GOVERNMENT OF MALAWI

NATIONAL PLAN OF ACTION FOR THE NATIONAL GENDER PROGRAMME

2005 - 2008

Ministry of Gender, Child Welfare
and Community Services
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Foreword

The National Plan of Action for the National Gender Programme is a compressive programme with clear outlined activities that are aimed at reducing gender inequalities. This Plan of Action reflects a joint realization by government, private sector, civil society, donors and other stakeholders that poverty has a distinct gender dimension and that something has to be done to reverse the trend. The rationale for reducing gender inequality is compelling if Malawi is to achieve meaningful poverty reduction. Gender equality will ensure increase to access to education for girls, increase to health care for women as well as higher literacy levels leading to increase access to information that can empower women.

In December, 2004, the Malawi Government launched the National Gender Programme (NGP) to ensure that gender issues are taken seriously in all development programmes. The NGP will implement the priorities of the National Gender Policy approved by Cabinet in 2000. The NGP is also a tool to help Malawi implement the Millennium Development Goals (MDGs), which are poverty eradication, universal primary education, gender equality and empowerment of women, improving child and maternal health, combating HIV, Malaria and TB, promoting environmental sustainability and

developing global partnership. The NGP is therefore, a key and very important value-adding programme to the Malawi Poverty Reduction Strategy (MPRS) and the MDGs.

The Ministry of Gender, Child Welfare and Community Services set up a task force to formulate the National Plan of Action for the National Gender Programme in collaboration with stakeholders. Political will and leadership are therefore very critical to the success of this Plan of Action to ensure that a conducive environment is put in place for effective implementation of the National Plan of Action. I therefore urge all concerned parties to ensure that activities outlined in this Plan of Action are implemented in a coordinated and effective manner for them to make impact on the lives of the beneficiaries.

Hon. Joyce Banda, MP
MINISTER OF GENDER, CHILD WELFARE AND COMMUNITY SERVICES

Acknowledgements

The development process of the National Plan of Action for the national Gender Programme has been made possible as a result of commitment of various stakeholders.

As such the Ministry of Gender Child, Welfare and Community Services would like to extend its special thanks to representatives from public, private and civil society organizations that constructively contributed to the development of this plan of action.

Additional thanks go to the Ministry of Gender, Child Welfare and Community Services and line ministries (Agriculture, Education, Health, Finance and Economic Planning and Development) staff for working tirelessly to refine the document.

Lastly, the Ministry of Gender, Child Welfare and Community Services would like to recognize the recommendable contributions, both financially and technically by Norwegian Government and the United Nations Development Programme (UNDP) for the development of this plan of action.

Acronyms

AIDS	:	Acquired Immune Deficiency Syndrome
ARVs	:	Anti Retroviral
CBOs	:	Community Based Organisations
CDAs	:	Community Development Assistants
CEDAW	:	Convention on the Elimination of all forms of Discrimination Against Women
CIDA	:	Canadian International Development Agency
CRC	:	Convention of the Rights of the Child
DAGG	:	Development Assistant Group on Gender
DANIDA	:	Danish International Development Assistance
DFID	:	Department for International Development
DIP	:	District Implementation Plan
EC	:	Emergency Contraception
EMOC	:	Emergency Obstetric Complication
EU	:	European Union
FAWEMA	:	Forum for African Women Educationist in Malawi
FBOs	:	Faith Based Organisations
FP/RH	:	Family Planning/Reproductive Health
GAC	:	Gender Advisory Committee
GAD	:	Gender and Development
GDP	:	Gross Domestic Product
GFPs	:	Gender Focal Points
GMIS	:	Gender Management Information System
HEU	:	Health Education Unit
HIV	:	Human Immuno Deficiency Virus
IEC	:	Information Education Communication
ILO	:	International Labour Organisation
KMC	:	Kangaroo Mother Care
MAMWA	:	Malawi Media Women Association
MD	:	Maternal Death
MDGs	:	Millennium Development Goals

MGTT	:	Malawi Gender Trainers Team
ML/LA	:	Min Laparatomy Under Local Care
MoGCWCS	:	Ministry of Gender, Child Welfare and Community Services
MPRSP	:	Malawi Poverty Reduction Strategy Paper
NAMISA	:	National Media Institute for Southern Africa
NGO-GCN	:	Non – Governmental Organization Gender Coordination Network
NGOs	:	Non – Governmental Organisation
NGP	:	National Gender Programme
NORAD	:	Norwegian Assistance for Development
PAC	:	Post Arbotal Care
PMTCT	:	Prevention from Mother to Child Transmission
POA	:	Plan of Action
PRA	:	Participatory Rural Appraisal
PS	:	Principal Secretary
PTA	:	Parents Teachers Association
SADC	:	Southern African Development Cooperation
SM	:	Safe Motherhood
SRH	:	Sexual Reproductive Health
STI	:	Sexual Transmission Infection
TBA	:	Traditional Birth Attendant
TOT	:	Trainers of Trainers
TV	:	Television
TWG	:	Technical Working Group
UN	:	United Nations
UNDP	:	United National Development Programme
UNFPA	:	United Nations Population Fund
UNGCU	:	United Nations Gender Coordinating Unit
UNICEF	:	United National Children’s Funds
USAID	:	United States Agency for International Development
WFP	:	World Food Programme
WHO	:	World Health Organization
WID	:	Women In Development

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SECTION 1: GENDER MAINSTREAMING

1.0 INTRODUCTION

The Plan of Action (POA) for gender mainstreaming is a document reinforcing the government of Malawi to implement the National Gender Programme. The National Gender Programme is a guiding tool for the implementation of the National Gender Policy that was launched in the year 2000.

