African Union

An Integrated, Prosperous and Peaceful Africa

AU Strategy for Gender Equality & Women's Empowerment

2018-2028

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Contents

List of acronyms

ACERWC	African Committee on Experts on the Rights and Welfare of the Child
ACHPR	Africa Charter on Human and Peoples' Rights
AfDB	African Development Bank
AIDS	Acquired Immune Deficiency Syndrome
AMU	The Arab Maghred Union
APRM	African Peer Review Mechanism
APSA	AU Peace and Security Architecture
AU	African Union
AUC	African Union Commission
AUWC	African Union Women's Committee
CARMMA	Campaigns on Accelerated Reduction of Maternal Mortality in Africa
CBV	Gender Based Violence
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEN-SAD	The Community of Sahel-Saharan States
CEOs	Chief Executive Officers
CFTA	Continental Free Trade Area
COMESA	Common Market for Eastern and Southern Africa
CSO	Civil Society Organisation
CSW	Commission on the Status of Women
DNA	Deoxyribonucleic acid
EAC	East African Community
ECA	Economic Commission for Africa
ECCAS	Economic Community of Central African States
ECD	Early Childhood Development
ECOWAS	Economic Community of West African States
EVA	Exploitation, Violations and Abuses
FAO	Food and Agriculture Organisation
FAW	Fund for African Women
FGM	Female Genital Mutilation
FPTP	First Past The Post
GAD	Gender and Development
GDP	Gross Domestic Product
GEWE	Gender Equality and Women Empowerment
GFP	Gender Focal Point
GMS	Gender Management System
GPDD	Gender Policy and Development Division
GRB	Gender Responsive Budgeting
HIV	Human Immunodeficiency Virus
HTP	Harmful Traditional Practises
ICBT	Informal Cross-Border Trade
ICPD	International Conference on Population and Development
ICTs	Information and communication technologies
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organisation
IMF	International Momentary Fund
IT	Information Technology

MDGs	Millennium Development Goals
MS	Member States
NEPAD	New Partnership for Africa's Development
NGOs	Non- governmental Organisations
PR	Proportional Representation
PWDs	People with Disabilities
RECs	Regional Economic Communities
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SRHR	Sexual And Reproductive Health And Rights
STC	Special Technical Committee
STEM	Science, Technology, Engineering and Mathematics
STISA	Science, Technology and Innovation Strategy for Africa
ToR	Terms of Reference
TVET	Technical And Vocational Education And Training
UCDW	Unpaid Care and Domestic Work
UN	United Nations
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
WB	World Bank
WGDD	Women, Gender and Development Directorate
WHO	World Health Organisation
WID	Women in Development
WR	Women's Rights

Executive Summary

The Strategy for Gender Equality & Women's Empowerment (GEWE) for 2018-2028 sets forth a plan to realize Aspiration 6 of the African Union's Agenda 2063: "An Africa where development is people driven, relying upon the potential offered by people, especially its women and youth and caring for children," and the principles enshrined in Article 4 (l) of the AU's Constitutive Act: "promotion of gender equality" as well key continental and global commitments.

"Gender equity is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when different behaviours, aspirations of women and men are equally valued and favoured."[1]

This strategy is transformational in that its outcomes aim to mitigate, if not eliminate, the major constraints hindering gender equality and women's empowerment and to leap frog the AU into seizing the new global momentum for this agenda. Institutions and organs of the African Union (AU) and its partners will implement this strategy.

In line with Aspiration 6 of Agenda 2063, The goal of the strategy is "full gender equality in all spheres of life. The Strategy is informed by the findings of the 2009 policy evaluation, which translates into to gender mainstreaming in all sectors including legislation and legal protection; economic empowerment and peace and security. It has a Theory of Change, which shows how specific actions and interventions will generate positive outcomes under the strategy's four pillars:

- Maximizing (economic) Outcomes, Opportunities and Tech E Dividends;
- Dignity, Security and Resilience;
- Effective Laws, Policies and Institutions; and
- Leadership, Voice and Visibility

The pillars are the result of a mapping of all the key provisions for gender equality in global and continental normative frameworks against Agenda 2063 and the Sustainable Development Goals. The gaps are used to determine priorities, consistent with the AU's areas of comparative advantage. The strategy describe in detail the specific actions and interventions the AU and its partners will carry out and explain how and why they will generate the intended outcomes.

1 http://genderequality.ie/en/GE/Pages/WhatisGE

Pillar 1: Maximizing opportunities, outcomes and E-TECH dividends

For women to be economically empowered, and contribute to sustainable development, they must have equal access to quality education and control over productive resources. Three specific outcomes, to be achieved through targeted interventions and actions, are the foundation of Pillar 1:

Outcome 1.1 Education and care work: Compulsory and free education for girls and women from age 3-18; market-oriented vocational training and literacy programmes for youth and women.

Outcome 1.2 Economic empowerment and financial inclusion: Income autonomy and social protection for more women and girls.

Outcome 1.3 Technology & E-inclusion: Women and girls become more active users and influencers of the technological space and gender enabling E- solutions are funded.

Pillar 2: Dignity, security and resilience

Dignity, security and resilience, and women peace and security are key to the attainment of gender equality. Sexual and Reproductive Health & Reproductive Rights link critically with other development enablers and children's wellbeing.[2] Violence against women and related harmful traditional practices are symptomatic of the accepted social norms in many countries and communities. Human security and bodily integrity for women is critical for the attainment of gender equality.

Pillar 2 will strive to achieve the following outcomes as a result of specific interventions and actions:

Outcome 2.1 Health, Sexual & Reproductive Health & Reproductive Rights (SRHR)[3] Harmful Traditional Practices (HTP)[4]: Women and girls achieve higher chances of survival, improved nutrition and wellness and their rights are protected.

Outcome 2.2 VAWG & Peace Processes: All forms of violence against women and girls is reduced, criminalized and condemned by society; women participate equally in peace processes.

Outcome 2.3 Human security: Commitments to gender equality and women's empowerment in humanitarian action, migration and Conference of the Parties (COP) Plan of Action for women to achieve higher levels of implementation.

2 http://www.un.org/millenniumgoals/pdf/ mdg2007.pdf
3 As per Maputo Protocol
4 Per commonly agreed list of Harmful Traditional Practices.

Pillar 3: Effective laws, policies and institutions

The AU applies a rights-based approach to development and the Maputo Protocol guarantees women's choice in all key areas. Most countries in Africa have Constitutions that prohibit discrimination based on sex and recognize socio-economic rights. But there is a significant gap between the provisions for gender equality, and the daily reality for women. Legislative reform is a pre-requisite, but not only condition for gender responsive governance, which involves taking deliberate measures to transform institutions through Gender Governance Systems including Gender Responsive Budgeting (GRB).

Below are the outcomes for Pillar 3 and the interventions actions that will generate them.

Outcome 3.1 Maputo Protocol: National laws and judicial systems protect and fulfil women's ownership and inheritance rights, education, wage equality, civil liberties and physical integrity as provided for by the African Charter on Human and People's Rights on the Rights of Women (Maputo Protocol).

Outcome 3.2 Norm setting: National laws and policies protect and enable women's full access and enjoyment of the opportunities and benefits of Agenda 2063 Flagship projects and other continental transformational projects.

Outcome 3.3 Institutional Gender Governance Systems: Institutions and organs of the African Union, Member States, Regional Economic Communities and Civil Society Organisations have the requisite capacity to implement existing commitments, pro-actively forecast and address new challenges and demonstrate accountability.

Pillar 4: Leadership, voice and visibility

For women to have a voice, they need to be equally represented in all areas of decision-making, at all levels, and be able to participate with impact through the removal of formal and informal barriers. The AU Gender Strategy includes a campaign for high visibility. The AU's Parity Policy has ensured equal representation of women and men in most elected official positions of the Organisation, including the leadership of the Commission. As part of its drive for a strong African identity, Agenda 2063 aims to ensure that at least 60% of content in educational curriculum is on indigenous African culture, values and language. This is an excellent springboard for a "her story" initiative.

Pillar 4 will achieve its intended outcomes by carrying out the following interventions and actions:

Outcome 4.1 Leadership: Equal participation and demonstrated influence of women and girls in all leadership and decision-making positions.

Outcome 4.2 Voice: Women and girls have equal voice and exercise agency in the home, community, and public spaces.

Outcome 4.3 Visibility: Women and girls are more visible and portrayed as equal contributors to society in the media, literature and cultural resources.
A number of different actors in partnership with the AU, will be responsible for funding and executing the strategy, as summarized in the table, below:

The AU's Women, Gender and Development Directorate (WGDD) conducted a Capacity Needs Assessment in conjunction with the development of this strategy. The **AU Academy**, which among others is dedicated to fostering change in the way business is conducted at the AU through promoting critical and independent thinking, will have a key role to play in the development, engagement and knowledge management of the Gender Strategy.

The robust M&E framework of Agenda 2063 will guide the monitoring and evaluation of the implementation and results of the GEWE strategy. The strategy advocates that WGDD build capacity for Gender Responsive Budgeting (GRB) at the regional and national level as well as undertake a gender budget audit of AU expenditure with a view to enhancing GRB within the organization. The figure below provides a simple framework for undertaking gender audits of budgets to determine the extent of Gender Responsive Budgeting (GRB):

Introduction

Achieving gender equality and women's empowerment is a critical success factor for realizing Agenda 2063.

This strategy is transformational in its outcomes with the aim of challenging the big ticket constraints on gender equality and women's empowerment and leap frogging the AU into seizing the new global momentum for this agenda. These principles are enshrined in Article 4L of the AU's Constitute Act and amplified in Aspiration 6 of Agenda 2063. The strategy will be implemented by the institutions and organs of the African Union (AU) and its partners.

The strategy will serve many purposes for each user. To cite a few: a clear actionable roadmap and communication instrument for the entire African Union, an investment plan for partners, an advocacy tool for state and non-state actors, an organizing lenses for practitioners, a bridge for policy coherence and harmonization towards regional integration and an accountability mechanism for women and girls on the continent.

This strategy is built on the principles of maximizing results, leveraging opportunities, promoting and protecting women's rights, strengthening institutional capabilities and accountability and giving women and girls an influential voice in all spheres of life.

Its operationalization will enable the AU to use its comparative advantage of an indisputable convener, relationship builder, influencer, and knowledge of the continent to bring as many African countries as possible to levels of gender equality recorded to date in Rwanda, Namibia, South Africa, Mauritius, Lesotho, Tunisia, Algeria- the best performing countries on the African Union Gender Scorecard index, UNDP Gender and Development Index and World Economic Forum Global Gender Gap scale.

This strategy represents both an opportunity and responsibility to achieve gender equality and women's empowerment. Its implementation will rest heavily on win-win partnerships, coalition building, innovation and risk taking, focus and prioritization, rapid learning for continued improvements and high impact funding. The AU is a leader in gender equality and women's empowerment and this strategy will help it serve the continent better.

For the more than 600 million African women and girls, the time is now for greater traction towards transformational progress in their wellbeing so that Africa can become a more desirable place for them (*see GEWE Strategy Note 1: Why a Gender Strategy now*). Africa will not wait 170 years to achieve gender equality (*see GEWE Strategy Note 2: Strengths, Weaknesses, Threats and Opportunities*).

Lessons from the 2009 Gender Policy

The **AU 2009 Gender Policy** has **eight priority areas**. our of these relate to building strong institutional mechanisms. The 2009 policy refers to gender mainstreaming in all sectors including legislation and legal protection; economic empowerment and peace and security. The evaluation of the policy in 2017/2018 commends the AU for its continued political commitment to gender equality and women's rights. It recommends a few important but high impact actions to translate that energy into tangible benefits for the average African woman. They include:

- The link between political commitments and operational implementation needs to be significantly strengthened.
- The AUC needs to ensure there is a Theory of Change; a pre-condition for leading for results.
- The AUC needs to ensure the next iteration: builds upon existing policy, political and legal commitments; is simple and focused; interventions are achievable and limited in number; and creates clear linkages with RECs, Organs and Member States.
- The Directorate of Women, Gender and Development (WGDD) is endowed with the necessary technical, human and financial resources to effectively play its leading role at institutional and continental levels

Specific target groups

- **Youth** The 28th African Union Summit declared *"Harnessing the Demographic Dividend through Investments in the Youth"* as its theme. Countries with the greatest demographic opportunity for development are those entering a period in which the working-age population has good health, quality education, decent employment and a lower proportion of young dependents.
- **Women living in rural areas** play a key role in supporting their households and communities in achieving food and nutrition security, generating income, and improving rural livelihoods and overall well-being. They contribute to agriculture and rural enterprises and fuel local and global economies. Yet, every day, rural women lack access to productive resources (land, credit, and agricultural extension services), education and health. Their rights are often undermined by customary practices that go unchecked by formal structures.[5]
- **Women living with disabilities** A Baseline survey found that women & girls with disabilities experience various abuses & violations and many other cases that go unreported. Among reasons cited are that People with Disabilities (PWDs) do not know where to report Exploitation, Violations & Abuses (EVA).[6]

5 UN Women Watch fact sheet http://www.un.org/womenwatch/feature/ruralwomen/facts-figures.html accessed October 2017.
6 Study by Disabled Women in Africa, 2014. http://www.diwa.ws/?p=101 accessed October 2017.

- **Migrant women** Of the 150 million migrants in the world, one third are Africans; 50% of the internally displaced persons and 28% of the worlds' refugees are in Africa. Recent years have witnessed larger numbers of women on the roads of migration, often forced to leave their homes due to conflict or economic circumstances. Trafficking of women and girls within and out of Africa, often under the guise of domestic work opportunities, is on the rise. These women and girls are especially vulnerable to the abuse of their rights with little legal protection.[7]
- **Men and boys** The 48th session of the Commission on the Status of Women (CSW) in 2004 recognised that men and boys can and do make contributions to achieve gender equality. Dismantling patriarchy is no longer seen by all men as a win-lose proposition. They look to the history and experience of the women's movement to inspire them in their own struggles.[8]

Enabling principles and success factors

- **Identify scalable and high impact programmes synergised and owned at regional and national levels** This strategy should serve to place a gender spotlight on all AU Member States and REC initiatives, and ensure that women, men, boys and girls benefit equally from these, especially high profile flagship projects.
- **Accelerate financing and institutional capacity building, including CSOs** Building strong institutions (Goal 12 of Agenda 2063) is a key continental objective, and essential to this strategy given the relative weakness and marginalisation of gender-related institutions. The strategy also recognises the funding challenges faced by Gender Structures and programmes aimed at achieving gender equality at a time when their role is more critical than ever, and pledges to support efforts to strengthen these institutions.
- **Identify strategic partnerships and synergies,** including strengthening relationships with international cooperating partners, the private sector, media, civil society, faith based and cultural organisations, and leveraging off existing networks and programmes in support of the SDGs and Agenda 2063.
- **Undertake innovative campaigns and continuous dialogues to transform social norms** Given that patriarchy is at the heart of gender inequality, a key focus in the coming period should be changing social norms.
- **Remove the contradiction between statutory provisions and practices that undermine these** The dual legal system in most countries result in rights being given with one hand, and taken away with another.
- **Enforce existing commitments to gender equality** In this era of moving from commitments to action, enforcement mechanisms should be invoked.

