap in agricultural productivity. It's a gap that UN Women seeks to close.

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49

Number of institutions that committed to interventions proposed by UN Women to engender their agricultural value chain programmes. These institutions are permanent members of the Network of Gender Equality in Agriculture, of which UN Women is the co-chair.

939

Number of women members of twelve new farmer cooperatives in Rwanda. In 2016, these were supported to upgrade into formal cooperatives through Imbuto Foundation, an NGO funded by UN Women.\*

437,000

Number of people that could be lifted out of poverty by closing the gender gap in agricultural productivity in Malawi, Tanzania and Uganda.

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*\*The total membership of these Rwandese cooperatives is 988 members. The project provides agronomists who ensure continuous transfer of greenhouse farming skills to beneficiaries.*

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## Watch the Gap

The 2010 global gender gap report by the World Economic Forum shows that countries with better gender equality have faster-growing, more competitive economies. ~ Michelle Bachelet

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**Malawi, Tanzania and Uganda:** In 2015, UN Women, the Poverty-Environment Initiative and the World Bank co-published *The Gender Gap in Agricultural Productivity in Malawi, Tanzania and Uganda*.

The study highlighted the impact of closing the gender gap in agricultural productivity in the countries examined, potentially lifting out of poverty as many as 238,000 people in Malawi, 80,000 people in Tanzania, and 119,000 people in Uganda. Climate-smart approaches to agriculture could help close the gender gap and promote women's empowerment, economic development and societal resilience to environmental shocks.

The report has inspired a number of actions, including the Hera Community Initiative (HCI), a rural women's self-help group in Western Kenya.

HCI is a non-profit organization formed to facilitate community development, especially among women within Siaya County in Kenya's Nyanza Region. The organizers hope to support farms managed by women

in their community - "We aim to use simple, definite and efficient ways to effectively mitigate some of the day-to-day challenges faced within our community," said Ms. Jerusha Achieng Onyango who serves as secretary of the organization.

The challenges women face in this remote farming community include limited access to clean water, good seed stocks and technological know-how needed to improve their livelihoods. HCI is working on how women can better organize themselves to address the water, gender and sustainable agricultural needs of their community.

"Community-led initiatives like Hera are vital to the future success of the 2030 Agenda for Sustainable Development," explains Michael Stanley-Jones of UN Environment. "By addressing the issues of women's empowerment, food security, inclusive green employment and poverty elimination, they help translate the Sustainable Development Goals into meaningful action at the community level."

**Closing the gender gap in Agriculture can lift many people of poverty and help the continent attain the SDGs**

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## Mentorship for Women

Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance. ~ Kofi Annan

**Mozambique:** Lina Joaquim Machava, 48, is a widow and the head of her household in Chimbembe in Guijá District, Mozambique. She is a participant in a UN Women-supported mentorship programme. Like the majority of participants, Lina could not write her own name before her involvement in the programme, and the only official document she possessed was a birth certificate. Now, she can sign her full name on all official documents concerning her rights. At the end of the second phase of the programme, she proudly pointed to her identity card, taxpayer card and bank account debit card.

“Thanks to the three-week mentorship programme, I’ve learned best practices in pest control and tips to boost productivity in swine farming,” says Lina. “Illiteracy and gender-based violence are among the

major problems limiting women’s empowerment in my community. To me, an economically empowered woman is the one with a sustainable source of income, autonomous in making decisions about her finances.”

Launched in July 2016, the programme provided mentorship support to ten women in the swine farming sector. All are mothers with low literacy levels, and most of them have experienced or witnessed gender-based violence in their families and communities, resulting in separation from their estranged husbands.

Breeding livestock, including swine farming, plays an important role in household food and nutritional security. In times of food shortages, households can sell livestock to purchase other food, such as cereal and legumes, diversifying their diet and maintaining a balanced nutritional intake. Women are key players

in the breeding of small animals, but virtually absent in commercial pig farming and meat production, which is in high demand in the area. Rural women often lack the skills and capital to start profitable swine farming businesses, and are marginalized from accessing training, information and markets.

Through the mentorship training, UN Women and its partners are attempting to fill this financial and technological gap, while at the same time challenging the negative cultural norms that affect women’s role in their family, in their community, and in the sector.

The three-week-long training held at Uvivi farm in Namaacha focused on diversification of income, access to services and information, and growth of micro-businesses led by rural women. This is in line with the 2030 Agenda for Sustainable Development, especially SDG 5 (Gender Equality) and SDG 2 (Zero Hunger).





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## Gender and Resilience

Any serious shift towards more sustainable societies has to include gender equality. ~ Helen Clark

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**Africa:** The concept of ‘resilience’ is becoming increasingly utilized in development programming. It is commonly understood to encompass broad-based, multi-sectoral development that includes the many ways in which individuals (men and women, boys and girls) and livelihood systems mitigate, adapt, recover and learn from shocks and stresses. The longer-term goal is to reduce vulnerability and increase well-being. Despite recent positive economic trends, many countries on the African continent are characterized by multiple and interlinked resilience challenges, notably conflicts and climatic variations. Market variability further constrains the ability of poor, rural households to meet their basic needs.

Due to the lack of gender-integration in current development approaches, as well as imbalanced access to resources and uneven division of responsibilities, the resilience of women and girls is particularly tested. In the context of general and chronic vulnerability, women and girls are often exposed to additional, gender-specific barriers.

To focus on the role of women in building and strengthening resilience, and to promote dialogue and sharing of experiences on gender-responsive resilience, UN Women and the Intergovernmental Authority on Development (IGAD) hosted a two-day Regional Sharefair with the theme of *Strengthening Resilience by Empowering Women*. The event brought together policy-makers, UN agencies and other stakeholders to discuss concrete ways to empower women within the resilience agenda. The combined knowledge, expertise and skills were used to diagnose women’s resilience needs, and examine how to upscale suitable innovative rural technologies in the region.