The Plan of Action was developed through a consultative process with the government ministries, key stakeholders and donor partners. Those consultations identified several gender issues and concerns that are to be addressed in this plan of action.

The POA seeks to enhance participation of men, women, girls and boys in development process for sustainable and equitable development for poverty eradication.

Gender mainstreaming entails addressing gender concerns at all levels and in all sectors of development which are critical to the achievements of the goal of democracy, social justice, poverty eradication and sustainable development.

The POA focuses on some of the following objectives which are stipulated in the National Gender Programme:-

- Strengthening Capacity for gender mainstreaming in public and private sectors and civil society**.**
- Increasing access to and quality of education for girls.
- Ensuring that gender concerns are addressed throughout the health sector**.**
- Ensure gender issues are mainstreamed throughout all activities relating to HIV and AIDS
- Strengthening gender mainstreaming in the agriculture, food and nutrition security sectors.
- Promoting and protecting women's participation in politics, decision - making and the rights of women.

It is therefore anticipated that by addressing these objectives, gender responsive through sustainable development can be achieved.

1.2 SOCIAL AND ECONOMIC CONTEXT

1.2.1 Country Facts

Malawi is a landlocked country located in the Sub-Sahara Africa bordering with the united Republic of Tanzania to the north, the peoples Republic of Mozambique to the east and south and the Republic of Zambia to the west. The country has a total population of 11.5 million people and a total area of 118,484 square kilometer of which one- fourth is occupied by Lake Malawi.

Malawi became independent in 1964 and republic in 1966. From 1964 to 1994 the country was constitutionally under one party rule. In 1993, a referendum was held leading to the adoption of multiparty system of government. Currently, the country enjoys a stable political environment and the government has shown commitment towards programmes aiming at promoting empowerment of women and achieving gender equality.

1.2.2 Economy

In 2004, Malawi was ranked as the world's 13th poorest nation (UNDP Development Index, 2004) with UN's per capita of USD 160. An estimated of 65% of rural and 55% of urban population live in extreme poverty (earning less than 1 USD per day) and 85% of the population depending on subsistence farming for survival.

The Malawi's economy remains agro-based with the agriculture sector accounting for over 38.6 percent of GDP, employing about 84.5 percent of the labour force and accounting for 82.5 percent of foreign exchange earnings. Agriculture is characterized by a dual structure consisting of commercial estates that grow cash crop and a large smallholder sub sector that is mainly engaged in mixed subsistence farming. Maize, the staple food accounts for 80 percent of cultivated land in the smallholder sub-sector. The main agriculture export crop is tobacco followed by tea, sugar and coffee.

The manufacturing sector is small at 11.0 percent of GDP and declining. Manufacturing comprises mainly agro-processing activities, including of tobacco, tea, and sugar. Distribution and services represent 22 percent each over 1998-2002 periods.

1.2.3Health

Malawi suffers from poor health indicators. Life expectancy dropped from 45 years in 1995 to 39 years in 2000.The health care delivery system is inadequate, especially primary health care, and women and girls in particular suffer from poor access to the health services available. Pre-natal and anti-natal health care is very limited and in 2000 only 55% of beds were attended by a trained health worker.

Mortality rate assessed against International health indicators rank Malawi amongst the 20 highest in the World. Infant mortality totals 114 deaths per 1000 live births. The under 5 child mortality rate at 183 deaths per 1000 live births and a maternal mortality rate at 1120 deaths per 100,000 pregnant women. There is also a gender imbalance in existing health service staff. While traditionally most nurses are women, the service as a whole is male dominated, and most medical assistants are male. The quality of professional health service care is also low. Negative staff attitudes prevent individuals, especially adolescent girls, seeking health care access, particularly sexual and reproductive health care advice.

1.3 SITUATION OF GENDER AND DEVELOPMENT

Gender inequalities restrict economic growth and exacerbate poverty, as well as denying full access to human rights. The inequalities are pronounced in the following areas:

The patriarchal nature of Malawian society results in males remaining the dominant decision-makers in the public sphere. Women hold limited positions at all levels of governance, and are poorly represented in the politics. At the household level, a strong tradition persists of maintaining the low status of girls and women, and this extends to marriage and throughout society as a whole. The legal system is largely unresponsive to women's needs and most rural women have little knowledge of their rights.