7 http://www.fasngo.org/assets/files/pub-licatons/Factsheets
8 GL Policy brief on Masculinities, Gender Links, 2013.

- **Mobilise women and men, boys and girls; enhance political and social accountability** Citizen mobilisation is at the heart of Agenda 2063. Women in the diaspora, consulted in this strategy, are an integral part of this strategy.
- **Adopt and advocate for temporary special measures to level the playing field in social, political and economic spheres** Overwhelming evidence on women's political participation shows that this is the only way to change the status quo. Such efforts now need to move into other spheres, such as economic and social.
- **Evidence-based decision making** Strong monitoring, reporting and accountability systems.
- **Document and share what works; find new and innovative ways of measuring success and affirming good practise** Invest in evidence- based research to ground decisions on how these services/programmes should look if they are to meet the practical and strategic needs of women and men, girls and boys.

Vision & Impact

The vision for the gender strategy is built on an integrated, prosperous and peaceful Africa, driven by its own citizens, representing a dynamic force in the international arena (Agenda 2063). The impact of the strategy an "Africa whose development is people driven, relying on the potential offered by African people; especially its women and youth, and caring for children" (Aspiration 6).

Theory of Change

A theory of change is a comprehensive description and illustration of how and why a desired change is expected to happen in a particular context.[9] A theory of change (TOC) maps out an initiative through 6 stages:

1. Identifying long-term goals;
2. Backwards mapping and connecting the pre-conditions or requirements necessary to achieve that goal and explaining why these pre-conditions are necessary and sufficient;
3. Identifying basic assumptions about the context;
4. Identifying the interventions that an initiative will perform to create the desired change;
5. Developing indicators to measure the outcomes to assess the performance of the initiative; and
6. Writing a narrative to explain the logic of the initiative.

The TOC process hinges upon defining all of the necessary and sufficient conditions required to bring about a given long term outcome. A "pathway of change "graphically represents the change process as it is understood by the initiative planners and is the skeleton around which the other elements of theory are developed. There are typically three important types of assumptions to consider: (a) assertions about the connections between long-term, intermediate and early outcomes; (b) substantiation for the claim that all of the important pre-conditions for success have been identified; and (c) justifications supporting the links between the program activities and the outcomes they are expected to produce.[10] The Center for Theory of Change (www.theoryofchange.org) adds a fourth assumption, "which outlines the contextual or environmental factors that will support or hinder progress toward the realization of outcomes."
Aspiration 6 of Agenda 2063 articulates the long-term goal of the Africa Union Strategy for Gender Equality and Women's Empowerment.

Aspiration 6 is consistent with Sustainable Development Goal 5: Achieve gender equality and empower all women and girls.

9 Center for Theory of Change - www.theoryofchange.org
10 http://www.theoryofchange.org/what-is-theory-of-change

Full Gender Equality in all spheres of life

Maximizing opportunities, outcomes and E-TECH dividends

Dignity, security and resilience

Effective laws, policies and institutions

Leadership, voice and visibility

Education and care work

Economic empowernmen and financial inclusion

Technology and E-inclusion

Health Sexual & Reproductive Health & reproductive Rights, Harmful Traditional Practies

VAWG & Peace Processes

Human security

Maputo Protocol

Norm setting

Institutional Gender Governance Systems

Leadership

Voice

Visibility

PUT POLITICAL and financial spotlight on existing AU initiatives and campaigns for parity at all levels and in all fields of education, literacy, STEM and vocational training.

INTEGRATE and implement gender dimensions into AU flagship projects.

ENDORSING technological and E-solutions and platforms which advances gender equality and women's empowerment.

BUILD A continental coalition to strengthen outcomes of existing AU end global women's health initiatives.

BUILD A continental coalition to strengthen outcomes of existing AU end global commitments to ending and penalising VAWG; promoting women's participation in peace processes.

BUILD GLOBAL and continental commitments to gender into AU political positions.

LOBBY for ratification of the Maputo Protocol.

UPGRADE national policies and regulations to align with AU Protocols for the flagship projects.

BUILD the institutional capacity and strengthen compliance within Member States, RECs, Instituions and Organs of the AU and civil society, integrate gender into strategic partnership platforms.

MOBILIZE political support, and fund codigication of hte parity principle and quotas in national laws & policies.

STRENGTHENING a continuous flow of information through mainstream, social and traditional media.

MOBILIZE political support for & work with media and cultural practitioners, to develop and implement laws, policies and guidelines that promote women's equal & fair representation.

Economic, legal, political and social discrimination against women and girls (individual household, community and organisational levels)

Inadequately resourced gender structures.
Shrinking space and ressources for women's rights organisations and movements.

CAUSES OF GENDER INEQUALITY & GENDER GAPS

Patriarchal Norms

Poverty, Discrimination Against omen and Girls

Weak Political Will & Accountability

ROOT CAUSES FOR GENDER INEQUALITY

Among the root causes and consequence of gender inequality are:

- Women are trapped in vicious cycle of poverty, thus resulting in less economic empowerment for women; women in conflict areas are especially at risk of displacement, violence and rape; climate change has a greater impact on women as they are most reliant on natural resources for their livelihoods and/or who have the least capacity to respond to natural hazards, such as droughts, landslides, floods and hurricanes; weak political will & accountability results in a gap between the rhetoric and reality on gender equality; inadequately resourced gender structures within formal and non-formal institutions and bodies; shrinking space and resources for women's rights organisations and movements; patriarchal norms that result in economic, legal, political, and social discrimination against women and girls, reflected at individual, household, community & organisational levels; and in the public arena.

All of which results to

- Unequal access to education; unequal access to factors of production; unequal access to trade facilities; inequitable labour saving technologies; underpaid/ unpaid work of women; harmful cultural practices; high levels of GBV; high levels of HIV and AIDs among women & girls; and limited participation, protection, prevention.

CROSS CUTTING STRATEGIES

- Identify scalable and high impact programmes synergised and owned at regional and national levels; accelerate financing and institutional capacity building, including CSOs; identify strategic partnerships and synergies, undertake innovative campaigns and continuous dialogues to transform social norms; remove the contradiction between statutory provisions and practices that undermine these; enforce existing commitments to gender equality; mobilise women and men, boys and girls; enhance political and social accountability; adopt and advocate for temporary special measures to level the playing field in social, political and economic spheres; evidence-based decision making; document and share what works; and find new and innovative ways of measuring success and affirming good practise.
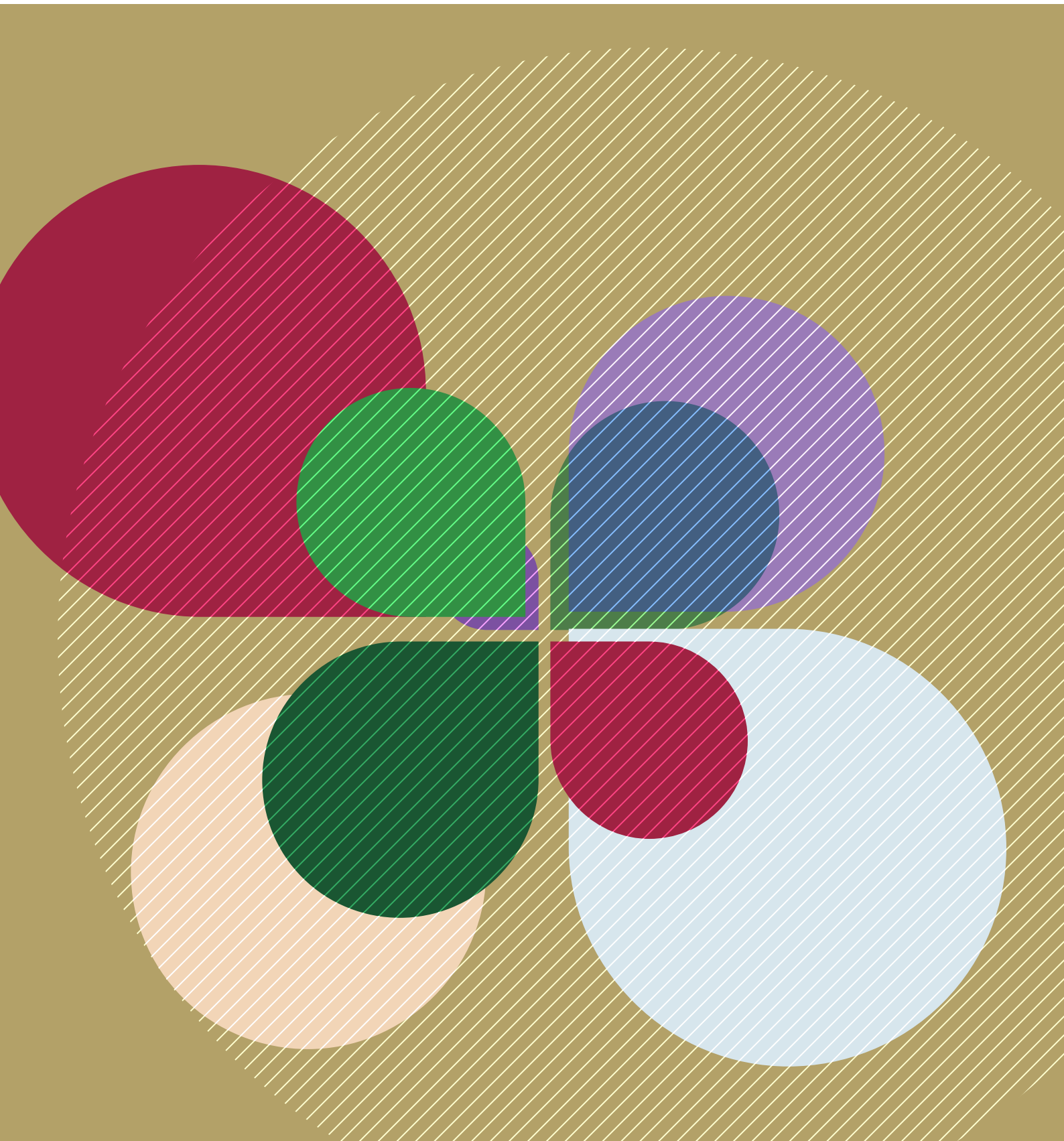
The aforementioned root causes for gender inequality, as well as the Four P's, guided the choice of pillars (*see Strategy Note 6 – Methodology*). The AU undertook a mapping of all the key <u>provisions</u> for gender equality in global and continental normative frameworks against Agenda 2063 and the Sustainable Development Goals. Recurrent key words were used to determine the four <u>pillars</u>. This section of the strategy assesses <u>performance</u> against each pillar. The gaps are used to determine <u>priorities</u>, consistent with the AU's areas of comparative advantage.

PILLAR ONE

1
Maximizing opportunities, outcomes and E-TECH dividends

Education and care work

Economic empowerment and financial inclusion

Technology & E-inclusion

Results confirm that Africa is failing to achieve its full growth potential because a sizeable portion of its growth reserve – women – is not fully utilised.

Accelerating Gender Equality and Women's Empowerment in Africa, Africa Human Development Report 2016, UNDP

Maximizing opportunities, outcomes and E-TECH dividends

The narrative for GEWE is rapidly changing. Recent research shows that "gender is smart business". A McKinsey report found that by narrowing the gender gap, sub-Saharan Africa[11] has the opportunity to add 12%, or an estimated $300 billion, to annual GDP by 2025.[12] The Food and Agriculture Organisation (FAO) reports that closing the gender gap in agriculture can increase yields by 20-30%, raise agricultural output by 2.5% to 4% and reduce the number of hungry people by 12%-17%.[13] Girls' education has proven to be one of the most cost-effective strategies to promote development and economic growth. Studies have shown that educated mothers tend to have healthier, better nourished babies, and that their own children are more likely to attend school; thus helping break the vicious cycle of poverty.[14] For women to be economically empowered, and contribute to sustainable development, they must have equal access to quality education and **control** over productive resources.

AU's comparative advantage The Continental Free Trade Area (CFTA) has been launched and shows promising signs of accelerating growth. The AU places a particular emphasis on increasing skills in science and technology, trade, the blue economy, and manufacturing and high growth

11 Data gathered in this report is for sub-Saharan Africa only.
12 AU Gender Policy Concept note, p1.
13 State of Food and Agriculture 2010-2011 http://www.fao.org/docrep/013/i2050e/i2050e00.htm
14 https://www.unicef.org/esaro/5481_girls_education.html accessed 1 May, 2018

agricultural value-chains. The AU can leverage public-private partnerships to identify solutions, innovations and opportunities. AU Agenda 2063 is prioritising use of technology to improve agricultural activity especially for low scale farmers, the majority of whom are women. The Pan African E Network is an opening for a gender and ICT initiative.

Outcome 1.1 Education and care work Compulsory and free education for girls and women from age 3-18; market-oriented vocational training and literacy programmes for youth and women.

Education enrolment and retention Women make up two thirds of the illiterate adults in Africa.[15] Despite its proven links to women's economic empowerment and lessening the burden of care work, *Early Childhood Development (ECD)* gets less than 0.1 % of African government's budgetary allocations for education.[16] Only half of the 35 African countries for which data is available provide state support for Early Childhood Development.