Key themes of the Sharefair included climate-smart agriculture; disaster risk management, preparedness and effective response; and conflict prevention, resolution and peace-building. The sharing and learning platform further explored the role of women in building and strengthening resilience, and promoted dialogue and sharing of experiences on gender-responsive, resilience-related programmes and policies around Africa.

As part of the event, an Innovation Space for Gender and Resilience was set up to showcase knowledge and innovations that are gender-focused and help communities plan, manage and recover from disasters



quickly. The space hosted the Young Innovators in Agriculture Award, which awards innovations for agriculture through a gender-focused perspective.

The Sharefair resulted in the adoption of a strategic outcome document highlighting key recommendations and commitments to be taken forward by all participating partners, including governments, to strengthen gender equality and women’s empowerment within the regional resilience agenda. In addition, a catalogue of innovations and good practices on gender and resilience was developed and has been disseminated widely in the region.



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## Safe Spaces

UN Women works to provide safe spaces for women and girls while also changing attitudes towards gender-based violence.

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**222,794**

Number of individuals across East and Southern Africa who have signed on to HeForShe, a solidarity campaign for gender equality initiated by UN Women. This includes Ethiopia's Prime Minister H.E. Mr. Hailemariam Desalegn, Kenya's President Uhuru Kenyatta, Malawi's President Arthur Peter Mutharika, Rwanda's President Paul Kagame, and Uganda's President Yoweri Museveni.

**1/3**

Number of all African women who have experienced domestic violence (physical or sexual). More startling perhaps, 51 per cent of African women report that being beaten by their husbands is justified in certain circumstances.

**14**

Number of mini-markets being built in Kigali to provide women hawkers access to safer venues to sell their produce.

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## Male Champions for Gender Equality

Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility. ~ Ban Ki-moon

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**East and Southern Africa:** HeForShe ([www.heforshe.org/en](http://www.heforshe.org/en)) is a solidarity campaign for gender equality initiated by UN Women and launched in September 2014 at UN Headquarters in New York. Grounded in the idea that gender equality is an issue that affects all people—socially, economically and politically—HeForShe seeks to actively involve men and boys as agents of change for the achievement of gender equality and women's rights. Those who sign on can choose from six issues—education, health, identity, work, violence, politics—to explore, learn more about and take action on. Practical suggestions are offered on how to tackle gender-bias in schools, workplaces, and even online; and there are numerous inspiring stories of how men and boys are standing up against gender discrimination.

For example, cultural leaders who have signed on are speaking out especially around the issue of harmful cultural practices and gender-based violence. "The cultural leaders in Malawi have been on the forefront of discouraging cultural practices that infringe on the rights of women, such as early marriages, and will continue to do so," said Paramount Chief Kuyungu of Malawi, a prominent cultural leader, at a UN Women event in Nairobi in February 2015. Also at the event was a well-known young Kenyan poet, Mufasa, who composed and recited a poem titled, "HeForShe" in which he spoke about the abuses women go through and what men can do to advocate for gender equality.



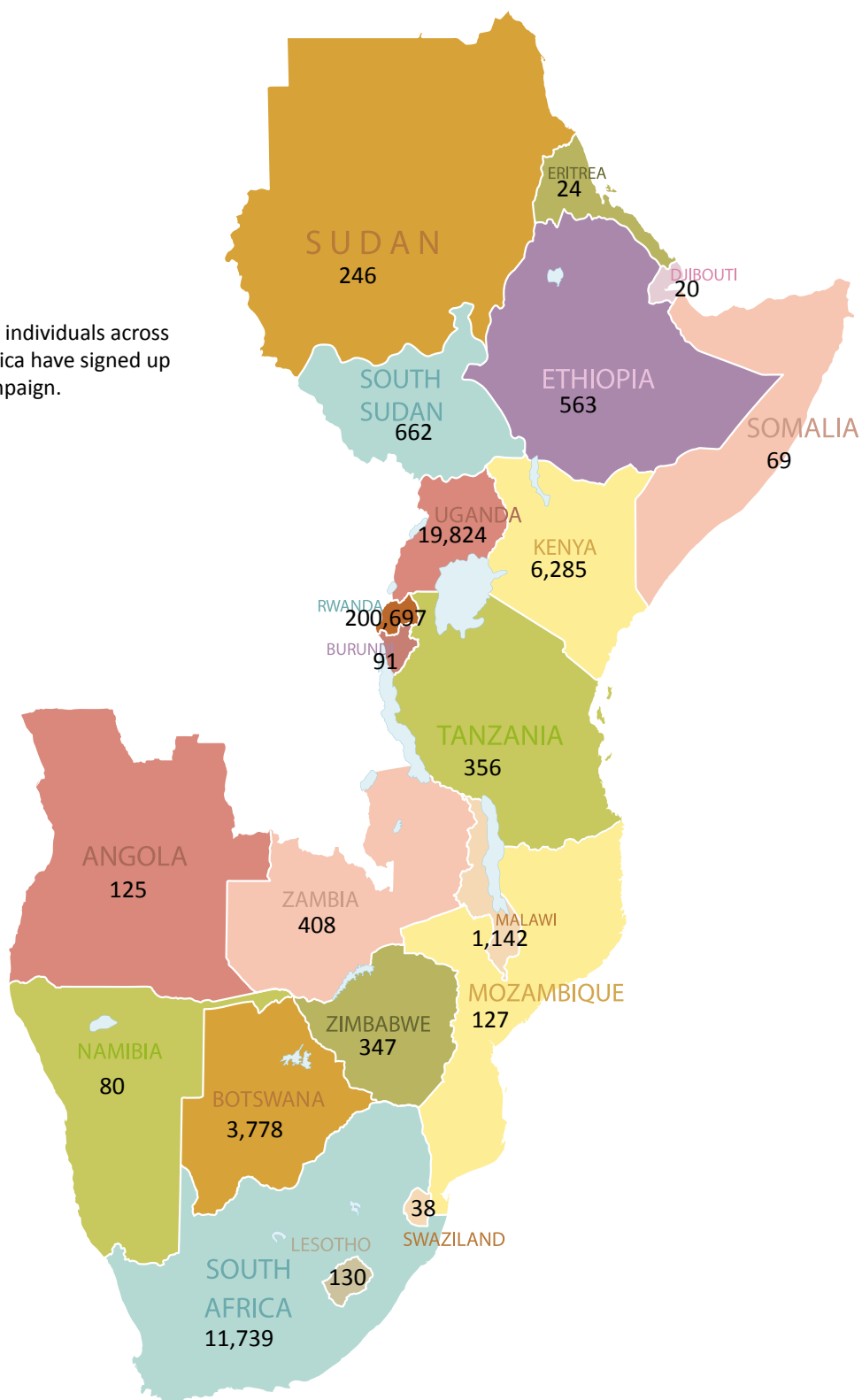
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## HeforShe Campaign:

Number of sign ups (As of May 2017)

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Currently, **241751** individuals across East and Southern Africa have signed up to the **#HeForShe** campaign.



## Gender-Responsive Markets



**Rwanda:** Women dominate the informal street vending sector in Kigali, Rwanda. They are also more vulnerable to sexual and gender-based violence and harassment in such public spaces. In collaboration with the City of Kigali, UN Women is contributing to the construction of a mini-market for Kigali women hawkers, which will have storage facilities, running water, electricity, refuse collection, display space, toilets, exterior fencing, a car park for customers and a day-care centre for children of breastfeeding mothers.

The mini-market is part of the Kigali Safe Cities Programme, and a direct response to SDG 11 on 'safe cities'. To-date, the City of Kigali has implemented physical improvements on fourteen mini-markets to improve safety and productivity for female hawkers. In addition, the mini-markets are helping to solve the problem of illegal street hawking and tax evasion, and contribute towards serving the city's hygiene and environmental aims.



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## Shelter from Violence

Today it is time for every child to have a right to life, right to freedom, right to health, right to education, safety, the right to dignity, right to equality, and right to peace. ~ Kailash Satyarthi

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**Ethiopia:** 14-year-old Martha (not her real name) listened as the judge at Me’eso District Court in Ethiopia handed down a 15-year sentence to her stepfather, Legesse Getaneh. Despite the anguish she felt having to go through this experience, she was happy that justice had been served at last. It was one year ago that her stepfather raped her while her mother was away.

“He brandished a gun and threatened to kill me and my mother if I spoke out,” she remembers. Martha was frightened and remained silent until her aunt and mother found out she was pregnant.

Once her family reported the case to the police, they were referred to the Bureau of Women and Children Affairs, which in turn referred Martha to a shelter run by the Association for Women’s Sanctuary and Development (AWSO). There she could access prenatal health services and safely wait out the legal case.

“When she first arrived at the shelter, Martha was a recluse,” says Hiwot Adera, the counsellor who works with Martha individually and in group sessions. “She would always be crying, felt hopeless and was not sure what she was going to do with the child she

carried. She was in a very low place, emotionally and mentally.”

Counselling helped however, and Martha not only emerged from her state of depression, but has slowly begun to accept and love her child. She has also become more sociable, reaching out to newcomers to the shelter to welcome them.

“She’s very happy with the sentencing. Now she wants to return to her mother and resume her studies from grade six where she left off,” says her counsellor.

The AWSO shelter is supported by UN Women and is Ethiopia’s largest safe house for women and girls who have survived gender-based violence. In addition to providing accommodation, food, health services and professional skills development, it also offers much-needed free legal aid.

The support they receive helps build survivors’ courage to report cases and press charges against perpetrators. Survivors are coached on how to be effective witnesses in their cases, and shelter staff help them follow up on their court appointments, and escort them to and from courts, hospitals and police stations safely. In addition, the shelter runs capacity-building programmes around ending gender-based violence that benefit the community and various stakeholders, including the police.

As a result of the trainings, police in the region have improved the way they handle cases of violence against women and girls; they also have a better understanding of the special care needed when receiving and communicating with the women who come forward to report cases of violence. These trainings have led to an increase in the amount of evidence gathered and the number of investigations carried out with a subsequent increase in sentences and/ or penalties for perpetrators.

UN Women’s Programme on Preventing and Responding to Violence Against Women and Girls in Ethiopia works towards prevention of violence, and supports women and girls to access justice and protection services. A recent National Assessment on Shelters was carried out to assess the kinds of support available to women survivors of violence across the country, and if global standards were being followed. The results are being used to support shelters in standardizing their services, as well as to inform policy interventions on responses to violence against women.





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## Transforming Security Institutions

**“We view women as important actors of security, peace and conflict resolution.”**

**Brigadier General Francis Mutisi, Zimbabwe**

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**Zimbabwe:** UN Women’s programmes in Zimbabwe are working to engage the military and learning institutions on the topic of women, peace and security.

For instance, results of a gender gap analysis conducted with the military, Solusi University and Bindura University, have been used to inform curriculum reviews, leading to an increased gender focus in both university curriculums and prompting greater dialogue and discussion on gender and women’s empowerment.

The results were also used to inform a military mentorship programme for officers which did not include a gender dimension. After collaborating with UN Women, the programme now includes a focus on women, and outlines opportunities for their progression in the army. Importantly, this shift is helping to prepare more women to take on leadership positions in the military, and creating space for dialogue with women around their roles within the military.

“Women are equally able like men,” says Brigadier General Francis Mutisi. “In fact, women have proven better negotiators than men. They are usually passionate, express themselves well and are patient. We view women as important actors of security, peace and conflict resolution.”