A total of 88% of the population of Malawi over the age of five do not have any educational qualifications. Although school enrolment for girls has recently risen, it has consistently lagged behind that for boys. While enrolment rates for boys and girls are equal in Standard 1, by Standard 5 the drop-out rate for girls increases consistently up to Standard 8, while that of boys stabilizes. This imbalance in gender enrolment is even more pronounced at the secondary school level, where approximately 39% of pupils are female. At the tertiary level, the rate decreases further, with approximately 28% of female students, and these are further under-represented in science and other professional degree programmes.

In Malawi, 58% of adults with HIV are women, and young women aged 15-24 are more than three times likely to be infected as young men. Women and girls are particularly vulnerable to infection of HIV/AIDS for both cultural and biological reasons. They are generally less able to negotiate safe sex because of their lower status and fear of violence. Abuse of girls by teachers at school, and the practices of young girls selling sex for an income, or attaching themselves to

older men ('sugar daddies') for protection exacerbate the risk of infection. Traditional rituals, involving risky sexual practices, also contribute to infection rates. Because of the differences in attitudes towards men's and women's sexuality within and outside marriage, women who are infected by HIV/AIDS are more likely to be rejected from the family or ostracized by the village. In addition, it is mostly women and girls who bear the burden of caring for people who are living with/or affected by HIV/AIDS. In some instances, girls withdraw from school to take care of their sick parents or orphaned siblings at home.

Women play important roles in agriculture. They constitute 70% of full time farmers, carry out 70% of the agricultural work, and produce 80% of food for home consumption. However, their access to, and control over production factors, such as capital, land, agricultural inputs, and technology is limited. Access to markets for women is also limited as a result of transport costs and cultural norms that restrict women's travel outside their village. Limited access to processing or value adding technology results in most agricultural products from women farmers being of low value and quality, and hence they fetch low prices at the market. Male extension workers dominate agricultural extension services, and normally work with male farmers, so that women are denied access to valuable extension advice. This gender disparity in extension services has increased over the recent past.

There are also gender dimensions to issues around natural resource management. Traditionally, women and girls are responsible for fetching water and fuel-wood for domestic purposes. Once these resources become scarce, they have to walk the long distances necessary to fetch them. A major long-term impact of environmental degradation on girls is an increase in female dropout rates from school, as they have to spend long hours assisting their mothers in fetching water and firewood. Cultural factors mean that women have limited access to, and control over land, forest areas, and more importantly the benefits from these resources. They also have limited access to technology.

In the area of economic productivity, women are disproportionately affected by constraints to agricultural production, such as lack of access to land, capital, labour and markets. Most women access credit from micro-finance institutions, which charge very high interests and require weekly repayments. As a result they have difficulties gaining economic returns from agricultural and non-agricultural business. Credit restrictions for women, including loan size, mean they are not able to engage in more productive medium-to large-scale income generating projects. In the agricultural sector, it has been difficult for women to access seasonal agricultural credit. Female entrepreneurs also lack the skills in business identification, planning, management and expansion that are necessary for developing product markets and improving the

quality of their products so that they can access international markets. Most business decisions are made by their husbands or other male relatives.

1.3.1 Current Strategies

The Ministry of Gender Child Welfare and Community Services has employed a number of strategies to ensure that gender is being mainstreamed at all levels. The following are some of the strategies:-

- Establishment of the Malawi Gender Trainers Team (MGTT) as an institution that provide gender training to relevant institutions and ensure that training standards are maintained.

- Development and dissemination of gender mainstreaming guidelines in:
    - Human Resource Management
    - Budgeting and
    - Project Cycle

- Establishment of gender focal points in Public Sector, Private Sector, Civil Society and Faith Based Organizations. These focal points have been trained in Gender Mainstreaming and Analysis to ensure that gender is being mainstreamed in policies, programmes and projects of their organization or ministries.

- In collaboration with the Law Commission the Ministry is reviewing Gender related laws to make them gender responsive.

- The formation of the Gender Coordination Network (NGO-GCN) to coordinate NGOs that are addressing Gender concerns.

- Capacity building of the ministry staff in gender (short courses) to ensure effective coordination and networking of gender activities.

- Development of Gender Based Violence Training Manual and Gender Training Manual to maintain standards in trainings.

- Signing and ratifying of international and regional instruments and commitments that promote gender equality like Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) the Convection of the Rights of the Child (CRC) and Southern Africa Development Cooperation Declaration on Gender and Development.

- Development of the Malawi National Platform for Action (1997) as a follow-up to the Beijing Commitments. It focuses on four critical areas of concerns: Poverty eradication and Economic empowerment, Violence against Women, the girl Child and peace.

- Development of National Strategy to combat Gender Based Violence (2002-2006), a guide to address issues of gender based violence.
- Development of the National Gender Programme (2004-2009) a guiding tool to implement the National Gender Policy

- Development of a National Action Plan on Women, Girls and HIV/AIDS (2005-2009).

1.3.2 Status on the Implementation of strategies

The Government of Malawi has shown commitment to Gender Mainstreaming by signing and ratifying International and Regional instruments. In addition, the government has taken important steps to establish relevant instruments that provide a conducive environment for gender mainstreaming to ensure sustainable and equitable development for poverty eradication. Such instruments include the National Gender Policy, The National Strategy to combat Gender Based Violence, The Malawi National Platform of Action for Beijing Commitments, The National Gender Programme and The Gender Mainstreaming Guidelines in human resource management, Budgeting and Project Cycle.