According to UNDP Africa's 2016 Human Development Report: "In 2014, nearly half of all African countries had reportedly achieved gender parity in primary school enrolment (UNECA 2015: para 23), although concerns remain about the number of out-of-school children, the quality of the education, and the learning outcomes achieved."[17] The most concerning situation is found in West Africa, with a gender gap of almost 50 per cent. Parity in secondary enrolment is skewed against boys in Lesotho, Namibia, Cabo Verde, Sao Tome and Principe, Seychelles, Botswana and South Africa (UNECA et al. 2015).[18]

While Africa has successfully *narrowed the gender gap at the primary level*,[19] the gender gap at secondary school is narrowing at a very slow pace. *Only a few countries have managed to attain 30% of girls' net enrolment in secondary school*.[20] There are more men than women in tertiary education institutions.[21]

Gender gaps, biases and stereotypes in education There is a gender gap in the *performance* of girls and boys at secondary school in most African countries[22] due to the dual role of girls as learners and care givers. While women constitute the majority of teachers at primary school level, the gender balance shifts at secondary school level.[23] Research shows teacher biases towards encouraging boys to participate and answer questions more than girls - especially in maths and science.[24] Women and girls are scarce in Science, Technology, Engineering and Mathematics (STEM) subjects at secondary and tertiary level. However, countries are introducing incentives to encourage girls to take on STEM subjects or courses.[25]

15 Literacy and non-formal education, UNESCO available at http://www.unesco.org/new/en/dakar/education/literacy/,UNESCO

16 Ibid

17 UNDP Africa Human Development Report 2016 page 45

18 UNDP Africa Human Development Report 2016 page 45

19 Millennium Development Goals Report, 2015

20 Unesco Statistics http://data.uis.unesco.org/

21 Unesco Statistics, 2017 http://data.uis.unesco.org/

22 Extracurricular and out of school factors affecting girls' participation and performance in SMT subjects: (home/community factors; distance from school; safety; time use): the experience of the pilot phase,1998, Forum for African Women Educationalists

23 2017/8 GEM Report - Accountability in education: Meeting our commitments, 2017,UNESCO

24 Addressing gender stereotypes in the classroom: how to achieve a conducive environment for adolescent girls' learning?, Wikigender online discussion: synthesis report available at http://unesdoc.unesco.org/images/0025/002506/250613e.pdf

25 SADC Gender Protocol MER Framework, 2017, SADC

Gendered economies Women in Africa remain the majority of the poor, the dispossessed, the landless, the unemployed, those working in the informal sector, and those shouldering the burden of care, especially where war, hunger and disease have weakened state capacity and responses. On the other hand, African women have shown tremendous resilience; they run sand own businesses that need to be recognised and taken to scale.

The AU estimates that 25% of GDP of African countries is lost to corruption every year.[26] This affects tax revenue and has a direct impact on the provision of social services, care services and social protection.[27] Institutionalised corruption continues to contribute to IFFs. Corrupt police often harass women in the informal sector.[28] Women's and girls' carry an unequal share of *Unpaid Care and Domestic work (UCDW)*; this poses a serious constraint to their empowerment.[29] On average, women spend twice as much time as men on domestic work, which includes child and elderly care, domestic work, and fetching water and wood. In the United Republic of Tanzania, women spend more than five times more time than men doing domestic work.

The AU will:
- **Intervention 1.1.1** Put political and financial spotlight on existing AU initiatives and campaigns for parity at all levels and in all fields of education, literacy, STEM and vocational training.
    - **Activity 1.1.1.1** Mount a continental campaign to declare "illiteracy a harmful traditional practice" and make "out of school" a punishable offense; mobilize scholarships and promote curriculum review for STEM programmes,

Outcome 1.2 Economic empowerment and financial inclusion Income autonomy and social protection for more women and girls.

Employment African economies are fragmented, under resourced, small and don't expand fast enough which is a key reason for feminisation of poverty.[30] Far too many African women are trapped in the vicious cycle of poverty.[31] In most of the countries in the continent, women constitute the highest proportion of the unemployed, while those employed are concentrated in low paying positions. Most women work in the informal sector; in casual, part-time and non-permanent jobs. The gender pay gap in Sub-Saharan Africa is 30% compared to the global pay gap of 24%.[32] There are only 22 countries in sub-Saharan Africa that meet or exceed the ILO standard of 14 weeks paid maternity leave.[33] The *privatisation of essential services* is impacting both on opportunities for decent jobs for women as well as opportunities to reduce women's unpaid care responsibilities.

Informal work	Formal sector employees
Agriculture	Women owned enterprises
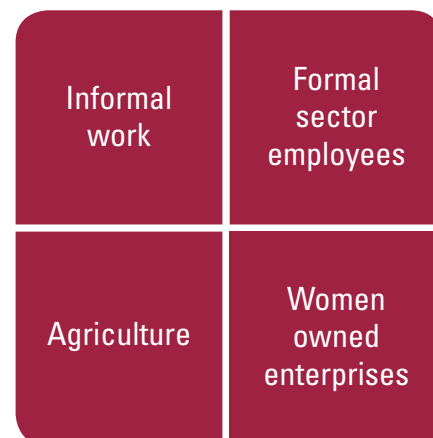
Four areas of work in the Report of the UN Secretary General's High Level Panel on Women's Economic Empowerment

26 Africa Union
27 SADC Gender Protocol Barometer, 2017
28 "What are the Gender Dimensions of IFFs? Strengthening African Women's Engagement and Contribution", FEMNET' (2017).
29 Our Voices, Perspectives and Experiences, Unpaid Care and Domestic Work. Oxfam, October 2017.
30 See discussion in Oxfam (2014) Even it up: Time to end extreme inequality. Oxford: Oxfam GB, available at: http://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/cr-even-it-up-extreme-inequality-291014-en.pdf p.10
31 UNDP African Human Development Report 2016, page 4
32 UN Women: Progress of the World's Women 2015 – 2016
33 Ibid. South Africa, with 17 weeks paid maternity leave, had the highest.

Jobs for women a key priority for North Africa

Women in North Africa have advanced beyond their developing world peers in literacy rates, infant mortality and life expectancy. They have even exceeded gender parity in some instances, resulting in "reverse gender gaps" in areas such as tertiary education, where women now outnumber men. Yet this has not translated into greater opportunities for the region's women. The unemployment gap between men and women in North Africa has been on the rise, doubling over the last 25 years, from 5% in 1985 to more than 10% in 2010. While more than 50% of women in all other developing regions are employed or actively looking for a job; only 25.2% of women in North Africa do the same. Employment creation, especially for women, is a key priority in this region.[34]

Agriculture and access to productive assets Worldwide, women are estimated to own less than one per cent of the land, but are considered to contribute between 60 and 80 per cent of their countries' food production.[35] In Kenya, only six per cent of women hold title to land. In Malawi, only 3% of women are registered owners of commercial land. In Uganda, women own only 5% of the land. In Ghana the monetary value of men's landholdings is three times greater than that of women's landholdings.[36] In Ethiopia, more than 2 million women are registered land owners and several countries have laws permitting women's access to land.

Agriculture is the backbone of most African economies, on average contributing 30% to 40% of GDP. Smallholder women farmers comprise nearly half of the labour force in Africa's agriculture sector. The bulk of agricultural practices are subsistence and rain-fed, and climate change has already significantly impacted agriculture and food production. Smallholder women farmers are being especially hard hit by these changes, due to their limited adaptive capacity and high levels of vulnerability. This is exacerbated by insufficient access to justice, particularly for rural women.

Tackling the barriers that hold back agricultural production and productivity of smallholder women farmers could both enhance gender equality and usher in broader economic growth. Women and girls constitute the majority of those worst impacted by the effects of *climate change and environmental degradation* and are less likely to have access to environmental resources.[37] For women farmers to be more productive, they need equal access to *environmentally and socially sustainable* agricultural inputs, markets, and climate-resilient farming technologies and climate information.

The **blue economy** is a vital part of Agenda 2063 and also provides a great chance to achieve the continent's post-2015 development goals on women's involvement in employment and leadership.

34 http://web.worldbank.org/archive/website01418/WEB/0__C-226.HTM accessed May, 2018
35 UNDP African Human Development Report 2016, page 58
36 UNDP African Human Development Report 2016, page 58
37 CARE International (2012) More Equal, More Resilient: Why CARE International is making gender equality and women's empowerment a priority for climate change adaptation. London: CARE International, available at: http://www.careclimatechange.org/files/CARE_Issue_Brief_010412_GenderFINAL.pdf

Land appropriation for *extractive industry projects* put women's livelihoods and food security in jeopardy. Women's views and voices are missing in mining; they are typically paid less than their male counterparts, and without access or opportunities to gain technical skills, they are often relegated to some of the most dangerous jobs.[38]

Trade and enterprise *Informal cross-border trade* (ICBT), a sector in which women predominate, represents a significant volume of the total trade. Although women are breaking into *traditionally reserved industries* like mining, maritime, aviation, construction, IT and processing, the vast majority still operate *informally*. For example in Togo, women are important economic actors and contribute 46% of GDP. However, women's enterprises are mainly informal, with over 70% representation in this sector through small craft and trade activities. Although 54% of the workforce is made up of women, there are only 30% women in manufacturing and 40% in agribusiness.[39] Africa is embarking on major infrastructure projects, within countries and across borders. Construction is traditionally male dominated. The coming decade offers the opportunity to open up *infrastructure* to greater participation for women in the design, implementation, and benefits that ensue.

The AU will:
- **Intervention 1.2.1** Integrate and implement gender dimensions into AU Flagship projects, transformational initiatives and protocols on economic empowerment, financial inclusion and social protection, set-up African Women's Development Fund (Fund for African Women 2) and de-risk banking and trading for women.
    – **Activity 1.2.1.1** Mobilize technical expertise and funding to develop knowledge and accountability tools to support effective mainstreaming and accountability for gender into all major continental transformational projects and AU protocols, set-up African Women's Development Fund (Fund for African Women 2) & pilot projects to de-risk banking, formalize trading & recognize care work.

Outcome 1.3 Technology & E-inclusion Women and girls become more active users and influencers of the technological space and gender enabling E- solutions are funded.

The gender gap in ICTs in Africa is 23%.[40] Key factors include availability; affordability; culture and norms (e.g. boys prioritised for technology use at home, online gender-based violence, restrictions to movement and limitations on access to devices);capacity and skills; relevant content; participation in decision-making roles pertaining to the Internet and/or in the technology sector; relevant policies; and/or other systemic barriers.[41] Advances in the functionality and accessibility of social media are pro-

38 Oxfam International (March 2017): Position Paper on Gender Justice and the Extractive Industries
39 UNDP African Human Development Report 2016, page 68
40 International Telecommunication Union. (2016). ICT Facts and Figures 2016. www.itu.int/en/ITUD/Statistics/Pages/facts/default.aspx The gender gap estimated by the ITU represents the difference between the internet user penetration rates for males and females relative to the internet user penetration rate for males, expressed as a percentage.
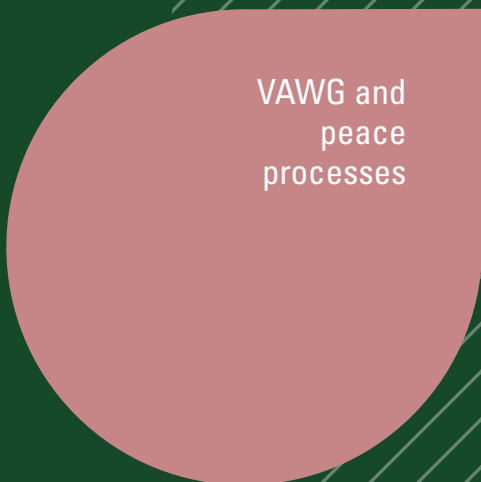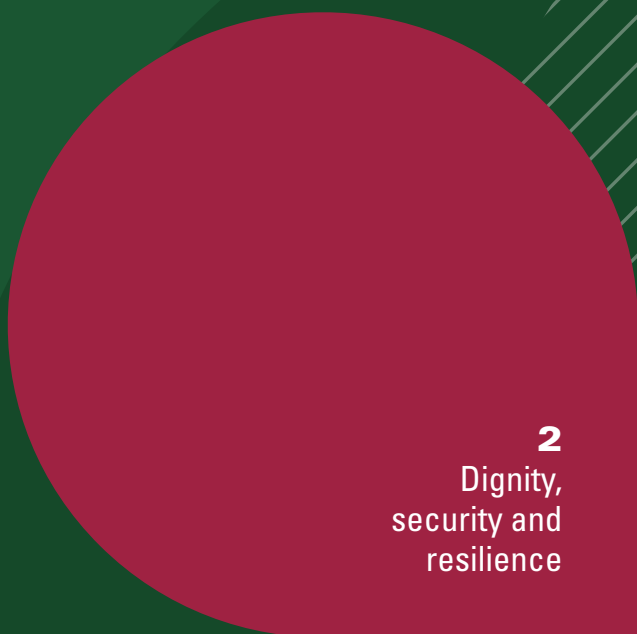41 Research by the Association of Progressive Communications, May 2017.

42 Gurumurthy (2004),'Challenging gender inequalities in the information society', Gender and Development in Brief, Issue 15, September 2004.
43 UN Secretary General's High Level Panel on Women's Economic Empowerment, "Leave no one behind, Taking Action for Transformational Change on Women's Economic Empowerment."

viding new opportunities for women's rights and equality movements to organise and campaign for change. But more than 70% of people who have reported being abused on the Internet during the past decade have been women.[42] Yet, as pointed out in the UN Secretary General's High Level Panel on Women's Economic Empowerment, "new digital technology innovations and applications have the potential to accelerate women's economic empowerment… a 2016 study of Kenya's M-PESA programme, which provides financial services through a mobile telephone platform, notes that it has helped 186,000 women move from a subsistence to trading lifestyle."[43]

The AU will:

- **Intervention 1.3.1:** Endorsing technological and E- solutions and platforms which advance gender equality and women's empowerment.
  – **Activity 1.3.1.1:** Advocate for and lobby tech-firms and financial institutions to fund start-ups and innovation hubs which promote gendered solutions, and increase women and girls equal and effective participation in the technology space.

PILLAR TWO

2
Dignity, security and resilience

Health, Sexual & Reproductive Health & Reproductive Rights (SRHR) Harmful Traditional Practices (HTP)

VAWG and peace processes

Human security

Dignity, security and resilience

Dignity, security and resilience are key to the attainment of gender equality. The Africa evaluation report of the Millennium Development Goals (UNECA, AU & AfDB) cited gaps in women's wellbeing among the "unfinished business" of our century and priorities for sustainable development. The report placed particular emphasis on Sexual and Reproductive Health & Reproductive Rights due to its critical links with other development enablers and children's wellbeing.[44] Given that the level of human development is 13% lower for African women than for men[45] this is a critical pillar in the GEWE-WR framework.

Violence against women and related harmful traditional practices are symptomatic of the accepted social norms in many countries and communities: The spectrum of violence affecting women across Africa includes domestic violence, rape, female genital mutilation (FGM), intimidation and additional threats to women's personal security in periods of war and conflict.[46] Such violence is exacerbated in conditions of conflict. Human security and bodily integrity for women is critical for the attainment of gender equality.