Lieutenant Colonel Mapaya agrees, adding, “There is no excuse for women to lag behind in development. UN Women can assist us on policy and legislative support to ensure that we adopt and implement policies and legislation that favour women, and those that create an environment for women’s active participation [in peace building and security processes].”

“Gender is a difficult concept to understand,” said Group Captain Eshironi Madzanira. “The partnership with UN Women in Zimbabwe has helped to open our minds and we have taken cognizance of women’s needs in our engagements in [peace and] security operations. We now understand gender disparities are a source of insecurity in itself. We have learned that women must be involved in the security sector.”



**[Air Commodore Ellen Chiwese is one of the most senior women in the Zimbabwe military. Through a partnership with UN Women, she has started a mentorship programme to prepare young women for a career in the military.]**

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**[Members of the Zimbabwean military led by Group Captain Eshironi Madzanira during a consultation with UN Women representatives during a visit in 2016.]**

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## Impactful Innovations in Women, Peace and Security Efforts

Equality and development will not be achieved if peace is not understood from women's point of view. ~ Jenny Shipley

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### Peace Committees Transforming Communities

**Zimbabwe:** Since 2012, UN Women's Gender, Peace and Security Programme in Zimbabwe has been developing women peace committees, which are making a significant impact on their communities.

For example, the women of the Masvingo Peace Committee observed that since their children were walking long distances to and from school, girls were particularly vulnerable to violence. "The girls faced a lot of problems," explained Girlie Zisheche, the

committee's chairperson. "Some of them were abused sexually when they walked long distances to access schooling. We were forced to rent houses for them since school is too far. They start living like they are adults and yet they are not. It was also expensive for us." Driven by these concerns, the Peace Committee was able to create a school for girls that is located in the community and thus much more accessible.

The Masvingo Peace Committee has also initiated a poultry project, and completed the construction of a fish pond for small-scale fish farming. Such income-generating initiatives are critical as poverty in Masvingo oftentimes is a root cause of domestic violence and child abuse.



Secondary school built through community peace committee intervention



The women on the peace committee have encouraged other women to engage in various income-generating activities. Through a rotational savings scheme for instance, women are now buying groceries in bulk and sharing it amongst themselves. They earn money from selling vegetables they grow in the community gardens. In their sewing clubs, women make reusable sanitary pads to sell—these affordable pads have helped lower the number of girls who miss class during their menstrual cycle because they cannot afford sanitary supplies.

Peace committees are also helping to strengthen relationships among women as they provide

platforms for networking and solution-oriented discussions, and a safe space for sharing problems. Furthermore, officials of the committees have the power to approach community members who abuse or discriminate against women and girls. "In this community, because of peace committees, we are respected," explains the chairperson of the Tsvingwe Peace Committee. "Men have learned to respect women as well, since we act all together with one voice as women."

Women from the Tsvingwe Peace Committee in Manicaland have been carrying out advocacy and lobbying in order to secure land for communal



farming. They now enjoy benefits that would otherwise go only to men. One of their activities, a Moringa tree planting venture, is helping to treat soil, create forests and provide nutritious Moringa products.

The chairperson of the Tsvingwe Peace Committee, Ms. Musiyazviriyo, said, “Now, we have several acres of land fully under our control, and we have increased women’s resilience to abuses regarding land and their land rights.”

The Tsvingwe Peace Committee has also been able to create income-generating activities. It started with a rotational round-table savings scheme in which members saved money for six months, shared it, and continued to save. Flora Jiwa was one of the women who underwent the training on savings that UN Women provided. She was able to take her share amounting to USD 250 and invest it into farming. Now she expects to harvest crops worth USD 750. Other women have been motivated by such results, and they too will invest their next round of savings.

In addition, the women have used mobile technologies to promote dialogue on issues affecting women and girls in Zimbabwe. One such issue is male involvement as champions of security and peace, a concept that has been integrated into the Tsvingwe strategy to promote sustainable change in the community. As Winston Makoni of the Tsvingwe Resident Association explains, “We work and support women because we have one destiny. We have the same problem. Working with women has helped us appreciate women’s issues, and have a shared vision and solution to them jointly with women as equal partners.”

## Peace Journalism Helping to Reduce Crime Against Women and Girls

Supporting the work of the peace committees are the Peace Journalists, and a quarterly newsletter called *WE Connect* that they produce. 12 women were trained as Peace Journalists who report on issues of peace and security, and violence against women and girls in the community. Their work is already having an impact on the reduction of violence, as perpetrators now fear being exposed.

“As Peace Journalists, we were taught that we have a responsibility to be fair and impartial, to write accurately and provide facts backed with evidence, to minimize harm,” says Sandra Mabota, a peace journalist from the Tsvingwe Peace Committee. “We protect news sources, verify facts before writing a story, allow sources to be free to express themselves, and always validate a story before taking it to print.”

The peace journalists publish their reporting in the *WE Connect* newsletter. It sets an agenda for community discussions, and exposes the actions of individuals abusing women and girls. Through dialogue and community reporting systems, the newsletter has been instrumental in naming and shaming certain practices that are harmful to women and girls, and in raising awareness among the wider community.



Peace Journalist Sandra Mabota

“People fear being reported in the news and so they do not commit crime against women,” says Sandra. “We have reported cases of men who beat their wives, and the police have acted because of our reports. In some cases, the mainstream media has also followed up on some stories we report. The community now has reduced crime rates due to our stories in the newsletter.”



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## Humanitarian Action

UN Women provides support to women and girls who are particularly vulnerable during humanitarian crisis.

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**93**

Percentage of the world's 17 million displaced Africans who remain on the continent.

**6,000**

Number of vulnerable women and girls to whom UN Women is providing humanitarian assistance in South Sudan.