The National Gender Policy (2005-2009)
The National Gender Policy goal is:-

To mainstream gender in national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication.

The National Gender Policy focuses on six thematic priority areas

- Education and Training
- Reproductive Health
- Food and Nutrition Security
- Natural Resource and Environmental Management
- Government and Human Rights
- Poverty Eradication and Economic Empowerment.

Line ministries and development partners are implementing these thematic areas. According to the lifespan of the policy, it will be due for review by the end of 2005. This will provide an opportunity to include the most up-to-date developments that have a bearing on gender dynamics.

The National Gender Programme (NGP)

The goal of the National Gender Programme is to achieve gender responsive sustainable development through gender mainstreaming in policies, programme and projects.
To achieve this, the National Gender Programme document focuses on: -

- Institution strengthening.
- Education.
- Health.
- HIV/AIDS
- Agriculture, food and national security.
- Natural resource and environmental management.

- Poverty eradication and economic empowerment.
- Governance and human rights.

The process of implementing the National Gender Programme involves a wide range of partners and actors in development. These include the government, the private sector, NGOs, bilateral and multilateral financial institutions and women's organizations.

The Ministry of Gender, Childwelfare and Community Services has the core role of:

- Providing policy direction and registration.
- Coordinating and monitoring.
- Settling standards and guidelines.
- Creating and enabling environment for other players to play their role
- International representation and reporting.
- Developing partnership with implementing partners.

To facilitate gender mainstreaming the NGP emphasizes on institutionalization of the concepts of gender mainstreaming across all relevant stakeholders to build gender responsive institutions. A key component to this process is capacity building.

Other gender mainstreaming related instruments are:-

- Policy on universal free primary school.
- Education policy on re-admission.
- National policy on orphans and other vulnerable children.
- National HIV/AIDS policy.
- National policy on early child development.
- The MPRSP in identifying gender mainstreaming and enforcement as a critical cross cutting issues in all sectors
- The millennium development goals seek to promote gender equality and empower women.

SECTION 2: PLAN OF ACTION ON GENDER

2.0 STRUCTURE AND IMPLEMENTATION OF GENDER PLAN OF ACTION

2.1 Key Instruments

The National Gender Programme locates the responsibility for the oversight of the implementation in the MOGCWCD. Its main overarching responsibility is to create 'an enabling policy environment in which all stakeholders can play their role effectively'. Its core roles are listed as follows:

- Policy and legislation
- Coordination and Monitoring
- Setting standards and guidelines
- Creating an enabling environment for other players to play their roles
- International representation and reporting
- Developing partnerships with implementing partners.

Gender mainstreaming interventions are guided by a number of instruments among them are:

The Malawi Constitution

It upholds the principle of gender equality and states that women have the right to full and equal protection by the law. It invalidates any law, practice, or policy that discriminates on the basis of gender.

National Gender Policy Provisions

It gives the ministry the responsibility for overseeing the mainstreaming of gender in all development policies, programmes, projects and activities. It is also expected to provide technical backstopping services to all its stakeholders in gender. The policy ends by stating in very clear terms that '*each individual stakeholder will be responsible for the implementation of the component of the policy which is relevant to its sector*.'

Poverty Reduction Strategy Paper/Malawi Growth and Development Strategy

It clearly recognises the feminisation of poverty within the social context of unequal power relations, Although a large proportion of the people in Malawi are living in poverty, and most people's basic needs are unmet, …within households,

unequal access and control over means and opportunities has further exacerbated the poverty of women and girls'. The paper recognises that men and women experience poverty differently, and addressing gender disparities is a critical prerequisite for attaining increased economic growth and sustainable human development. The four pillars upon which the strategy rests recognise the cross cutting nature of gender, which is to be read into each of them. These are:

- Sustainable pro-poor economic growth
- Human capital development
- Improving the quality of life for the most vulnerable, and
- Good governance.

The Malawi Poverty Reduction Strategy is phasing out in December, 2005 and the Government is developing the Malawi Growth and Development Strategy which will be the main Government development plan in the next 3 to 4 years.

National Gender Programme
It is the framework for the implementation of the National Gender Policy. Its goal is to mainstream gender concerns throughout the development process to bring about gender equality and the empowerment of women. This will be done by firstly, the integration of gender concerns throughout the development process, and secondly, by the empowerment of women by increasing their voice and participation. The Programme's eight priority areas correspond directly to the six identified in the Policy, with an additional two (gender and HIV/AIDS and agriculture, food security and nutrition) having been added for enhanced focus.

Millennium Development Goals
They focus on gender equality and the empowerment of women. The gender programme is responding to the Millennium Development Goals' policy cluster of emphasising human rights and social equity to promote the well being of all people and to ensure that poor and marginalized people, including girls and women, have the freedom and voice to influence decisions that affect their lives.