AU comparative advantage The AU's campaigns on Accelerated Reduction of Maternal Mortality in Africa (CARMMA) and Campaign to End Child Marriage in Africa have been acclaimed for refocusing attention and resources on these critical yet almost silent social inhibitors. The AU has the legitimacy and muscle to challenge the social norms that prevent change from taking place. The AU Peace and Security Architecture

44 http://www.un.org/millenniumgoals/
    pdf/mdg2007.pdf
45 Ibid.
46 UNDP Africa Report 2016, page 41

47 Ibid
48 As per Maputo Protocol
49 Per commonly agreed list of Harmful Traditional Practices.
50 https://www.devex.com/news/health-funding-in-africa-how-close-is-the-au-to-meeting-abuja-targets-81567, accessed in December 2017.
51 The State of food insecurity in the world 2012 ,FAO,WFP and IFAD
52 Africa 2030: How Africa Can Achieve the Sustainable Development Goals,2017,The Sustainable Development Goals Centre Africa
53 The Gap Report,2014,UNAIDS
54 Understanding the data: The HIV epidemic in Eastern and Southern Africa http://www.saaids.co.za/Presentations%20AIDS%202017
55 SADC (2016) UN CSW Resolution 60 on Women, Girls, HIV and AIDS
56 Gender Equality, Poverty Reduction and Inclusive Growth, World Bank Gender Strategy (2016-2023) p31.
57 Chad, Guinea-Bissau, Liberia, Mali, Niger, Sierra Leonne and Somalia
58 UNDP Africa Report 2016, page 39

(APSA) is well established and has embraced the need for women's equal and effective participation in In 2014, the AU Chairperson appointed a special envoy for Women, Peace and Security. During the 25th AU summit in 2015, AU leaders resolved to accelerate the Women, Peace and Security agenda. In July 2016, the African Union (AU) launched the "Implementation of the Women, Peace and Security Agenda in Africa" report. This report "outlines member states and regional economic communities' implementation of UNSCR 1325 as an entry point to assessing the state of implementation of the broader Women, Peace and Security Agenda on the continent."[47]

Outcome 2.1 Health, Sexual & Reproductive Health & Reproductive Rights (SRHR)[48] Harmful Traditional Practices (HTP):[49] Women and girls achieve higher chances of survival, improved nutrition and wellness and their rights are protected.

Health and nutrition A decade after adopting the 2001 Abuja Declaration committing to 15% of government spending going to health, only six African countries had achieved this target[50]. By 2015, 27 countries have improved the proportion of total government expenditures on health.

One in six people on the continent are *undernourished*.[51] This results in babies with low birth weight, perpetuating the cycle of under-nutrition and poor health. Africa continues to bear the brunt of *communicable and non-communicable diseases*.[52] The continent faces the highest rates of HIV infections,[53] highest among adolescent girls and young women who are sometimes forced into transactional sex for survival.[54] In 2016, SADC sponsored a resolution at the UN Commission on the Status of Women to commit governments to invest in ending new infections amongst women, girls and adolescents . Mental health needs, and socio-psycho support, especially for young women, are frequently overlooked and under-funded.

Despite great strides in reducing *maternal mortality*, the lifetime risk remains at 1 in 38.[56] In certain African countries,[57] at least one in every 25 women dies from complications of childbirth or pregnancy, and a much larger fraction will suffer long-term health consequences from giving birth (Carresco, 2015).[58] The *Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMA)*, launched in 2004 by 44 countries now counts 51 members.

Best practices on family planning and reproductive health

The CARMMA campaign cites **Zimbabwe** as an innovative country in reducing maternal mortality and neonatal morbidity through a strong national family planning program: the percentage of married couples using family planning increased from 48% in 1994 to 65% in 2009.[59]

Rwanda is among the five top performing countries in Africa in maternal mortality reduction with a decline of 77.1 per cent between 1990 and 2013. The Rwandan Government's approach was three fold: training of health workers, active participation of expectant mothers and peer to peer learning at community level.[60]

The Republic of **Guinea and Mali** now provide free Caesarean section surgery. The Global Family planning Summit, FP 2020, will be a major platform to assess global progress to date and lessons learned will help further advance this important agenda.
As economies grow and more women enter the work force, African women are now facing a new form of health hazard relating to stress, bad diets and lack of exercise, leading to non-communicable diseases such as obesity, diabetes and high blood pressure.

Sports Women and girls are glaringly missing in almost all sports, sports administration and sports marketing. Prioritising gender in sport has the potential to contribute to promoting female leadership, female role models and access to resources; raise awareness on gender related issues including sexual reproductive health and gender based violence; positive impact on health and reducing the risk of chronic diseases later in life.[61]

Sexual and Reproductive Health & Reproductive Rights and the Youth Roughly one third of all young African women become pregnant by the age of sixteen.[62] There is progress in allowing *teenagers* who dropped out of school due to pregnancy to continue with their education but typically it is the girl child not the boy child who suffers the consequences.
Sex education is not accompanied by adequate information on SRH nor youth friendly *reproductive health facilities* in urban, let alone rural areas.[63] There are high levels of *sexual violence and sexual harassment* in schools that have a damaging effect on the performance and overall health of young women,[64] often perpetrated by teachers and other learners.[65] Bullying of younger boys by older boys is common in schools and can have devastating consequences. Such basic factors as inadequate sanitation can affect the performance of girls in schools.[66]

Harmful practices *Female Genital Mutilation* (FGM) is practiced among certain communities in 29 countries.[67] By 2050, nearly 1 in 3 births worldwide will occur in the 29 countries in Africa where FGM/C is concentrated, and nearly 500 million more girls and women will be living in these countries than there are today.[68]

59 UNPD Africa Human Development Report 2016, page 47
60 UNPD Africa Human Development Report 2016, page 49
61 Dudfield, O and M Dingwall-Smith (2015), Sport for Development and Peace in the 2030 Agenda for Sustainable Development: Commonwealth Analysis,. Commonwealth Secretariat, London.
62 Global Initiative on Out-of-School Children, 2014 UNICEF Regional Office for South Asia
63 Expanding access to contraceptive services for adolescents,2012 World Health Organisation
64 Global guidance: School-related gender based violence , UNESCO and UN Women,2016
65 Violence against children ,United Nations Secretary General's Study 2006,available https://www.unicef.org/violencestudy/reports/SG_violence-study_en.pdf
66 Raising clean hands, Advancing Learning , Health and Participation through WASH in schools , 2010, UNICEF
67 Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Cote d'Ivoire, Democratic Republic of Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Somalia, Sudan, Tanzania, Togo, Uganda and Zambia
68 Ibid

Child marriage remains a dominant problem, with some 50 percent of girls married under the age of 18 years in East, West and Central Africa. In June 2015, the AU adopted *A Common Position to End Child Marriages* including establishing and enforcing laws which set the minimum age for marriage at 18. In June 2016 the SADC Parliamentary Forum adopted a model law for ending child marriages.[69]

Malawi programme registers many gains for girls

After its first year of operation, Malawi's Conditional Transfer Programme led to large increase in self-reported school enrolment, as well as declines in early marriage, teenage pregnancy, sexual activity and risky sexual behaviour. The implication strongly suggests that as girls and young women returned to or stayed in school, they significantly delayed the onset of their sexual activity. In addition, girls and young women who were already sexually active reduced the frequency of their sexual activity. The programme also delayed marriage, which is the main alternative for schooling young women in Malawi, and reduced their likelihood of becoming pregnant.[70]

The AU will:

- **Intervention 2.1.1** Build a continental coalition to strengthen outcomes of existing AU and global women's health initiatives to reduce premature and preventable deaths, malnutrition, fistula and harm to women and girls.
    – **Activity 2.1.1.1** Mobilize funding, and networks and scale-up national best practices in support of AU initiatives on women's health and family planning, wellbeing & wellness; end HTP; implement fitness campaign to curb Non-Communicable Diseases (NCD) and endorse industries promoting nutritious foods for women.

Figure 1 Child marriage prevalence by sub-region 2005-2013
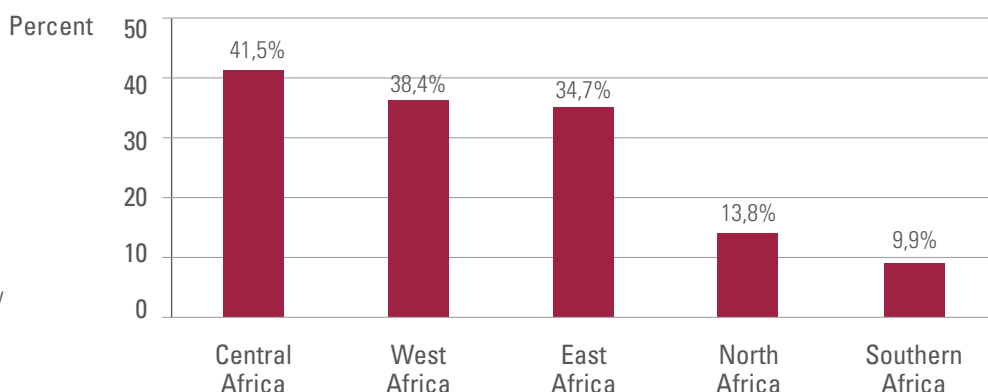
69 Child marriage in Africa, A brief by Girls Not Brides, 2015
70 UNDP Africa Human Development Report 2016, page 50

Outcome 2.2. VAWG and peace processes All forms of violence against women and girls is reduced, criminalized and condemned by society; women participate equally in peace processes.

High levels of Gender Based Violence (GBV) are at odds with the Agenda 2063 vision of "human security and a sharp reduction in violent crime." The UNDP 2016 Africa Human Development report notes that "Africa has an alarming incidence of violence against women, fuelled mostly by social norms around women's inferiority. The 2014 report, the United Nations Office for Human Rights (OHCHR) reminds us that women's rights continue to be routinely violated and their realization remains does not receive sufficient attention. The millions of African women and girls suffering daily from violence are barely discernible. The individuals involved, both man and women, remain mostly silent, in part because of the widespread belief in many countries that domestic violence is purely a private concern."[71]

According to the World Health Organisation (WHO) at least 46% women in Africa have experienced GBV of one form or another.[72] GBV has important public health dimensions because of the mental and physical consequences, and the public health sector provides a key entry point for survivors.[73] Research in Tanzania showed that women experiencing severe violence from their partners earned 43% less income than their counterparts.[74] Women in conflict areas are especially at risk of displacement, violence and rape. New forms of GBV such as trafficking in persons, are also on the rise.[75]

Demographic health surveys show how GBV has become normalised in many countries. For example, 54% of women agree that domestic violence is justified on certain grounds.[76] In Guinea and Mali, more than 75% of women report acceptance of wife beating as a normal practise.[77] *Change of attitudes* remains key to eliminating GBV yet programmes tend to be reactive rather than preventive.

Niger Schools for Husbands challenge social norms

Niger ranked last on measures of gender equality in the 2013 Human Development Report. Prevailing social norms see men as the decision-makers in their households, even over issues of women's health. Connected to women's low status is the country's high maternal death rate – some 590 women die from complications of pregnancy or childbirth out of every 100,000 live births, according to the 2013 State of the World Population report. Only 14 per cent of women use any form of contraceptive, and only 12 per cent use a modern contraceptive method. These numbers contribute to Niger's high fertility rate, which increases the risks to women's health. Schools for Husbands aim to change this. The schools are not formal institutions. Rather, they are gatherings of

Violence against women is not condoned by any culture or religion. We must end it.

Moussa Faki Mahamat,
AUC Chair

71 UNDP Africa Human Development Report 2016, page 50
72 UNDP Africa Human Development Report 2016, page 108
73 Ibid
74 World Bank Group Gender Strategy 2016-2023, p33.
75 UNDP Africa Human Development Report 2016, page 104
76 Ibid
77 UNDP Africa Human Development Report 2016, p103

78 The Windhoek Declaration of May 2000 championed by Namibia led to this first landmark resolution on Women, Peace and Security that has since been built upon by eight further resolutions.

79 Implementation of the Women, Peace and Security Agenda in Africa, p13.

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

81 https://www.opendemocracy.net/ayesha-imam-isabel-marler-laila-malik/womens-rights-development-and-religious-fundamentalisms-devil- accessed on 4 December 2017.

82 http://www.accord.org.za/ajcr-issues/%EF%BF%BCgender-and-transitional-justice-in-africa/, accessed May, 2018

married men who discuss among themselves possible solutions to reproductive health concerns.
(Source: UNFPA https://www.unfpa.org/news/schools-husbands-gaining-ground-rural-niger accessed April 2018).

Adoption of UN Resolution 1325[78] **Action Plans and subsequent resolutions** 19 AU Members States that have adopted national action plans, mostly in West Africa where 13 of the 15 countries have adopted these plans. Southern, Central and Northern African countries are behind.[79]

Women are still poorly represented in peace keeping processes By 2011, only two countries had women signatories in peace keeping processes, only three had women as lead mediators, six had women witnesses in peace processes and five had women in negotiating teams.[80]

Radicalisation and religious fundamentalism Religion and fundamentalism constitute a lethal mix the world over, with particular ramifications for the struggle to achieve gender equality as it represents a clear opposition to women's rights. Africa is no exception. The most recent religious conflicts are in Nigeria and North Sudan. The control of women's bodily autonomy and the policing of strict gender norms is a hallmark of fundamentalist ideology that transcends all religious and geographical boundaries.[81]

Reparations During the past few decades, different models of transitional justice (TJ) have developed throughout Africa to try to address the mass human rights abuses occurred during conflicts. These mechanisms, both judicial and non-judicial, have often failed to adequately tackle GBV in conflict.[82] The issue or reparations in such situations is gaining traction, and is an important priority in the coming period.

The AU will:

- **Intervention 2.2.1** Build a continental coalition to strengthen outcomes of existing AU and global commitments to ending and penalizing VAWG; promoting women's participation in peace processes; developing guidelines on reparations, and lobbying for their integration into transitional justice and peace processes.
  - **Activity 2.2.1.1** Implement AU Guidelines on Ending VAWG (including psycho-social support & cyber bullying); finalize AU guidelines on prevention of sexual violence in armed conflict; AU Continental Results Framework on UN Resolution 1325; AU Gender, Peace and Security Programme; exchange programmes for women's networks; FEMWISE & Mediators network; funding national projects to penalize violence against women.

Outcome 2.3: Human security: Commitments to gender equality and women's empowerment in humanitarian action, migration and Conference of the Parties (COP) Plan of Action for women to achieve higher levels of implementation.

In 2014, Africa experienced more than half of worldwide conflict incidents, despite having only about 16 percent of the world population.[83] More negatively affected than men because of limited food and access to water, poor sanitation and hygiene, weak or collapsed health services, increased displacement, family dislocation, stress and GBV.[84] These conflicts have a crucial bearing on efforts to achieve gender equality.