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Planet 50-50 by 2030  
Step It Up for Gender Equality

## Building Foundations for Peace and Prosperity in Fragile States



**The Ambassador of Japan to South Sudan, H.E. Kiya Masahiko, and the UN Women Director of Programmes, Ms. Maria Noel Vaeza**

**South Sudan:** Following a successful pilot in 2014, UN Women has scaled up the provision of humanitarian assistance in South Sudan to reach 6,000 vulnerable women and girls, and 1,500 men and boys in displaced settlements in Nimule (East Equatoria State), Mingkaman (Lakes State) and Juba (Central Equatoria State).

The interventions, which are being funded by the Government of Japan, include support for livelihoods (income generation, vocational skills training, computer literacy and functional literacy), protection of women and girls against gender-based violence, and capacity-building of humanitarian actors in gender mainstreaming.

The Ambassador of Japan to South Sudan, H.E. Kiya Masahiko, and UN Women's Director of Programmes, Ms. Maria Noel Vaeza, donated five multi-purpose grinding mills, four units of one-acre drip irrigation kits and four greenhouse kits.

"The key to peace is to support vulnerable women to become empowered economically, and as leaders

so that they can actively participate in peace building as well as in development. Japan is committed to ensuring that women are empowered in all areas," Ambassador Masahiko said.

Ms. Vaeza noted that the donated equipment will support wealth generation as well as reduce the labour the women have to put in to generate income: "Investing in women makes economic sense as women have the capacity to transform livelihood support to sustainability."

The machines and equipment will allow for a year-round production of highly-valued vegetables, reduce the workload of women and girls, and improve women's access to resources and assets, including food and income, while enhancing their resilience and decision-making roles at the household and community levels. The equipment kits were provided in addition to funds disbursed through national non-governmental organizations for promoting micro-enterprise development among internally-displaced women and their host communities.



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## Harnessing the Power of Technology

Through the advances of affordable technology, UN Women is expanding its reach to provide education to greater numbers of women.

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**67**

Percentage of Africa's population that has access to mobile phones. More than 26 per cent of the population is using the Internet. These statistics are increasing year by year, offering an unprecedented opportunity for online/digital educational systems.

**3,000**

Number of farmers who have been registered onto UN Women's "Buy from Women" digital, mobile-enabled platform. The platform connects smallholder farmers (65 per cent are women) to the agricultural supply chain, and provides them with real time information on market prices and opportunities via text messages.

**19,000**

Number of users of UN Women's Empower Women\* virtual platform. 14,000 of these are active members – both women and men – from government, private sector, international organizations, community organizations and academia. Close to half of the active members come from Africa.

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## Gender Focused Innovation in Agricultural Value Chains



**Rwanda:** “Before, we used to struggle to know the exact size of our land. Thanks to this new platform introduced by UN Women, we will now know,” says Christine Mukarukundo, a maize farmer and member of Tuzamurane Cyeza Cooperative in Muhanga District, Southern Province of Rwanda. “This will help us to forecast our level of production, and negotiate better with buyers and financial institutions, and secure loans that reflect our production potential.”

Tuzamurane was selected from among ten other cooperatives in different parts of Rwanda to pilot the innovative *Buy from Women* platform. Implemented by UN Women in partnership with the World Food Programme’s Patient Procurement Platform, *Buy from Women* is intended to improve farmers’ capacity to produce a marketable surplus and increase their market access.

The digital, mobile-enabled platform connects smallholder farmers to the agricultural supply chain, providing them with critical information on market prices, awareness about gender equality and women’s empowerment, and market opportunities via text messages. The registration process includes a mapping of farmers’ land plots, which is then used to generate a yield forecast. It also captures farmers’ and cooperatives’ experiences with finance, and provides real-time reports on key performance indicators.

“We used to sign contracts with buyers and not be able to meet the terms, especially related to supplies, because farmers would go ahead and sell part of their produce,” said Beatrice Mukanoheli, a member and adviser of Tuzamurane Cooperative. “Now with this system, everyone will know in advance the quantity of produce that he or she is required to bring to the Cooperative, and this will motivate everyone to meet the requirement and even aim to produce a surplus.”



## Virtual Skills School



Participants at an Empower Women workshop on financial and digital literacy

Tens of millions of girls are denied access to education; globally, 48 per cent of girls never enrol in school at all. UN Women is aiming to change this narrative by giving girls and women educational opportunities through an online school.

In 2015, UN Women launched the mobile-based learning platform *iLearn* which is a global collaboration between UN Women and Facebook, hosted by Empower Women (<https://www.empowerwomen.org/en>), the global movement for women's economic empowerment. *iLearn* helps women entrepreneurs strengthen their entrepreneurship and business skills. The Empower Women team also partnered with Facebook to develop a guide on how women entrepreneurs can grow their businesses with the help of social media. This culminated in a training of over 300 women entrepreneurs in South Africa at the side-lines of the World Economic Forum.

Now, Empower Women is in the process of expanding its learning content through the *We Learn Virtual Skills School*. *We Learn* (<https://welearn.unwomen.org>) seeks to be a knowledge hub, and provide

an innovative approach to delivering high-quality, accessible learning programmes for entrepreneurs, job seekers and life-long learners. Learning opportunities will include course content on twenty-first-century skills, as well as foundational education and vocational training.

Unlike other online teaching methods, *We Learn* will incorporate learning pathways, collaboration, interdisciplinary curriculum, real-world student projects, mentoring and gamification. Students will learn how to integrate their newfound skills and knowledge into their everyday lives and businesses, and all graduates will receive certificates of achievement after course completion.

Through its online educational initiatives, Empower Women will continue to serve as a powerful platform for delivering on the 2030 Agenda and the SDGs, particularly SDG4 on Quality Education, SDG5 on Gender Equality, SDG8 on Decent Work and Economic Growth, and SDG9 on Industry, Innovation and Infrastructure.