National Economic Empowerment Policy
It recognises the need to improve the welfare of women in Malawi. Women remain marginalized as compared to men. They have less access to education, credit, land, property and employment opportunities than men, in the public and private sectors. They also may not have equal access to technology and other key market information to support their

business activities. The institutional framework for supporting the development is weak, mostly in the public and non-governmental institutions. In Malawi 52% of the population is comprised of women and most of these live in the rural areas.

The Policy in relation to the empowerment of women focus on the following:

- *The provision of capacity building programmes to enhance their entrepreneurial skills and their ability to effectively manage their businesses;*
- *Review legislation to identify areas which currently serve as constraints to the development of women in general, and access to credit, land, markets and information in particular;*
- *Enhancement of the institutional framework supporting the development of women entrepreneurs through the institutional reform of such institutions; and*
- *Development of a charter to increase the employment opportunities of women in the public and private sector organizations.*

National HIV/AIDS Policy

Commits government to address unequal position of girls and women in society and the fact that, due to biological, social, cultural and economic factors, women and girls are more likely to become infected and can be more adversely affected by HIV/AIDS than men. The policy therefore makes a provision for an effective HIV/AIDS response that requires that the rights to equality before the law and freedom from discrimination are respected, protected and fulfilled, in particular, in gender relations among women, men, girls and boys

SADC National Indicative Development Strategy

It is a three-year plan designed to guide the SADC member state in their development plan. The plan recognises gender issues as critical for development and has targets to be achieved by member states.

2.2 Guiding Principles

The main gender challenge is to ensure that individual institution at all levels mainstream gender in their activities and related budgets so that the present inequalities and inequities between women and men, boys and girls, are removed or significantly minimized to enhance social economic transformation for a better life.

The development of the action plan was informed by the principles that follow below.

a) Translating gender mainstreaming into specific actionable interventions.

- Avoiding the use of jargon in designing activities.
- Focussing on the intended outcomes for each mainstreaming intervention.
- Accompanying each proposed activity with a media strategy to garner public buy in and ownership of the issues

b) Balancing WID/ GAD tensions in conceptualisation and strategy design

- Acknowledging that gender and development is an analytical tool and not an end in itself.
- Recognising that findings of gender analysis locate women in the most vulnerable positions with regards access and control of power and resources.
- Having women specific interventions that do not necessarily make reference to men and boys.

c) Clarify different starting points in terms of ongoing activities and proposed action plan.

- Acknowledging activities responding to the NGP priorities to varying degrees of conscious implementation of NGP.
- Allowing for differences in scope of suggested activities implementing sectors in light of the above.
- Conforming as much as possible to existing focus and avoiding a drastic shift in focus from ongoing activities.

d) Clarifying policy paradigm and highlighting implications for the future.

- Recognising that most of the recommended interventions are welfarist and anti poverty in nature, although in some instances there has been reference to the efficiency policy approach.
- The suggested activities do not allow much scope for empowerment-oriented interventions, and that these will have to be factored into the 10 - year time frame.

e) Speaking to issues of capacity, political will and sustainable interventions.

- Ensuring that capacity development is goal oriented
- Building in clear responsibility for policy makers within the implementing agencies and in the broader national context.
- Focussing on institutional capacity as opposed to individual capacity building
- Exploring processes that build internal capacity for future training as opposed to those heavily dependant on outside inputs.

f) Ensuring that range of activities focus not just on practical needs but have aspects of strategic needs.

- Addressing Knowledge/ Skills; Practices and Policies; Attitudes in activity design
- Building in a Rights Based Approach in terms of identifying the current democracy /governance/human rights themes that can be built on.
- Building in activities aimed at getting women to demand services from government, e.g. prosecution of sexual offenders and perpetrators of gender - based violence.
- Identification of themes that cut across ministries/ sectors.

Priority areas of focus.

It has been recognized that there is an urgent need for strengthening capacity to mainstream gender so as to address the objectives of the National Gender Policy. The focus of the NGP is therefore on institutionalization of the concepts of gender mainstreaming across all relevant stakeholders to build gender responsive institutional. A key component to this process is capacity building.

Engender the MPRSP

The NGP focuses on mainstreaming gender concerns throughout development activities. Although gender mainstreaming is not sufficiently articulated within the present MPRSP document, the NGP reinforces the need to address gender throughout the proposed strategies within the MPRSP.

Decentralization

The Government's current decentralization initiatives provide very relevant entry points for strengthening the participation of women in development activities. District Assemblies and devolved government structures will pay an instrumental role in gender mainstreaming at this level. There is recognition of theses opportunities throughout the NGP, and this is reflected in a number of strategies to address gender within the decentralized district structures.

Partnerships

Gender mainstreaming requires a multi-sectoral approach with the involvement of many stakeholders from all sectors and all levels. The NGP provides a tool to bring these stakeholders together under the common objective of gender equality. The formation of strong partnerships between stakeholders is therefore critical to the programme's successful implementation.

Institutional Framework

The many different partners that are involved in the NGP means that a clear framework detailing their roles is required to ensure successful implementation. At the center of this is the MOGCWCS who has the role of coordinating and overseeing the Programme.