Climate change has several gender dimensions: It fuels incidences of sexual violence, nutrition-related diseases and epidemics like malaria, water borne diseases and respiratory illnesses. Of late, rates of because of climate change have been on the rise, for example in the aftermath of disasters, when women and girls must travel long distances to fetch water or wood to use for cooking. Recent water shortages and declines in agricultural activities have also seen men leaving women and girls behind in the rural areas as they migrate to cities in search of jobs. During disasters, women have to find shelter for their homeless children and the elderly, care for the injured and sick.

The AU will:

- **Intervention 2.3.1:** Build global and continental commitments to gender into AU political positions, programmes and activities on humanitarian action, risk mitigation, migration and COPs.
    – **Activity 2.3.1.1:** Organize periodic high level political field missions and meetings on women and humanitarian action, risk mitigation, COP, migration; fund initiatives of women's rights defense organisations and support thought leaders to participate in high level forums.

83 http://nationalinterest.org/blog/the-buzz/the-wars-ravaging-africa-2016-14993

84 Thomas Plumber and Eric Neumayer, "The Unequal Burden of War:The Effect of Armed Conflict on the Gender Gap in Life Expectancy." International Organisation 60 (3): 723-754 (2006).

PILLAR THREE

3
Effective laws,
policies and
institutions

Maputo
Protocol

Norm
setting

Institutional
gender
governance
systems

It is the gap between legal rights and expectations on the one hand, and prevailing practices and behaviours embodied in social and cultural norms, on the other hand, that pose a fundamental challenge for accelerating gender equality and women's empowerment.

Accelerating Gender Equality and Women's Empowerment in Africa, Africa Human Development Report 2016, UNDP

Effective laws, policies and institutions

The AU applies a rights-based approach to development and the Maputo Protocol guarantees women's **choice** in all key areas. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its article 14 on rural women, as well as the recently endorsed CEDAW General Recommendation 34 on rural women lay a firm foundation for women's rights and access to justice at all levels. UN resolutions and treaties address the needs of women affected by conflict and violence.

Most countries in Africa have Constitutions that prohibit discrimination based on sex and recognise socio-economic rights. But there is a big gap between the provisions for gender equality, and the daily reality for women.

The UNDP 2016 Human Development report highlights four areas of legal reform crucial to the attainment of gender equality. These are:

- Family law, for example removing head of household and related provisions that diminish women's legal capacity and economic autonomy.

- Land tenure, which has the potential to facilitate and encourage mandatory joint land tilling and other means to allow women greater access to land.
- Labour and employment laws, key to addressing restrictions on women, including married and pregnant women, on type of work, working hours etc.
- Customary law, that governs the daily lives of many women, especially rural women, and often contradicts statutory provisions.[85]

The World Bank study 'Women, Business and the Law 2016" highlights the existence of 943[86] legal gender differences or restrictions to women's access to economic opportunities across the 173 countries surveyed, 41 of which are in Africa. The 2010 OECD report 'How social norms affect gender equality in non-OECD countries-" reported high levels of gender discrimination in social institutions in the 49 countries surveyed in Africa. The existence of dual or tripartite systems of law (civil, customary and religious) and continuing civil conflicts make it difficult to remove discriminatory practices.

Legislative reform is a pre-requisite, but not only condition for **gender responsive governance**, which involves taking deliberate measures to transform institutions through **Gender Governance Systems** including **Gender Responsive Budgeting (GRB)**. Gender machineries remain among the weakest public institutions, at a time when they are most needed to drive the change agenda. They are often the least resourced, financially, and in terms of human resources. Strong, accountable institutions are critical for bringing about change.

AU's comparative advantage Aspiration 3 of Agenda 2063 is concerned with democratic values and practices (Goal 11), as well as capable institutions and transformative leadership (Goal 12). This pillar responds to these key imperatives.

Outcome 3.1 Maputo Protocol: National laws and judicial systems protect and fulfil women's ownership and inheritance rights, education, wage equality, civil liberties and physical integrity as provided for by the African Charter on Human and People's Rights on the Rights of Women (Maputo Protocol).

Ratification and domestication of the Maputo Protocol: By 2017, more than 80% of AU member states had ratified the Maputo Protocol.[87] The Protocol guarantees comprehensive rights to women including the right to partake in political processes, social and political equality with men, reproductive health, and an end to Female Genital Mutilation (FGM). The major challenge is implementation: enforcement of the standards. There are no guidelines, resulting in individual states choosing the mechanisms that best suit them, with varying degrees of success. Only 4 member states have submitted their reports to the Special Rapporteur on Women's Rights in Africa.

85 UNDP Africa Human Development Report 2016 p126.
86 To cite a few examples: gender-based job restrictions, absence of small claims courts, limited provisions for the protection against sexual harassment in schools and public places and no laws against violence
87 African Commission on Human and Peoples' Rights, October 2017 http://www.achpr.org/instruments/women-protocol/

While cases of child rights violations are frequently taken up with the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) the African Court on Human and Peoples Rights (AfCHPR) has not received any cases on women's rights. The 2017 AU and UN "State of Women's Rights in Africa" reported 31 new developments in the law in 2016.[88] The ECOWAS Court became the first court to uphold the Maputo Protocol in a judgment. Several AU member states are among the top tier performing countries globally on various gender equality scales.

Plural legal systems accord women some rights through general law and withhold others on the basis of traditional, customary and some religious beliefs and practices, denying women their fundamental rights.[89] Resolving the contradictions between these is crucial for the attainment of gender equality.

Reconciling customary and statutory law in Zambia

Like most African countries, the Government of Zambia has committed itself to the goal of gender equality and women's empowerment. Efforts to support the realisation of the Government's commitment towards gender equality and women's empowerment have prioritised legal and policy frameworks, the improvement of institutions and the engagement of communities and local leaders to counter negative social and cultural norms that inhibit women's rights. Early results from UNDP-supported interventions for resolving conflicts between statutory and customary laws include a strengthened legal and policy environment for gender equality and women's empowerment. (Source: African Human Development Report 2016, p 127).

The AU will:

- **Intervention 3.1.1:** Lobby for ratification of the Maputo Protocol by the remaining Member States;[90] domestication (codification) of targeted laws[91] in worst performing Member States[92] and capacity building of judiciary institutions and decriminalize petty offences.
    - **Activity 3.1.1.1:** Implement "**All for Maputo Protocol**" programme to include time-bound additional dedicated High Level support,[93] funding and training for select states,[94] women's rights defense organizations,[95] private sector, media, universities and independent scholars and app platforms.

88 OHCHR and UN Women
89 African Union (2009) Gender Policy
90 17 AU member states were yet to ratify by May 2018.
91 ownership and inheritance rights, civil liberties and physical integrity
92 Except for where conflict is active
93 In support of the mandate of the AU Special Rapporteur on Women's Rights
94 State actors identified by the Ministries of Gender
95 Women's rights defense originations, religious and traditional leadership councils

Outcome 3.2 Norm setting: National laws and policies protect and enable women's full access and enjoyment of the opportunities and benefits of Agenda 2063 Flagship projects and other continental transformational projects.

Discriminatory laws The AU has 55 member states. By 2014, a significant number of African countries had passed laws prohibiting discrimination based on sex. However, as illustrated in the chart, there are still significant gaps. 39 countries had laws providing for maternity leave, and 15 had legislation on equal remuneration for work of equal value. There was also legislation requiring equal inheritance between sons and daughters in 26 countries. While eight countries have specific tax credit deductions applicable to male employees, no such laws exist for women employees. Only two countries, Angola and Cote d'Ivoire have passed laws allowing employees with young children to have flexible or part-time work hours.'[96]

Access to justice Agenda 2063 sets out a vision for "timely access to independent courts and judiciary that deliver justice without fear or favour." Most of the laws protecting women's rights *lack proper enforcement* due to lack of resources, political will, commitment and accountability. Additionally, legislative reforms need to be underpinned by budgetary allocations and monitoring and evaluation frameworks to ensure implementation. Realisation of women's rights is hampered by the *high cost of legal fees* for cases such as divorce, inheritance, domestic violence and claiming child maintenance. Free legal aid to women is rare, provided mainly by civil society organisations. DNA services are also few and far between.

The AU will:

- **Intervention 3.2.1:** Upgrade national policies and regulations to align with AU Protocols for the Flagship and other transformational projects
    - **Activity 3.2.1.1:** Implement programme to progressively remove all legal and policy impediments and promote compliance to ensure women's full enjoyment of AU Flagship and other transformational Projects.

Outcome 3.3 Institutional Gender Governance Systems:
Institutions and organs of the African Union, Member States, Regional Economic Communities and Civil Society Organizations have the requisite capacity to implement existing commitments, pro-actively forecast and address new challenges and demonstrate accountability.

Gender responsive institutions The world over, good intentions on gender and development have been hampered by failure to match these with strong institutional mechanisms for implementation. **The Women and Gender Development Directorate** which is located in the Office of the Chairperson leads the gender mainstreaming work of the AU Commission.[97] This portfolio emphasises **a twin track approach** to

96 UNDP Africa Human Development Report 2016, page 125
97 African Union (2009) Gender Policy

GEWE/WR. The first track is internal mechanisms to attain the African Union (AU) Parity Policy as embedded in Article 4L of the Constitutive Act and the **AU reform** agenda. Adoption of decision parity 2025 in January 2018.

The African Union Commission and its organs have applied the gender parity principle at political level. But in 2017 women constituted 35% of staff; 42% at the most senior D1 level. The AU has developed a draft Workplace Gender Policy (2016) that is an essential complement to this strategy, so that it *may lead by example on gender mainstreaming*. The capacity assessment that accompanies this strategy includes an AU Organisational Gender Score Card that gave the AU a score of 59%, with the highest scores on planning, and weakest on monitoring, evaluation and GRB. The assessment found that approximately half the Gender Focal Persons have formal training on gender, but 62% need in-depth training on gender analysis and GRB.[98]

At a sub-regional level, the AU has provided guidance to the **Regional Economic Commissions**. SADC has a Protocol on Gender and Development (2008, updated in 2016); the EAC has a Gender Equity and Development Bill (2015); ECOWAS has a supplementary Act on Equality and Rights between Women and Men for Sustainable Development (2015). IGAD has a Gender Strategy and Implementation Plan 2016 to 2020. These instruments form part of the mapping and prioritisation for this strategy. All the RECS report having limited funding and capacity.[99]

At **national level,** governments are expected to ensure that the responsibility for the advancement of women is vested in the highest possible level of government and ensure that there are sufficient resources in terms of budget and professional capacity.[100]

98 AU Gender Capacity Assessment 2017, accompanying document to Gender Strategy.
99 Focus group discussion, consultation with the RECs on the AU Gender Strategy, 25 October, 2017.
100 African Union (2016) Journey to Gender Equality: Compendium of Reports on the Implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA): 2005- 2015

Table 3 Women's progress in AU structures (2013-2016)

	% Women 2013	% Women 2016	Variance (2016-2013)
African Union Commission and Organs	50%	50%	0
Headquarters (D1)	29%	42%	+13%
Liaison Officers (D1)	8%	25%	+17%
Representational Offices	15%	25%	+10%
Professional Staff (P1-P5)	26%	32%	+8%
General Services (GSA-GSB)	36%	37%	+1%

Source: Dir Administration and Human Resource Management, Sept 2017

Table 4 National Gender Machineries

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

Source: AU Member state websites, accessed September, 2017

Table four shows that all Member States have Gender Machineries in place. Ten Member States have stand-alone women's or gender ministries; four have such ministries combined with other portfolios; 38 have gender coordinating units within ministries; and five countries have independent gender commissions in addition to government structures. Fifteen countries have gender structures in parliament. Most countries have or are developing National Action Plans on Gender Equality and Women's Empowerment. Gender ministries or units typically receive 1% or less of national budgets; they lack clout and analytical capacity to do their work effectively.

Monitoring and evaluation 12 of the 94 objectives of Agenda 2063 relate to the social and economic well-being of women. The WGDD, in collaboration with UNECA and the AfDB produces an annual African Union Gender Score Card on different themes (in 2017 the theme is the demographic dividend). Among the RECs, SADC has a Monitoring, Evaluation and Results Framework (MERF) for the SADC Gender Protocol that is aligned to SADC's overall MERF Framework. The ECA, COMESA, ECOWAS and IGAD have general M and E metrics and tools with specific gender indicators aligned to strategic goals and objectives managed by the data reporting centres of the RECs. A survey of 22 national gender action plans by WGDD found that only seven have specific targets and indicators.[101] The efforts at AU, REC and national level, on setting targets, indicators, data collection, analysis and dissemination need to be effectively harmonised.

Data and statistics Despite the data revolution, sex and age disaggregated data remains notoriously difficult to access across all countries. Even where governments gather such data, it is often not analysed and used to improve policies and decision-making on gender.

Financing for gender equality Launched in January 2010 by the AU Heads of State and Government as part of the African Decade on Women, the Fund for African Women (FAW) devotes at least 0.5% of the AU's operational budget to projects on women's empowerment (105 projects worth $1603977 had been funded by 2017).[102] While such targeted expenditure is symbolically important, it is a tiny fraction of what is required to close gender gaps through gender responsive mainstream budgets.

101 National Gender Policies review of AU members states: for harmonization/alignment of NGPs with the Gender aspects of Agenda 2063
102 Portfolio on Women, Gender and Development, p15.

Civil society Despite the undisputed role played by NGOs, Community Based Organisations (CBOs), Faith Based Organisations, unions and other civil society organisations in lobbying and advocacy for gender equality, these organisations face sustainability challenges including shrinking funding.

The AU will:

- **Intervention 3.3.1:** Build the institutional capacity and strengthen compliance within Member States, RECs, Institutions and Organs of the AU and civil society; integrate gender into strategic partnership platforms.
  - **Activity 3.3.1.1:** Implement the Gender and Institutional Certification programme (Gender Responsive Budgeting, Parity 2025, Gender Responsive Workplace & M&E platform and database); funding CSOs; publish State of Gender Equality in Africa Report and alternative CSO report; African Gender Scorecard, AU Chairperson Gender Achievement Award; AU Gender Brand, and implement Gender Advisory Group to mobilize expertise, funding and political support for policy, political and strategic platforms.