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## Leaving No One Behind

Looking ahead... there is no question that we can deliver on our shared responsibility to put an end to poverty, leave no one behind, and create a world of dignity for all. ~ Ban Ki-moon

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Virtually everywhere, there are barriers that prevent certain individuals and groups from fully participating in social, economic, political and cultural life. Against a backdrop of inequalities and social exclusion, the 2030 Agenda for Sustainable Development has pledged that no one will be left behind, including women and girls.

While many governments have repealed discriminatory policies and laws, prejudice and discriminatory practices remain widespread in Africa and continue to affect the opportunities women and girls have as well as their sense of agency and their overall well-being.

A multi-stakeholder webinar series was hosted by UN Women in March 2016, focusing on the implementation of Agenda 2030's Sustainable Development Goals (SDGs), and Africa's development blueprint provided in Agenda 2063. The webinar series created a platform for discourse on the alignment of the two Agendas with the advancement of gender equality and women's empowerment.

By extending access to data and analysis, the group provided countries and knowledge management specialists in the region with insights that contribute to the improvement of progress towards the implementation of the two Agendas. Since the SDG Agenda became effective, UN Women has supported governments to implement SDG 5 as well as other goals that support the achievement of gender equality and the empowerment of all women and girls. UN Women also works within the UN Resident Coordinator System<sup>1</sup> as part of UN country teams and has the mandate to lead and coordinate the UN system's work and accountability for GEWE.<sup>2</sup>



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<sup>1</sup> The Resident Coordinator (RC) system encompasses all UN organizations dealing with operational activities for development, regardless of their formal presence in the country. The RC system brings together the different UN agencies to improve the efficiency and effectiveness of operational activities at the country level. Resident Coordinators, funded and managed by UNDP, lead UN country teams in more than 130 countries and are the designated representatives of the Secretary-General for development operations. Working closely with national governments, Resident Coordinators and country teams advocate for the interests and mandates of the UN system while drawing on the support and guidance of the entire UN family.

<sup>2</sup> UN roles and responsibilities: <http://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming/un-roles-and-responsibilities>



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## Influencing Policy and Legislation

UN Women is actively involved in influencing policy and legislation at national and regional levels.

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### The Commission on the Status of Women (CSW) Resolution 60/2

UN Women facilitated the inclusion, and eventually the adoption, of the Resolution on Women, the Girl Child and HIV by the African Union.

**18**

The new minimum age of marriage for a person in Malawi. This, in effect, bans child marriage.

**98**

Percentage of UN Women's survey respondents who said they would readily recommend UN Women publications to other users based upon the focus on gender equality and empowerment of women and girls and their influence on related policy interventions

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## Powering Up Health Facilities

A sustainable world is one where women and girls are afforded equal rights and equal opportunities.  
~ Ban Ki-moon

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**Uganda:** In partnership with the UN Foundation, World Health Organization, UNICEF and UN Population Fund, UN Women is systematically engaging the media to raise awareness of the impact of energy service provisions on women's health in Uganda. Specifically, women face difficulties in accessing services at health centres that have inadequate power and energy supply.

UN Women-supported media visits to health centres in selected districts led to the documentation of many obstacles experienced by women, especially during pregnancy. In response to the widespread media coverage that resulted, the Ugandan Government has adopted several resolutions to improve energy services to health centres for the benefit of women and children.

In addition, UN Women hosted a related multi-stakeholder workshop, out of which were formed thematic networks for collaboration, partnership and

advocacy. Participants identified best practices on health facility electrification, including renewable and efficient energy options, and those that specifically address women's and children's health. UN Women also used the consultations to identify funding opportunities in national budgets, via regional cooperation mechanisms, private financing or donor funding, that could support expanded and reliable sustainable energy provision for health facilities.

UN Women is also influencing health-related policy at a regional level. In the first quarter of 2016, technical support was provided to the Southern African Development Community (SADC) regarding the HIV Resolution by SADC Ministers of Gender. The HIV Resolution paves the way for more attention to be paid to women and girls living with AIDS. The Resolution was approved by SADC Ministers of Gender and Women Affairs in Addis Ababa on 20 January 2016 on the margins of the African Union's Pre-Summit on Gender.

Around preparations for the 60<sup>th</sup> Session of the Commission on the Status of Women (CSW), there was initially some resistance to including sub-regional agendas into the global CSW programme. UN Women was ultimately able to successfully facilitate the inclusion of the Resolution into the CSW, and it was adopted by consensus.

As a significant follow-up, the SADC Ministers of Gender met on 23 June 2016 and have adopted a decision to develop a regional programme to implement the CSW60/2 Resolution on Women, the Girl Child and HIV.





## Banning Child Marriages in Malawi

**Malawi:** Valentine's Day 2017 was extra-special for Malawian girls. That day saw the Malawi Constitution changed in order to completely ban child marriage in the country. The lawmakers aligned the supreme law of the land with the February 2015 Marriage Law that raised the age of marriage for any person in Malawi from 15 to 18 years.

In 2010, UN Secretary-General Ban Ki-moon issued a report on child, early, and forced marriages. The report provided a shocking revelation of a global phenomenon that affects one-third of the world's women and girls. In some instances, girls as young as six years of age are forced into marriages, usually with older men.

As a result, the UN General Assembly adopted the Girl Child resolution by consensus calling for a global end to child, early and forced marriages. Malawi is the first Southern African Development Community (SADC) country that passed a law as a response to the Girl Child resolution.

UN Women played a leadership role in the passage of this law through a number of interventions, including advocacy and lobbying. It took campaigners and lobby groups two years to negotiate the change in the Constitution to reflect the new age limit highlighted in the Marriage Law. In doing so, they have successfully translated at a national level an international UN framework.