Monitoring Framework

Monitoring and evaluation will be a critical component to the NGP in order to track progress and refine strategies where needed.

2.3 Strategic Objectives

Although the POA attempts to address six of the objectives in the NGP, there is a total number of eight strategic objectives in the NGP as outlined below:

Objective One: To strengthen capacity for gender mainstreaming in public and private sectors and civil society.

The overall objective of the National Gender Policy relates to mainstreaming gender concerns throughout the development process. For effective implementation of the policy capacity in gender mainstreaming within the MOGCWCS and across a critical mass of partners is required.

Objective two: To increase access to and quality of education for girls

The Constitution of Malawi enshrines education as a basic human right. Although school enrolment for girls has recently risen, it has consistently lagged behind that for boys. The introduction of free primary education in 9994 resulted in a dramatic increase in school enrolment for both boys and girls. By 2000, primary school enrolment school enrolment doubled and was close to that of boys. However, while enrolment rates for boys and girls are equal in Standard 1, by Standard 5 the drop–out rates for boys and girls are equal in standard 8, while that of boys stabilizes. The objective recognizes that literacy for women is essential for empowerment

Objective Three: To ensure gender concerns are addressed throughout health service provision, especially at the primary level.

Women and girls in particular suffer from poor access to the health services available. They frequently lack knowledge of the services on offer, and if they do know what is available, access may still be denied because of time constraints, the distance necessary to travel, and their limited ability to decide independently form their husbands about their care needs. Women from female-headed households who are free to choose may lack the resources necessary to seek health care. The objective aims at highlighting the gender issues to health delivery services.

Objective Four: To ensure gender issues are mainstreamed throughout all activities relating to HIV/AIDS

The threat of the HIV/AIDS epidemic and it's impact on poverty in Malawi cannot be underestimated. It also has a gender dimension. Young women aged between 20 to 24 are three times more likely to become infected that men of the same age. One on five women with AIDS develops the disease before they are 25 compared with one in 12 men of the same age.

Women and girls are particularly vulnerable to infection of the HIV/AIDS for both cultural and biological reasons. They are generally less able to negotiate safe sex because of their lower status and fear of violence. Abuse of girls by teachers at school, and the practices of young girls selling sex for an income, or attaching themselves to older men ('Sugar daddies') for protection exacerbates the risk of infection. Traditional rituals, involving risky sexual practices, also contribute to infection rates. Because of the differences in attitudes towards men and women's sexually within and outside of marriage, women who are infected by HIV/AIDS are more likely to be rejected from the family or ostracized by the village. Furthermore, in the absence of a health care system that can respond to the epidemic, women have become overburdened in their role as traditional carers of the sick.

Objective Five: To strengthen gender mainstreaming in the agriculture, food and nutrition security sectors.

The Malawi economy largely depends on agriculture, which supports 90% of the population and accounts for 36% of the Gross Domestic Product. Agriculture contributes to 63.7 per cent of income for the rural poor.

Women play important roles in agriculture. They constitute 70% of full time farmers, carry out 70% of the agricultural work, and produce 80% of food for home consumption. However, their access to, and control over production factors, such as capital, land, agricultural inputs, and technology is limited. Access to markets for women is also limited as a result of transport costs and cultural norms that restrict women's travel outside their village. No access to processing or value adding technology results in most agricultural products from women farmers being of low value and quality, and hence they fetch low prices at the market. Male extension workers dominate agricultural extension services, and normally work with male farmers, so that women are denied access to valuable extension advice. This gender disparity in extension workers has increased over the recent past.

Objective Six: To strengthen gender mainstreaming in the natural resources and environment sector in order to achieve equality and sustainable environment development.

Malawi is endowed with a diversity of natural resources that include fertile soils, forests, abundant water, diverse flora and fauna and fish. Unfortunately there is wide spread natural resource and environmental degradation and rapid depletion of

Malawi's natural resources caused by a number of factors: continued population growth; poor land management practices, including cultivation in marginal areas; and lack of environmental information, education and awareness.

There are strong gender dimensions to these issues. Traditionally, women and girls are responsible for fetching water and fuel wood for domestic purposes. Once these resources become scarce, they have to walk the long distance s necessary to fetch them. A major long-term impact of environmental degradation on girls is an increase in female dropout rates from school, as they have to spend long hours assisting their mothers in fetching water and firewood.

Cultural factors mean that women have limited access to, and control over land, forest, and more importantly the benefits from these resources. They also have limited access to technology. In addition, men dominate the professional natural resources sector so there are no female role models, who can motivate female students to join the sector.

Objective Seven: To reduce poverty among women and other vulnerable groups through economic empowerment

Despite a number of policy and structural adjustment interventions, poverty in Malawi is widespread and severe. Key causes of poverty have been identifies as limited access to land, low education, poor health, limited off-farm employment and lack of access to credit (including agricultural credit). Evidence of the severity of poverty is manifested through various negative socio-economic indicators. For example, according to the 1998 Integrated Household Survey, 65.3 per cent of the population was classified as poor, with over 29 per cent of the population living in extreme poverty. The situation has been aggravated by a harsh macro-economic environment, which has led to a weak industrial base. Manufacturing, concentrated in a limited number of areas, has merely maintained a fairly steady 13% GDP (1975 – 1995). Investment in Malawi's industrial development is strongly hampered on the one hand by the high interest rates imposed by the National Banks on loans (45 – 55%) and on the other hand, the artificially maintained exchange rate of the Malawi kwacha.