PILLAR FOUR
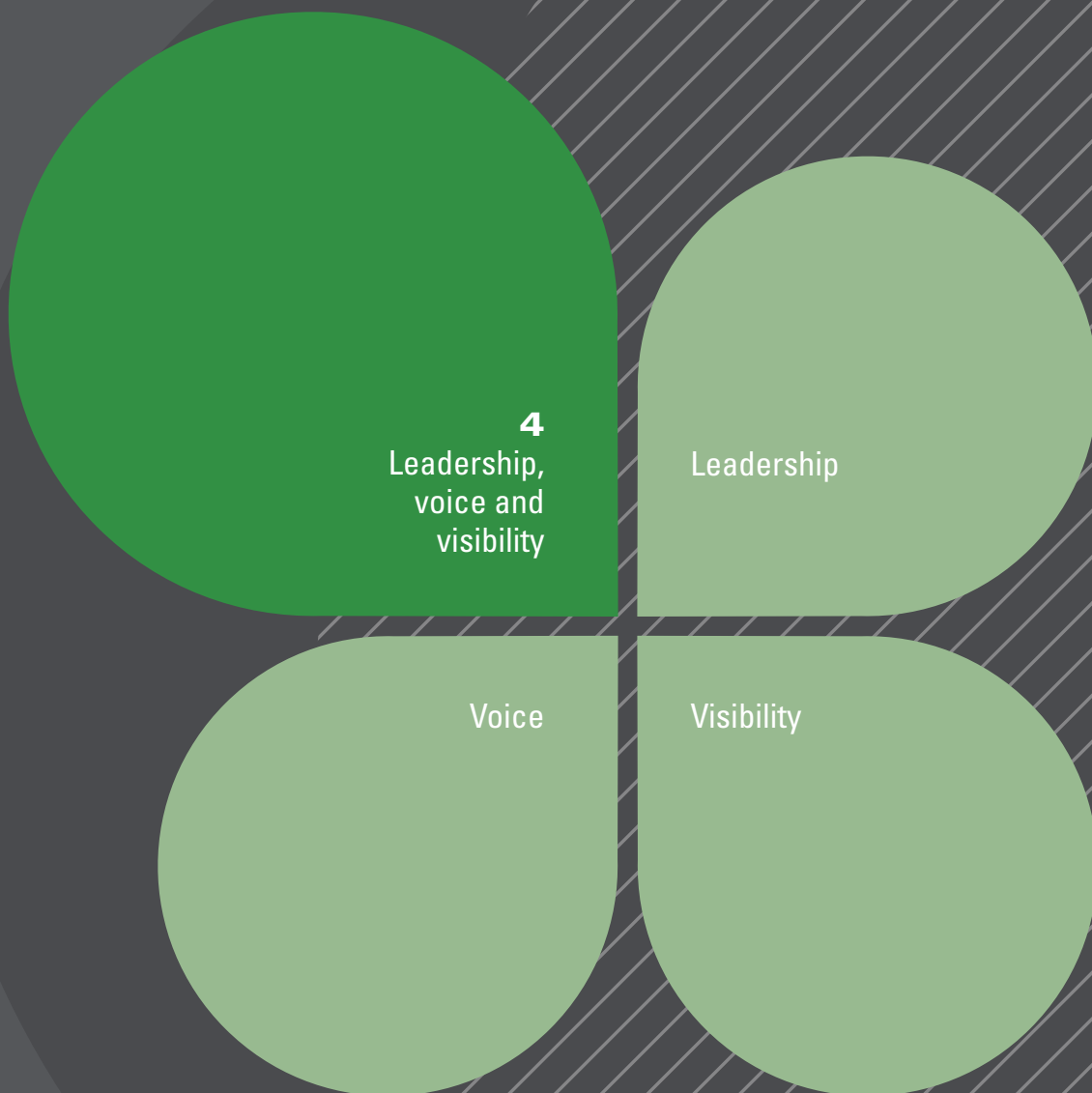
4
Leadership,
voice and
visibility

Leadership

Voice

Visibility

Leadership, voice and visibility

For women to have a **voice**, they need to be equally represented in all areas of decision-making, at all levels, and be able to **participate with impact** through the removal of formal and informal barriers. At its heart, Agenda 2063 is about re-writing the African narrative, and Africa claiming its rightful place in global affairs. This cannot be achieved when half the population is effectively silenced. *Now is the time to ensure that "her story" is effectively written into African history.* The AU Gender Strategy also needs to be accompanied by a high visibility drive and campaign.

AU's comparative advantage The African Union has adopted the African Peer Review Mechanism (APRM) base document, its Declaration on Democracy, Political, Economic and Corporate Governance which governs the APRM, the African Convention on Preventing and Combating Corruption, and the African Charter for Democracy, Elections and Governance. The AU's Parity Policy has ensured equal representation of women and men in most elected official positions of the Organisation, including the leadership of the Commission. The review of the AU led by HE President Paul Kagame of Rwanda envisages strong, capable institutions, with strong accountability mechanisms, and reduction in aid dependency. As part of its drive for a strong African identity, Agenda 2063 aims to ensure that at least 60% of content in educational curriculum is on indigenous African culture, values and language. This is an excellent springboard for a "her story" initiative.

African activists and women's movements.. have played key roles in local, national and international networks promoting a collective voice. The influence of women's movements has been a factor in the transformation of national constitutions in several countries.

Accelerating Gender Equality and Women's Empowerment in Africa, Africa Human Development Report 2016, UNDP

103 McKinsey & Company, Women Matter Africa (August 2016)
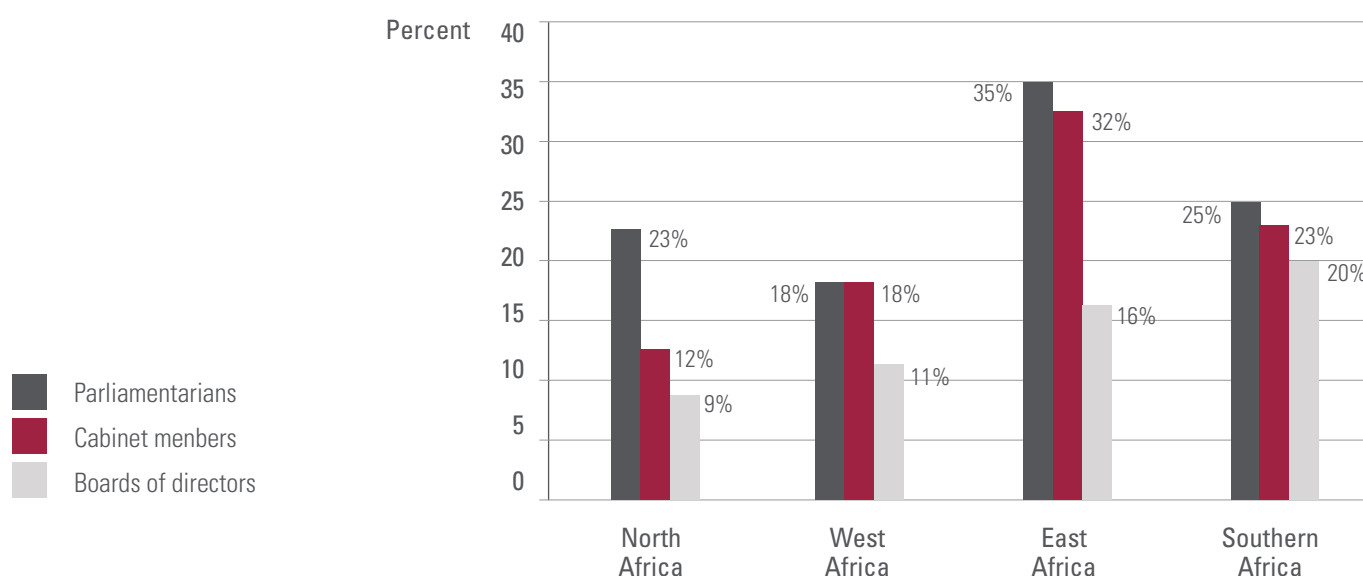104 Ibid, p4
105 UNDP Africa Human Development Report 2016 p80

Outcome 4.1 Leadership: Equal participation and demonstrated influence of women and girls in all leadership and decision-making positions.

Representation and participation African countries have tremendous strides in increasing women's political participation. With over fifty percent women in parliament, Rwanda has the highest participation of women in parliament of any country in the world. But the overall picture is still chequered. In 2017, women constituted one in four members of parliament in Africa. This mirrored the global average, but these figures vary widely, with over half the countries on the continent having less than 10% women in parliament. The situation is often even worse at the local level. Africa presently has only two women heads of state. Despite the many provisions for gender parity in decision-making in global and African normative frameworks, overall women comprise 24% of parliamentarians; 22% of cabinet members and 14% of Board of Directors,[103] with considerable regional variation. East Africa leads the way in women's representation in parliament and cabinet, but is behind Southern Africa on women's leadership in the private sector. Women comprise a mere 5% of CEOs in the private sector in Africa.[104] Available data shows that only Botswana and South Africa have surpassed 30% women in the public sector.[105]

Despite **local government** being the tier of government closest to the people, data on local government is patchy, ranging from close to parity (49% in Lesotho in 2011) to less than 6% in many African countries.

Figure 2 Women in decision- making in Africa

Percent

Legend:
- Parliamentarians
- Cabinet menbers
- Boards of directors

North Africa: 23% / 12% / 9%
West Africa: 18% / 18% / 11%
East Africa: 35% / 32% / 16%
Southern Africa: 25% / 23% / 20%

Pockets of good practice show that rapid change is possible in this area. For example, 13 African countries are among the world's leading countries on women's representation in national parliaments.[106] All of these either have a Proportional Representation (PR) or mixed PR and First Past the Post (FPTP) electoral system combined with Constitutional, legislated or voluntary party quotas. This underscores the importance of *temporary special measures* in advancing gender parity in decision-making.

Training women for political candidacy in Tunisia

In January 2014, several associations inspired by the role of women during the revolutions launched a project to encourage 100 women to take part in elections later that year. Of the 100 women trained, 12 stood as candidates in the electoral lists, and three were elected to the Assembly of the Representatives of the People (ARP).
(Source: UNDP Africa Human Development Report 2016, page 78).

The AU will:

- **Intervention 4.1.1:** Mobilize political support, and fund codification of the parity principle and quotas in national laws and policies in government institutions,[107] legislatures;, electoral laws, political party manifestos and boards (public & private) and peace processes.
    - **Activity 4.1.1.1:** Implement AU initiatives for Women, Politics and Governance, to include high level advocacy & public platforms, training, network mobilization, professional lobbying; technical expertise; funding for candidates; development of specialized databases; financial and political support for women's participation in high level dialogues and forums.

Outcome 4.2 Voice: Women and girls have equal voice and exercise agency in the home, community, and public spaces.

Gender stereotypes The social norms around gender in the home, community and work result in women being effectively silenced. Without voice, there can be no choice, and certainly no control.

The AU will:
- **Intervention 4.2.1:** Strengthening a continuous flow of information through mainstream, social and traditional media leading to a "gender-web" and movements that change attitudes, mindsets and social norms.
    - **Activity 4.2.1.1:** Implement " African women narrative & I am a leader for Gender" programme to include mobilization of thought influencers and leaders, networks (male, youth and women), local women's associations, fashion, civic and gender education programs, all girls sports competitions, gender equality leaders academy at AU.

106 Inter Parliamentary Union, Women in National Parliaments, June 2017
107 Examples to cite: civil service, public market administration

108 World Association of Christian Communicators.2015. Global Media Monitoring Project. Toronto WACC

109 Lowe-Morna, C, and Ndlovu, S: Whose news, Whose Views, Gender and Media Progress Study (2015).

110 New ventures/start-ups, continental museums, writers associations, large media corporations

111 Ministry of education, intellectual property rights organizations, CELTHO

Outcome 4.3 Visibility: Women and girls are more visible and portrayed as equal contributors to society in the media, literature and cultural resources.

Representation and portrayal of women Women are under- represented and portrayed in limited roles in the media, literature and cultural resources. Nowhere is women's lack of voice more apparent than in their absence from media ownership and decision-making, as well as media content. The 2015 Global Media Monitoring Project noted that in Africa women's relative presence in the news increased by a mere one percentage point from 19% in 2010 to merely 22% in 2015.[108] Women are more likely to be seen (for example in images in advertising) than to be heard (for example as news sources). Numerous studies show that women are more valued by the media, in advertising and in entertainment for their physical rather than intellectual attributes.[109] This has a major impact on the self-perception and esteem of women, especially young women. Access to information remains a major challenge, especially for rural women.

The AU will:

- **Intervention 4.3.1:** Mobilize political support for, and work with media and cultural practitioners, to develop and implement laws, policies and guidelines that promote women's equal and fair representation and portrayal in all publications and productions.
    - **Activity 4.3.1.1:** Integrate gender in the re-writing of the African narrative (including the media, text books, literature, wiki-data, fashion, arts, culture and sports); appoint Celebrity Goodwill Ambassadors and regional flag bearers; funding and training,[110] advocacy and technical support to AU, government and continental institutions.[111]

Institutional arrangements

The Continental Level

The Assembly Comprises the Heads of State and Government of the Union. The Assembly will approve the Gender Strategy; provides broad policy guidelines on the implementation, monitoring and evaluation of the Gender strategy; adopt monitoring, evaluation and all Gender Strategy reports.

The Executive Council Is made up of Foreign Ministers of the AU Member States. The council reviews all documents going to Heads of State.

The STCs, especially the STCs on Gender Equality, will adopt the strategy and its related documents and submit them to the Executive Council; ensure the supervision, follow up and evaluation of the implementation of decisions taken by AU organs; ensure the coordination and harmonisation of AU Gender Strategy projects and programmes.

The Women, Gender and Development Directorate is the AUC's Department responsible for leading, guiding, advocating for and coordinating all efforts to achieve gender equality and promote women's empowerment within the Commission, Member States, Regional Economic Communities (RECs) and Organs. WGDD is also a co-chair of the RCM cluster "Gender Equality and Empowerment of Women and Youth". WGDD was created

Figure 3 Implementers and partners at a glance

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

in 2000 and is strategically located in the Office of the Chairperson as provided by Article 12(3) of the Statutes of the AU Commission.

The Strategic Planning under the direction of the Chairperson of the AUC who reports to the Ministerial Committee on Agenda 2063, this committee will ensure that the Implementation Plan of the Gender Strategy is integrated into Agenda 2063.

Regional Level
The Regional Economic Communities are part of the Ministerial Committee on Agenda 2063. They all have gender focal persons.
* Gender Focal persons/ units in the RECs will be the focal points for the facilitation of the adoption, implementation, monitoring and evaluation of the Gender Strategy.
* At inception they will provide leadership in the Regional / National Consultative Process with respect to the preparation of the Gender Strategy;
* Participate in the continental operational oversight of the Gender Strategy and be the entry point for continental level initiatives for Member States in the region.
* Issue Gender Strategy guidelines to Member States.