This historic legislation was the result of successful collaboration and coordination with other UN agencies and local and international non-governmental organizations, including The United Nations Population Fund (UNFPA), The United Nations Children's Fund (UNICEF), Plan International, Human Rights Watch, Girls Not Brides, Malawi Human Rights Commission and Yonoco among others. The support from President Mutharika, the First Lady Madame Mutharika and the Members of Parliament was also critical in achieving this milestone.





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## Gender-responsive Planning and Budgeting

Countries with higher levels of gender equality have higher economic growth.

Companies with more women on their boards have higher returns.

Peace agreements that include women are more successful.

Parliaments with more women take up a wider range of issues. ~ Ban Ki-moon

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**Uganda:** Through UN Women's support to Uganda's National Planning Authority (NPA), gender equality and women's empowerment is now a national development obligation within the country's National Development Plan II (NDP II, 2015-2020). It is also one of the overarching strategies for meeting targets on inclusive growth and social development. This was achieved through creating spaces to engage between the NPA, various government ministries, other stakeholders and UN agencies.

Agreed-upon priorities include: improving women's access and control over economic resources within agriculture, tourism and extractive industries; enabling girls to transit into secondary and vocational schooling; skills development for women entrepreneurs; and preventing and responding to all forms of violence against girls and women. The selection of these priorities derived from baseline studies of the situation of women and girls in Uganda. The information collected was then incorporated into a gender issues paper used to guide consultations with government agencies (at national and sub-national levels), civil society organizations and development partners.

The involvement of Ugandan women community leaders was instrumental in the process. UN Women supported the Uganda Women's Network to engage in collaborative and research-driven advocacy around the mainstreaming of gender. The Network effectively collaborated with over fifty women

community organizations in the country to set a unanimous agenda for engaging government agencies on identifying and addressing the gender gaps in planning and budgeting.

A series of national and sub-national-level workshops were held to build momentum and raise the national profile of gender issues across the NDP's priority areas, which include agriculture, tourism, human capital development, infrastructure and mineral development. With technical support from UN Women, the Uganda Women's Network and partner community organizations were able to gather evidence on gender issues and gaps within each priority area, and use this evidence to gain the attention of key decision-makers in the drafting of the NDP II.

UN Women's networking, convening and catalytic role helped ensure that institutional processes and expertise at a national level were linked to the needs of women and girls in local communities. Important next steps since the adoption of the NDP II include a nation-wide women entrepreneurship support programme, designated as one of the pipeline projects to be financed by the government in subsequent years. In addition, the NPA is receiving support from UN Women to roll out National Gender Planning Guidelines to sectors and local governments—at least 10 sectors and 50 local governments—with the aim of equipping planners, statisticians and officials with knowledge on how to mainstream gender in development plans.

## Equality in the Extractive Industry



Some progress has been made to involve women as active participants in the extractive industries. (See example above: *Empowering Women in the Extractive Industries*). Yet efforts are plodding, constrained by insufficient know-how and lacking commitment by relevant stakeholders, by the quality, scope and number of interventions, and intervention design that does not allow for scale, replication and sustainability.

In response, UN Women has attempted to document emerging good practices on gender and the extractive industries, compiling these in a publication: *Promoting Women's Participation in the Extractive Industries Sector*.

The publication is intended as a guide for use by governments, the private sector, civil society organizations and other stakeholders in developing

policy, programmes and legislation that will do a better job of addressing the challenges facing women affected by—and hoping to benefit from—the extractive sector.

Emerging good practices in 12 key areas are explored: (1) Protection of women and community land and natural resources rights, (2) Policy and legislation, (3) Revenue management and allocation, (4) Transparency and accountability, (5) Women's agency, (6) Involving women in negotiation for extractive activities and resources, (7) Supporting women's entrepreneurship opportunities, (8) Research, knowledge management and advocacy, (9) Establishing local and economic linkages in the sector, (10) Company-community relations, (11) Encouraging more women and girls to pursue training related to extractive industries, and (12) South-South learning and technical cooperation.

**Participants at UN Women's 2015 Sharefair on Gender Equality in the Extractive Industries expressed the current reality for women:**

*"As women, we try to participate in communal meetings discussing issues on extraction activities but we cannot participate effectively*

*because they (the companies) always invite our husbands."*

*"In most African countries, it is believed that mining is a man's job."*

*"When people fight over land because of the resources and the income thereon, women*

*bear the brunt of these resource-based conflicts. We end up being displaced and children suffer. We end up being victims of rape in certain instances. Sexual exploitation at the extraction sites is also a common issue and women end up being victims."*

## Partnerships with Regional Intergovernmental and Inter-Parliamentary Bodies

An ongoing key area of work for UN Women is influencing Regional Intergovernmental and Inter-parliamentary Bodies and institutions to define their roles in the implementation of the SDGs, particularly SDG5 on gender equality, and other gender-specific targets.

In December 2016, UN Women invited regional stakeholders and representatives from the African Union Commission, the East African Community, Common Market for East and Southern Africa, Intergovernmental Authority on Development, Southern Africa Development Community, Southern Africa Development Community Parliamentary Forum and regional civil society organizations to meet in Nairobi on Agenda 2030, the SDGs and Africa's Agenda 2063.

The Nairobi meeting's goal was to reach an agreement on strategic priorities to strengthen regional efforts on gender equality and women's empowerment. These priorities would lie within the frameworks of Agenda 2030 and Agenda 2063.

Consultations, which were facilitated by UN Women, centred around different initiatives and critical enablers, and provided an opportunity for joint strategizing on key hurdles and priorities required to accelerate action to advance gender equality and women's empowerment on the

African continent. Participants identified common challenges and opportunities, including potential areas of collaboration between partners; as well as capacity constraints in facilitating greater accountability within the framework of the SDGs. Furthermore, good practices, knowledge products, and existing monitoring frameworks were shared, and regional partnerships for effective coordination and institutional cooperation in advancing the SDGs were strengthened.