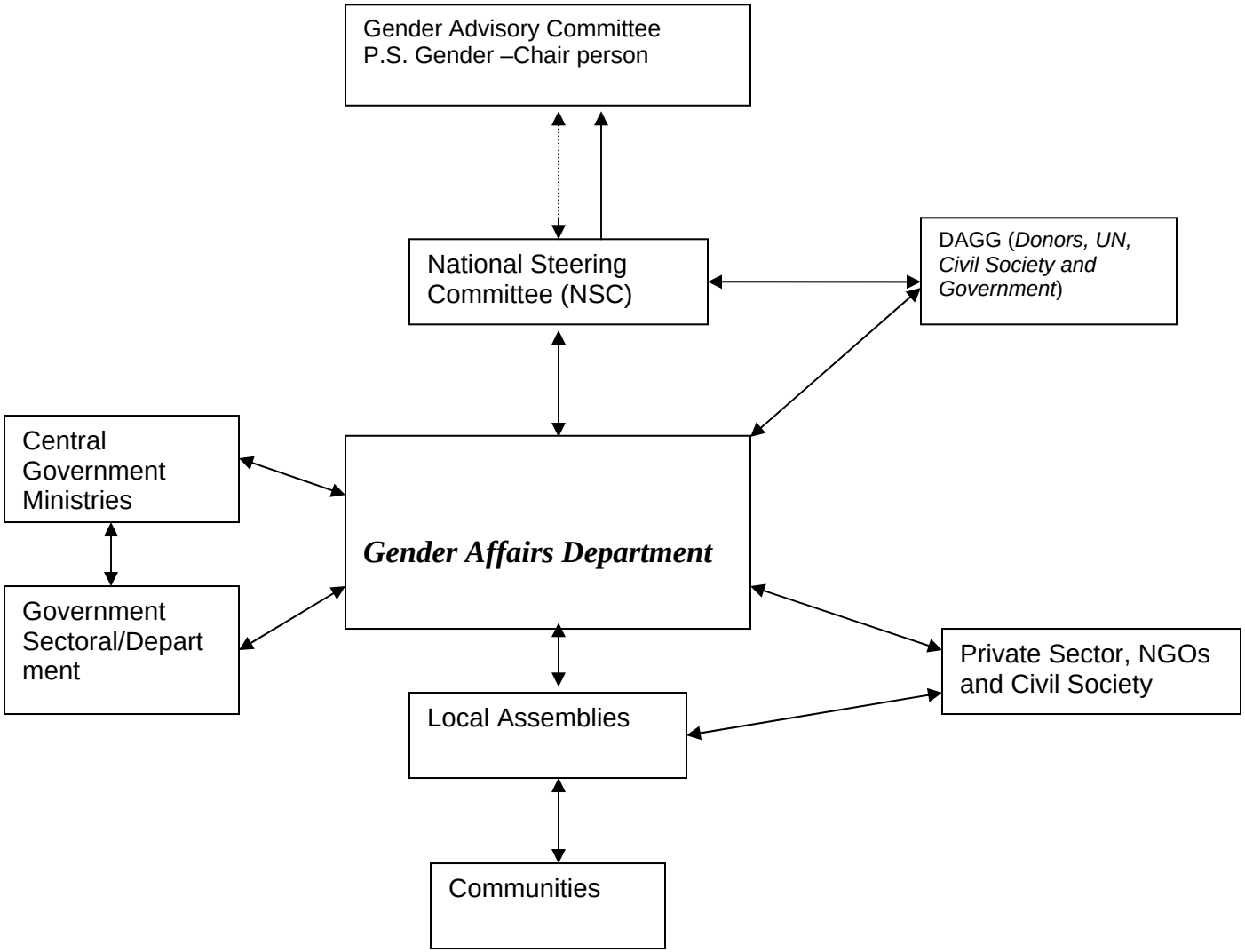
Objective Eight: To promote and protect women's participation in politics and decision-making, and the rights of women.

The Malawi Constitution promotes equality between women and men and contains a bill of rights, which invalidates any practice that discriminates against women. It advocates for the separation of powers, respect of human rights and the principles of popular participation.

The National Plan of action focuses on six components namely:

- Institutional strengthening
- Education
- Health
- HIV and AIDS
- Agriculture, food and nutritional security
- Governance and human rights

2.4 Institutional Arrangements for the Implementation of NGP



2.4.1 Coordination, Technical and Managerial Bodies

The co-ordination mechanism for the implementation of the National Gender Action Plan (Work plan) is outlined in the National Gender Programme. The key institutions of the co-ordination mechanism are The President, the Cabinet and the cabinet Committee responsible for Gender, Gender Advisory Committee (GAC), the National Gender Machinery, Sector ministries, Departments and Statutory Corporations, Civil Society, Private Sector, Constitutional Bodies, Development Partners and the International Community, Development Assistance Group on Gender, Malawi Gender Trainer's Team, District Assemblies.