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

Partners
The **UN and International co-operating organizations** have blazed the trail creating opportunities and raising awareness on unfinished business. The **African Diaspora, African Development Bank (AfDB) the UNECA Centre for African Women, African Trade and Policy Centre and the African Capacity Building Fund (ACBF)** are close collaborators. The **private sector** is emerging as a potentially reliable partner for GEWE. It influences consumer behaviour, is present in the most remote locations, creates jobs and has increased investment in Corporate Social Responsibility activities. **Civil Society Organizations (CSOs)** have pioneered some of the most difficult causes on the continent. They are a strong entry point and readily accessible to promote gender initiatives.

The **Inter Faith group** played a crucial role in the consultations and will be a close ally in implementation. The **youth**, through forums such as the Young African Thinkers, and Shape Africa Forum, will be closely engaged. **Private foundations** are also tackle the world's pressing challenges. The **media** is a critical social change agent and partner. The launch of the strategy will include a **high profile online sign up to commitments and collaboration**.

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

Gender Strategy Concept Note

CAPACITY BUILDING

As part of the Gender Strategy, WGDD has conducted a **Capacity Needs Assessment**. This primarily covers the AUC, but recommendations will span all structures tasked with implementing the Gender Strategy. The Gender Strategy will serve as the impetus for the implementation of the AU's work place gender policy. The **AU Academy**, which among others is dedicated to fostering change in the way business is conducted at the AU through promoting critical and independent thinking, will have a key role to play in the development, engagement and knowledge management of the Gender Strategy.

Monitoring, evaluation and learning

Principles

- Evidence Driven
- Results Orientation
- Deepening Integration
- Encouraging participation and ownership:
- Knowledge and experience sharing.

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

The AU is undertaking a mid-term evaluation of the 5 year period of the 10 year plan. This is a unique opportunity to strengthen the gender programming of all departments and divisions. The AU will undertake a final evaluation at the end of each 10 year plan. This will be a unique opportunity to evaluate the Gender Strategy 2018 to 2023.

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

Budget and finance arrangements

Figure seven provides a simple framework for undertaking gender audits of budgets to determine the extent of Gender Responsive Budgeting (GRB). The strategy advocates that WGDD **build capacity for GRB at regional and national level** as well as undertake a **gender budget audit of AU** expenditure with a view to enhancing GRB within the organisation. This would enable the WGDD to cost and advocate for resources in the first three categories (Gender Management System, Employment Equity and Targeted Gender Interventions). The main thrust of the audit however will be to cast a gender spotlight on mainstream expenditure, in line with the actions proposed under each goal. This exercise will go hand in hand with the results framework as it will require sex disaggregated data to verify that the expenditure is indeed enhancing gender equality.

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

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

Figure 4 Gender Responsive Budget categories[112]

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

Annexes

ANNEX A: LOGICAL FRAMEWORK FOR ACHIEVING GENDER EQUALITY IN AFRICA

VISION	An integrated, prosperous and peaceful Africa, driven by its own citizens, representing a dynamic force in the international arena			
IMPACT	**Aspiration 6:** An Africa whose development is people driven, relying on the potential offered by African people; especially its women and youth, and caring for children			
	GOAL 17: FULL[113] GENDER EQUALITY IN ALL SPHERES OF LIFE.			
AGENDA 2063 ALIGNMENT	**Aspiration 1 & 2** – Prosperity and trade; human development.	**Aspiration 3** – Rule of law; **Aspiration 4** – Peace and Security.	**Aspiration 3** – Rule of law.	**Aspiration 3** – Democracy and good governance; Aspiration 5 & 7- Culture, Identity, Ethics, Global Player.
Pillars	Maximising outcomes, opportunities and E-Tech dividends	Dignity, security & Resilience	Laws, policies & institutions that work	Leadership, voice and visibility
Outcomes	**1.1 Education and care work:** Compulsory and free education for girls and women from age 3 to 18;, market- oriented vocational training and literacy programmes for youth and women.	**2.1 Health, SRH &RR, HTP:** Women and girls achieve higher chances of survival, improved nutrition and wellness and their bodily integrity is protected.	**3.1 The Maputo Protocol:** National laws and judicial systems protect and fulfil women's ownership and inheritance rights, education, wage equality, civil liberties and physical integrity as provided for by the African Charter on Human and People's Rights on the Rights of Women (Maputo Protocol).	**4.1 Leadership:** Equal participation and demonstrated influence of women and girls in all leadership and decision-making positions.
	1.2 Economic empowerment and financial inclusion: Income autonomy and social protection for women and girls.	**2.2 VAWG And Peace Processes:** All forms of violence against women and girls is reduced, criminalized and condemned by society; women participate equally in peace processes.	**3.2 Norm setting:** National laws and policies protect and enable women's full access and enjoyment of the opportunities and benefits of Agenda 2063 Flagship Projects and other continental transformational projects.	**4.2 Voice:** Women and girls have equal voice and exercise agency in the home, community and publics spaces
	1.3 Technology and E Inclusion: Women and girls become more active users and influencers of the technological space and gender enabling E-Tech solutions are funded.	**2.3 Human security:** Commitments to gender equality and women's empowerment in humanitarian action, migration and COP Plan of Action for women achieve higher levels of implementation.	**3.3 Institutional Gender Governance Systems:** Institutions and organs of the African Union, Member States Regional Economic Communities and civil society have the requisite capacity to implement existing commitments; pro-actively forecast and address new challenges and demonstrate accountability.	**4.3 Visibility:** Women and girls are more visible and portrayed as equal contributors to society in the media, literature and cultural resources.

113 Full gender equality in Agenda 2063 reflects the commitment of African governments to achieve substantive gender equality.

Pillars	Maximising outcomes, opportunities and E-Tech dividends	Dignity, security & Resilience	Laws, policies & institutions that work	Leadership, voice and visibility
Outputs	**1.1.1** Continental programmes and policies and commitments to promote and operationalize girls education, educate and parental leave (maternity & paternity) & social protection.	**2.1.1** All existing major continental policies for women's protection & dignity (health care and social protection), security and resilience are implemented.	**3.1.1** Maputo Protocol is universally ratified, is used in domestic and regional courts and contradictions between customary and statutory laws (civil & criminal) are reconciled.	**4.1.1** National parity laws and policies are adopted and institutionalized for civil service, elections, local government, boards, private sector and political parties.
	1.2.1 Continental Programmes, AU Flagship & Specialized programmes, Fund for African Women II; formalized employment and skills to market.	**2.2.1** AU guidelines in ending gender based violence and AU Assembly decisions to end impunity to gender based violence in all situations operationalised.	**3.2.1** Key policy and legal constraints to women's access to opportunities, productive resources and services are removed.	**4.2.1** Gender balance and sensitivity in women's representation and portrayal in the media; marketing, branding & coverage of women's issues increased.
	1.3.1 Continental Programme: labor saving solutions, innovation & digital platforms & for women and girls.	**2.3.1** Minimum standards for women in humanitarian assistance integrated into AU political positions and Humanitarian Agency & and Africa Risk Capacity Programme.	**3.3.1** AU (Commission and Organs) and RECs adopt gender sensitive norms and budgets, capacity is upgraded for Member States with the lowest GDI & women rights defenders, research & academic organizations & financial institutions. **3.3.2** Annual state of gender equality in Africa report published.	**4.3.1** High impact "change and influential" mobilizing networks (male, youth and women) set-up and resourced at continental, regional and Member States.

Pillars	Maximising outcomes, opportunities and E-Tech dividends	Dignity, security & Resilience	Laws, policies & institutions that work	Leadership, voice and visibility
Interventions	**1.1.1.1** Put political and financial spotlight on existing AU initiatives and campaigns for parity at all levels and in all fields of education, literacy, STEM and vocational training	**2.1.1.1** Build a continental coalition to strengthen outcomes of existing AU and global women's health initiatives to reduce premature and preventable deaths, malnutrition, fistula and harm to women and girls.	**3.1.1.1** Lobby for ratification of the Maputo Protocol by the remaining Member States; domestication (codification) of targeted laws[114] in worst performing Member States;[115] capacity building of judiciary institutions and decriminalise petty offences.	**4.1.1.1** Mobilize political support and fund codification of the parity principle and quotas in national laws and policies in government institutions,[116] legislator, electoral laws, political party manifestos and boards (public & private) and peace processes.
	1.2.1.1 Integrate and implement gender dimensions into AU Flagship projects, transformational initiatives and protocols on economic empowerment, financial inclusion and social protection, set-up African Women's Development Fund (Fund for African Women 2) & de-risk banking and trading for women	**2.2.1.1** Build a continental coalition to strengthen outcomes of existing AU and global commitments to ending and penalizing violence against women and girls; promoting women's participation in peace processes; developing guidelines on reparations, and lobbying for their integration into transitional justice and peace processes.	**3.2.1.1** Upgrade national policies and regulations to align with AU Protocols for the Flagship and other transformational projects.	**4.2.1.1** Strengthening continuous flow of information through mainstream,, social and traditional media leading to a "gender- web" and movements that change attitudes, mindsets and social norms.
	1.3.1.1 Endorsing technological and E-solutions and platforms which advance gender equality and women's empowerment	**2.3.1.1** Build global and continental commitments to gender into AU political positions, programmes and activities on humanitarian action, risk mitigation, migration and COPs.	**3.3.1.1** Build the institutional capacity and strengthen compliance within Member States, RECs and Institutions and Organs of the AU & integrate gender into strategic partnership platforms.	**4.3.1.1** Mobilize political support for and work with media and cultural practitioners, to develop and implement laws, policies and guidelines that promote women's equal and fair representation and portrayal in all publications and productions

114 Ownership and inheritance rights, civil liberties and physical integrity
115 Except for where conflict is active
116 Examples to cite: civil service, public market administration

Pillars	Maximising outcomes, opportunities and E-Tech dividends	Dignity, security & Resilience	Laws, policies & institutions that work	Leadership, voice and visibility
Activities	**1.1.1.1.1** Mount a continental campaign to declare "illiteracy a harmful traditional practice" and make "out of school" a punishable offense; mobilize scholarships, and promote curriculum for STEM programmes	**2.1.1.1.1** Mobilize funding and networks and scale up national best practices in support of AU initiatives on women's health and family planning; wellbeing and wellness; ending harmful traditional practices, and implement fitness campaign to curb Non Communicable Diseases (NCD) and endorse industries promoting nutritious foods for women.	**3.1.1.1.1** Implement **"All for Maputo Protocol"** programme to include time-bound additional dedicated High Level support,[117] funding and training for select state,[118] women's rights defense organizations,[119] private sector, media, universities and independent scholars and app platforms.	**4.1.1.1.1** Implement AU initiatives for 'Women, Politics and Governance" to include high level advocacy & public platforms; training, network mobilization, professional lobbying technical expertise; funding for candidates, development of specialized databases, financial and political support for women's participation in high level dialogues and forums.
	1.2.1.1.1 Mobilize technical expertise and funding to develop knowledge and accountability tools to support effective mainstreaming and accountability for gender into all major continental transformational projects and AU protocols, set-up African Women's Development Fund (Fund for African Women 2) & pilot projects to de-risk banking, formalize trading & recognize care work	**2.2.1.1.1** Implement AU Guidelines on Ending Violence against women (including psycho-social support & cyber bullying); finalize AU guidelines on prevention of sexual violence in armed conflict; AU Continental Results Framework on UN1325; AU Gender, Peace and Security Programme; exchange programmes for women's networks'; FEMWISE & Mediators network, funding national projects to penalise violence against women.	**3.2.1.1.1** Implement programme to progressively remove all legal and policy impediments and promote compliance to ensure women's full enjoyment of AU Flagship Projects and transformational Projects.	**4.2.1.1.1** Implement " African women narrative & I am a Leader for Gender" programme to include mobilization of thought influencers and leaders, networks (male, youth and women), local women's associations, fashion, civic and gender education programmes, all girls sports competitions, gender equality leaders academy at AU.
	1.3.1.1.1 Advocate for and lobby tech-firms and financial institutions to fund start-ups and innovation hubs which promote gendered solutions, and increase women and girls equal and effective participation in the technology space.	**2.3.1.1.1** Organize periodic high level political field missions and meetings on women and humanitarian action; risk mitigation; Community of Practice, migration; fund initiatives of women's rights defense organizations and support thought leaders to participate in high level forums.	**3.3.1.1.1** Implement the Gender and Institutional Certification programme (Gender Responsive Budgeting, Parity 2025, Gender Responsive Workplace & M&E platform and database), funding CSOs, publish State of Gender Equality in Africa Report and alternative CSO report, African Gender Scorecard, AU Chairperson Gender Achievement Award, AU Gender Brand, and implement a Gender Advisory Group to mobilize expertise, funding and political support for policy, political and strategic platforms.	**4.3.1.1.1** Integrate gender in the re-writing of the African Narrative (including the media, text books, literature, wiki-date, fashion, arts, culture and sports); appoint Celebrity Goodwill Ambassadors and regional flag bearers; funding and training[120] advocacy and technical support to AU, government and continental institutions.[121]

117 In support of the mandate of the AU Special Rapporteur on Women's Rights
118 State actors identified by the Ministries of Gender
119 Women's rights defense organsations, religious and traditional leadership councils
120 New ventures/start-ups, continental museums, writers associations, large media corporations
121 Ministry of education, intellectual property rights organizations, CELTHO

ANNEX B: DEFINITIONS

Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, sexual orientation, age, etc.[122]

Gender analysis
Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.[123]

Gender and sex: These are commonly confused and understanding the difference is useful and indeed fundamental to understanding gender inequality. In simplified terms:
- **Sex** refers to biological and anatomical features men and women are born with.
- **Gender** refers to the socially constructed roles and expectations assigned to men and women in society. This is the aspect of gender that we are addressing in the pursuit of social inclusivity, gender equality and poverty reduction.