The meeting produced an important outcome—a joint Pathway document, which outlined participants' commitment to strengthening coordination through a regional interagency working group on gender equality and women's empowerment. It also described a commitment to increased financing, and offered recommendations on how knowledge generation, management, and innovation could promote gender-responsive implementation of the 2030 and 2063 Agendas. Participants further agreed to design interventions and promote advocacy campaigns—including UN Women's HeForShe campaign—to engage men and boys as strategic partners and allies in challenging discriminatory social norms and practices, and to support social justice, fairness and gender equality.

The Pathway document serves as a basis for UN Women's work with its regional partners in 2017.



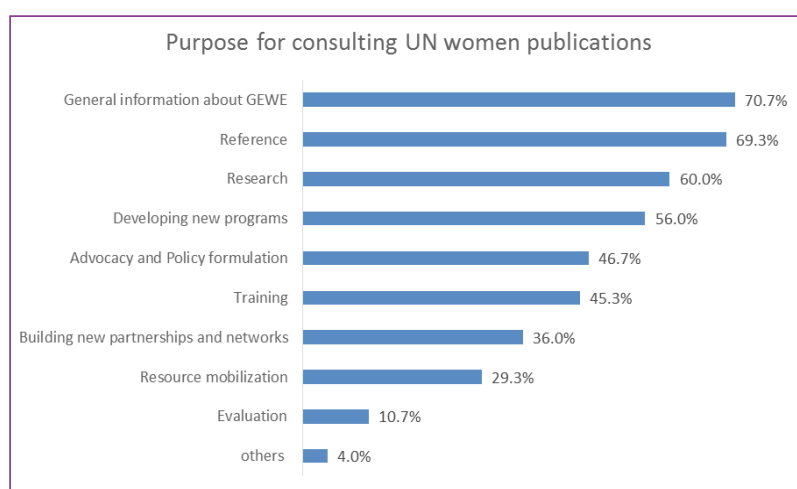
**Planet 50-50 by 2030**  
**Step It Up for Gender Equality**



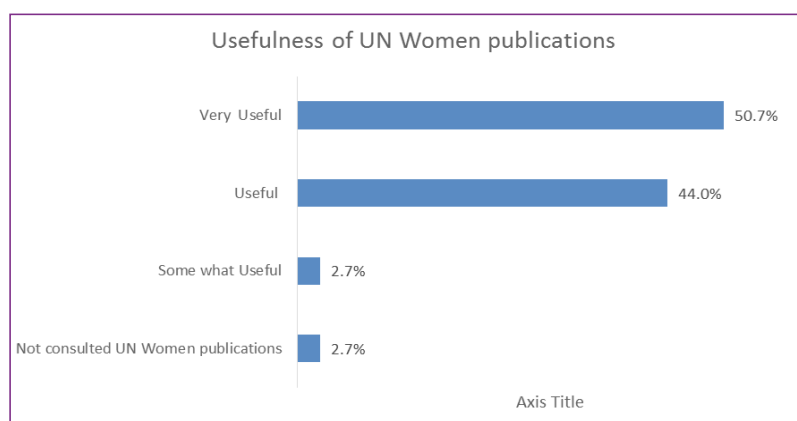
## Evidence and Knowledge Management

An investment in knowledge pays the best interest. ~ Benjamin Franklin

A Publications Reader Survey of its East and Southern Africa audience was commissioned in 2016 as a gauge of UN Women's reach and level of engagement with its many stakeholders. The survey confirmed that UN Women publications are widely useful to a diverse audience including other UN agencies, non-governmental organizations and community organizations, policy makers, development agencies, private sector agencies, academic institutions and gender equality and gender advocates. Survey analysis revealed that 97 per cent of respondents found UN Women publications to be reader-friendly and to position gender equality and women's empowerment as a core principle of development.



Almost all respondents, 98.4 per cent, indicated that they would readily recommend UN Women publications to other users. Furthermore, the study showed that the majority of respondents were consulting UN Women publications to get general information about gender equality and women's empowerment (70.7 per cent). Other reasons for consulting these publications included for reference (69.3 per cent), research (60.0 per cent) and development of new programmes (56 per cent), as well as for advocacy and policy formulations, training, resource mobilization and evaluation.



### Impact of Publications

*UN Women in Latin America and the Caribbean has used the East and Southern Africa publications on extractive industries in their programme on improving the quality of life and strengthening the leadership of indigenous women in the north of Chile, where the mining sector is a major economic driver. They also used the materials to develop a proposal that has generated interest from a donor.*

*Publications have also led to the development of new programmes and interventions. The Hera Community Initiative in Kenya is one example. Inspired by The Cost of the Gender Gap Study in Agricultural Productivity, women in Western Kenya formed the self-help group to improve agricultural efforts by women farmers.*

**UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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#### PHOTOS

P.2: UN Women/ Jack Onyisi; p.6, 14, 15: Tebogo Mashego; p.7: UN Women/ Fikerte Abebe; p.10, 11, 12: UN Women/Deepika Nath; p.16, 17: UN Women; p.18: Lina at Uvivi farm, keeping the piggery clean and disinfected as a measure for pest control, UN Women Mozambique; p.19: Sharefair on Gender and Resilience Exhibition, UN Women/ Martha Wanjala; p.20: UN Women; p.21: <http://www.heforshe.org/en>; p.23: UN Women Rwanda; p.25, 26, 27: UN Women/ Rose Ogola, UN Women/ Jack Onyisi; p.29: UN Women/Rose Ogola; p.30, 31: UN Women Rwanda; p.32: UN Women/ Empowerwomen.org; p.35: UN Women/ Martin Ninsiima; p.36: UN Women Malawi; p.37: UN Women/ Uganda.









**Planet 50-50 by 2030**  
**Step It Up for Gender Equality**





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*UN Women East and Southern Africa*

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