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

Gender blindness
This term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.[124]

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122 UN Women, OSAGI Gender Mainstreaming - Concepts and definitions
123 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".
124 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

Gender (or sexual) division of labour

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

Gender discrimination

Gender discrimination is defined as: "Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." [125]

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. [126]

Gender equity

The preferred terminology within the United Nations is gender equality, rather than gender equity. Gender equity denotes an element of interpretation of social justice, usually based on tradition, custom, religion or culture, which is most often to the detriment to women. Such use of equity in relation to the advancement of women has been determined to be unacceptable. During the Beijing conference in 1995 it was agreed that the term equality would be utilised. This was later confirmed by the CEDAW committee in its General Recommendation 28: "States parties are called upon to use exclusively the concepts of equality of women and men or gender equality and not to use the concept of gender equity in implementing their obligations under the Convention. The latter concept is used in some jurisdictions to refer to fair treatment of women and men, according to their respective needs. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities". [127]

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125 United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women'. Article 1
126 UN Women, OSAGI Gender Mainstreaming - Concepts and definitions
127 UN Women, OSAGI Gender Mainstreaming - Concepts and definitions; Committee on the Elimination of Discrimination against Women (2010), General recommendation No. 28 on the core obligations of States parties under article 2 of the Convention on the Elimination of All Forms of Discrimination against Women

Gender mainstreaming is the chosen approach of the United Nations system and international community toward realizing progress on women's and girl's rights, as a sub-set of human rights to which the United Nations dedicates itself. It is not a goal or objective on its own. It is a strategy for implementing greater equality for women and girls in relation to men and boys. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.[128]

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

Gender planning is an active approach to **planning** which takes **gender** as a key variable and seeks to integrate an explicit **gender** dimension into policies.[130]

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

Gender roles refer to social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labour). Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.[132]

Gender statistics reflect differences and inequalities in the situation of women and men in all areas of life: their specific needs, opportunities and contributions to society. In every society, there are differences between what is expected, allowed and valued in a woman and what is expected, allowed and valued in a man. These differences have a specific impact on women's and men's lives throughout all life stages and determine, for example, differences in health, education, work, family life or general well-being. Producing gender statistics entails disaggregating data by sex and other characteristics to reveal those differences or inequalities and collecting data on specific issues that affect one sex more than the other or relate to gender relations between women and men. Gender statistics should also reflect differences and inequalities in the situation of women and men. In other words, concepts and definitions used in data collection must be developed in such a way as to ensure that the diversity of various groups of women and men and their specific activities and challenges are captured. In addition, data collection methods that induce gender bias in data collection, such as underreporting of women's economic activity, underreporting of violence against women and undercounting of girls, their births and their deaths should be avoided.[133]

128 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You", ECOSOC agreed conclusions 1997/2
129 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".
130 http://eige.europa.eu/gender-mainstreaming/methods-tools/gender-planning
131 http://www.wikigender.org/wiki/gender-budgeting/
132 Source: UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".
133 Input by the UN Environment Programme into the Gender Strategy; E Mail 26 October, 2017

Gender stereotypes- A generalised view or preconception about attributes or characteristics that are or ought to be possessed by, or the roles that are or should be performed by women and men. A gender stereotype is harmful when it limits women's and men's capacity to develop their personal abilities, pursue their professional careers and make choices about their lives and life plans. Harmful stereotypes can be both hostile/negative (e.g., women are irrational) or seemingly benign (e.g., women are nurturing). It is for example based on the stereotype that women are more nurturing that child rearing responsibilities often fall exclusively on them. Gender stereotyping refers to the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men. Gender stereotyping is wrongful when it results in a violation or violations of human rights and fundamental freedoms. An example of this, is the failure to criminalise marital rape based on societal perception of women as the sexual property of men. Compounded gender stereotypes can have a disproportionate negative impact on certain groups of women, such women in custody and conflict with the law, women from minority or indigenous groups, women with disabilities, women from lower caste groups or with lower economic status, migrant women, etc.[134]

Marginalisation is the powerlessness and exclusion experienced by a group, resulting from an inequality of control of 'resources and power structures' within society.[135]

Masculinity: A gender perspective, or way of analysing the impact of gender on people's opportunities, social roles and interactions, allows us to see that there is pressure on men and boys to perform and conform to specific roles. Thus, the term masculinity refers to the social meaning of manhood, which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man and these can change over time and from place to place. The term relates to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of the masculine as well.[136]

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

Sex-disaggregated data: Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependants, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.[137]

Sexual and reproductive health and reproductive rights (SRH&RR): Taken together, sexual and reproductive health and reproductive rights can be understood as the right for all, whether young or old, women, men or transgender, straight, gay, lesbian or bisexual, HIV positive or negative, to make choices regarding their own sexuality and reproduction, providing they respect the rights of others to bodily integrity. This definition also includes the right to access information and services needed to support these choices and optimize health.[138]

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134 http://www.ohchr.org/EN/Issues/Women/WRGS/Pages/GenderStereotypes.aspx accessed 2 January 2017
135 https://www.megaessays.com/viewpaper/23571.html
136 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".
137 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You"; UNESCO (2003) Gender Mainstreaming Implementation Framework
138 UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

ANNEX C: ORGANISATIONS THAT CONTRIBUTED TO THE GEWE STRATEGY

Regional Economic Commissions

Common Market for Eastern and Southern Africa (COMESA); Economic Community of West African States Commission (ECOWAS); East African Community (EAC); Intergovernmental Authority on Development (IGAD); Southern African Development Community (SADC); West and Central African Council for Agricultural Research and Development (CORAF/WECARP).

African Civil Society Organisations

African Agribusiness Incubators Network (AAIN); African Artists Peace Initiative – AAPI; Cameroon National Association for Family Welfare – CAMNAFAW; African Advisory Board (AAB); African Centre for the Constructive Resolution of Disputes (ACCORD); African Diaspora Youth Forum in Europe (ADYFE); Arica Leadership Forum (ALF); Association des Femmes de l'afrique de l'ouest/West African Women Association (AFAO-WAWA); Association for Progressive Communications; Ccentre de Recherches, d'Etudes de Documentation et d'Information sur la Femme (CREDIF); Centre for 21st Century Issues Cnop-Cam Organisation; Ethiopian Women's Lawyers Association (EWLA); The African Women's Community and Development Network (FEMNET); Femmes Africa Ssolidarité (FAS); Food Rights Alliance (FRA); Forum for African Women Educationalists (FAWE); GAPEF Gender and Rural Development Trust (GERUDE); Gender Is My Agenda Campaign (GIMAC); Gender Links (GL), GROOTS; Groupe d'Initiatives pour le Progrès Social / War; GWAVA; International Fertilizer Development Centre (IFDC); Ipas Addis; Isis-Women's International Cross Culture Exchange - Isis (WICCE); Life and Peace Institute; Maghreb Young Leadership Network (MYLO); National Biofuel Corporation; Oxford Committee for Famine Relief (Oxfam); Burkina Faso; Oxford Committee for Famine Relief (Oxfam Ethiopia); Oxford Committee for Famine Relief (Oxfam Ghana); Oxford Committee for Famine Relief (Oxfam Kenya); Oxford Committee for Famine Relief (Oxfam Tanzania); Oxford Committee for Famine Relief (Oxfam Zimbabwe); Pan African Women's Organisation (PAWO); Rosaria Memorial Trust (RMT); Rural Women Farmers Forum (RWFF Cameroon); Rural Women Farmers Forum (RWFF Tanzania); Rural Women Farmers Forum (RWFF Uganda); Setaweet; Small Scale Women Farmers Organisation in Nigeria (SWOFON); Songtaba; Tubibe Amahoro; Union of Ethiopian Women Charitable Associations (UEWCA); Women's Action Group; Women Gender and Development Organization (MUGEDE); Women in Law and Development in Africa (WILDAF); Women and Resources in Eastern and South Africa (WARESA); World Association of Girls Guides and Girls Scouts (WAGGGS); Young Women's Knowledge and Leadership Institute (YOWLI); Youth and Child Advocacy Network (YACAN); YUW PROGRAM

Farmer Organisations

l'Association Nationale des femmes Agricultrices et Conseil des femmes de la Fédération des Unions de Producteurs (FUPRO) du Bénin; Plate-forme Régionale des Organisations Paysannes d'Afrique Centrale (PROPAC); Reseau Billital Maroobé (RBM); Réseau des Organisations Paysannes et de Producteurs de l'Afrique de l'Ouest; Reseau des Transformateurs des Produits Agricole

Rural Women's Network

African Women Agribusiness Network (AWAN); Apex Body of women in Poultry Value Chain; Association Régionale Taliouline; Cause Rurale; Cellule de Liaison et d'Information des Association Feminines du Tchad (CELIAF); Confédération Nationale des Producteurs Agricoles du Congo (CONAPAC); Coopérative de prestation de services agricoles-coobsa (COPSA-C); Founzan; Development Action Association; Egg Sellers Association; Farmers Organisation Network in Ghana (FONG); Fédération Nationale des Associations de Femmes Rurales du Mali; FENATAG; Helping Hands; Liphupho LeNdlovu Foundation; Pan African Women Organizations-Southern Africa Regional Office (PAWO-SARO); Plateforme des Agricultrices de Cote d'Ivoire (PFACI); Pro-Femmes Twese Hamwe; Union Nationale des Femmes du Maroc; Women in Agribusiness Network Ghana (WIANG)

Faith Based Organisations

African Christian Health Association Platform (ACHAP); Act Alliance; All Africa Conference of Churches – African Union (AACC-AU); Association of Consecrated Women in Eastern and Central Africa (ACWECA); Africa Christian Health Associations Platform (ACHAP); Africa Church of the Holy Spirit; Africa Women of Faith Network (AWFN); African Church of the Holy Spirit; All Africa Young Men Christian Associations; Alliance of FBOs in Cameroon Anglican Church; Anglican Church of Uganda; Association of Evangelicals in Africa; Association of Member Episcopal Conferences of Eastern Africa; Baha'i International Community (BIC AAO); Catholic Church in Burundi; Catholic Diocese of Ngong; Christian Health Association of Kenya (CHAK); Christian Churches Council in Angola; Christian Council of Ghana; Community Organizers Multiversity; Coordinator of the Muslim women of Chad; Council of Anglican Provinces of Africa; Conseil National des Eglises du Burundi (CNEB); Eastern and Southern Africa Small Scale Farmers Forum (ESAFF- Uganda); ECC Communauté Baptiste au Centre de l'Afrique (DRC); Ecumenical Disability Advocates Network (EDAN Kenya); Ecumenical Disability Advocates Network (EDAN Lesotho); Ecumenical Disability Advocates Network (EDAN Uganda); Ecumenical Disability Advocates Network (EDAN Zimbabwe); Ecumenical Pharmaceutical Network; Espoire de la Famille; Ethiopian Evangelical Church Mekane Yesus; Ethiopian Interfaith Forum for Development Dialogue and Action; Evangelical Association of Malawi; Evangelical Lutheran Church of Tanzania; Evangelical Presbyterian Church; Ghana; Faith to Action Network; Federation of Women Lawyers (FIDA) Kenya; Friends Church Quakers; God Remembers All Children Everywhere Foundation; Greek Orthodox Patriarchate of Alexandria and All Africa; Hindu Council of Kenya; Inter Faith Forum; International Network of Religious Leaders Living with or affected by HIV/AIDS; Inter-religious and Inter-cultural Dialogue Programme (INTERDIP); Inter religious Council of Burundi; International Planned Parenthood Federation (IPPF); Jomo Kenyatta University of Agriculture and Technology (JKUAT); Kenya Gender Justice Movement; Kenya Interfaith Youth Network; Kenya Muslim Youth Alliance; Kenya Women of Faith Network; Landesa; Landnet Malawi; Maseno University; Media Consultant; Methodist Church; Methodist Church Ghana; Muslim Family Counselling Services; Nairobi Central Seventh Day Adventist Church; National Council of Churches of Kenya (NCCK); Nigerian Baptist Convention; Norwegian Church Aid; Organization of African Instituted Churches (OAIC); Orthodox Church; Padare Enkundleni Men's Forum on Gender; Presbyterian Church of East Africa (PCEA); Presbyterian; Presbyterian Church of Rwanda; Presbyterian Church of South Sudan; Women Desk; Province de l'Eglise Anglicane du Burundi; REJAD; REJAD Youth Network; REJAD Youth; Rwanda Initiative for Sustainable Development (RISD); Sudan Council of Churches (SCC); Tanzania Gender Networking Programme; Tanzania National Resource Forum (TNRF); The Church of Central Africa Presbyterian (C.C.A.P.); Blantyre Synod; The African Women's Community and Development Network (FEMNET); Uganda Faith Network on Environmental Action; Uganda Joint Christian Council; Uganda Women's Network (UWONET); Union of Muslim Council for East, Central and Southern Africa; United Church of Christ; United Methodist Church; United Religions Initiative (URI Ethiopia); United Religions Initiative (URI Kenya); United Religions Initiative (URI Nigeria); United Religions Initiative (URI Rwanda); United Religions Initiative (URI South Sudan); Youth Alive

Academic and Research Institutions

University of Nairobi; University of Pretoria; WE-Care Global Team Women, Educators Clinicians and Researchers (United Kingdom); WE-Care Hewlett Women, Educators Clinicians and Researchers (Philippines); WE-Care Unilever Women, Educators Clinicians and Researchers (Zimbabwe)

International Civil Society Organisations

Action Aid International; Cooperative for Assistance and Relief Everywhere (CARE) International; Companies and Intellectual Property Commission (COR); Crisis Action International Planned Parenthood Federation (IPPF AULO); Oxford Committee for Famine Relief (Oxfam); International Plan International; Transparency International; Voluntary Services Overseas International

United Nations Agencies

United Nations Development Programme (UNDP); International Fund for Agricultural Development (IFAD); International Labour Organization (ILO); United Nations Environment Programme (UNEP); United Nations Economic Commission for Africa (UNECA); United Nations Food and Agriculture Organisation (FAO); United Nations Population Funds (UNFPA) United Nations Women; World Food Programme (WFP)

Bilateral donor agencies

Embassy of Australia; Embassy of Canada; Embassy of Sweden; Spanish Agency for International Development Cooperation (**AECID**); United States Agency for International Development.

WRITTEN CONTRIBUTIONS TO THE AU GENDER STRATEGY

UN Agencies
1. FAO Headquarters
2. UN ECA
3. UN Environment Programme
4. UN Human Rights
5. UNFPA

International Cooperating Partners
6. JFA/JPA Global Affairs Canada IFDC
7. OXFAM - Nairobi
8. OXFAM - Women's Economic Empowerment
   and Care Economic Justice Team
9. Oxfam Harare

INGOs
10. International Centre For Women
    Empowerment and
    Child Development (ICWECD)

RECs
11. ECOWAS

Private Sector Organisations
12. Mckinsey

CSOs
13. BAHA'I Group Comments
14. Uganda Faith Network on Environmental
    Action
15. Association for Progressive Communications
16. Pan-African Christian Women Alliance in Africa
    (PACWA) / Alliance des Femmes Evangeliques
    en Afrique (AFEA) Association of Evangelicals
    in Africa Women's Commission
17. Theology, Family Life & Gender Justice -
    All Africa Conference of Churches

Individuals
18. Tafadzwa R Muropa

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