DAGG

The existing coordinating mechanism among the donors in Malawi is the DAGG under the leadership of the office of the UN Resident Coordinator. Its mandate is to:

- Collaborate with national partners in the formulation, implementation and monitoring of major policy documents.
- Identify critical gender-based thematic areas for advocacy
- Network and share experiences, information and best practices in gender and development
- Facilitate human, technical and financial resources for efficient implementation of the National Gender Strategy by partners
- Keep track of national gender trends in order to be responsive to emerging issues

2.4.2 Potential Funding Sources

In recent years, many partners have been supporting gender issues and a most recent assessment indicate continued interest in supporting gender programmes mostly affecting women and the girl child.

Potential sources of financial are the Global Fund managed by National AIDS Commission, UNICEF, UNDP, The Royal Norwegian Embassy, CIDA, UNFPA, EU, USAID, WFP, DFID and NGOs.

The Government has also a role to support the Gender National Action Plan (Work plan) through the national budget.

2.4.3 Financing Framework

The Ministry favoured option is direct funding to the Department of Gender Affairs for coordination activities in the public and private sectors and civil society organisations. The Ministry shall establish the Programme Management Unit (PMU) which shall manage donor funds and shall have the Coordinator, Advisor and an Accountant to manage the funds.

For activities that enhance gender programme but fall under mainstream functions of line ministries and district assemblies, the funds will be directly channelled to such institutions.

2.4.4 Reporting and Accountability

All Government Ministries and NGOs involved in the implementation of the National Gender Programme through the Action Plan will report to the National Steering Committee. The reports will be submitted through the secretariat of the National Steering Committee in the Ministry of Gender Child Welfare and Community Services (Department of Gender Affairs). The Secretariat will be responsible for submitting the reports to Donors.

2.5 Timeframe

The National Plan of Action for the National Gender Programme will be implemented for three years from 2005 to 2008.

To facilitate and ensure a more effective implementation, the plan indicates activities to be implemented in three years. The budget breakdown therefore identifies the cost related to the specified activities to be undertaken each year.

At the end of 2008 it is expected that Malawi will become a gender responsive nation, which will enhance active and equitable participation of women, men, boys and girls in development process. This ensures sustainable and equitable development for poverty reduction.

2.6 Monitoring and Evaluation

The Ministry of Gender, Child Welfare and Community Services through the Department of Planning will be responsible for monitoring overall progress of the National Gender Programme using the output indicators set in the strategies.

Malawi Poverty Reduction Strategy Monitoring and Evaluation Master Plan will act as a guiding tool for Monitoring and Evaluating the National Plan of Action for the National Gender Programme (NGP).A specific Monitoring and evaluation work plan will also be developed to assist the Ministry and all stakeholders in monitoring the programme.

The Ministry will hold half year and annual progress reviews of the NGP through national consultative forums, interviews with policy makers, implementers and beneficiaries, and through periodic reports. The Ministry will also develop a comprehensive Gender Management Information System (GMIS) in collaboration and consultation with its partners and stakeholders. The GMIS will provide methods of collecting, documenting, storing, retrieving and disseminating information on gender mainstreaming at all levels.

2.7 Coordination and Reporting Mechanisms

Ministry level

The Department of Planning in the Ministry of Gender, Child Welfare and Community Services will be responsible for coordinating monitoring activities of all sectors, District Assemblies and communities, which will be involved in the implementation of the National Plan of Action for the National Gender Programme

District level

At district level, a sub committee on Gender comprising sectoral professional/ technical officers and NGOs/FBOs/CBOs representative will be set up to develop a district specific plan and monitor the Plan of Action at the various decentralized levels.

Community level

At community level, Community Development Assistants (CDAs) will provide programmes linkages by working closely with communities. CDAs will therefore be responsible for monitoring and evaluating the Plan of Action for the National Gender Programme.

National Steering Committee on Gender Mainstreaming

A National Steering Committee on gender mainstreaming, chaired by the Principal Secretary in the Ministry of Gender, Child Welfare and Community Services, will over see and advise key policy makers on matters related to implementing the National Plan of Action for the NGP. The committee will comprise Directories and Representative from stakeholders such as government ministries, donors, international and local NGOs.

Gender Advisory Committee

A Gender and Advisory Committee (GAC) will be set up comprised of Principal Secretaries. The committee's main role will be to advise the National Gender Machinery and provide strategic direction on major sectoral policy issues, especial on sectoral mainstreaming as well as act as an advisory body to the Cabinet Committee responsible for gender issues.

SECTION 3: ACTIVITIES PLAN

OBJECTIVE 1. Strengthen Capacity for gender mainstreaming in public and private sectors and civil society.

Outputs as per NGP

- Clearly defined guidelines for gender mainstreaming strategy consolidated and disseminated.
- Capacity for coordination of gender mainstreaming strengthened within MOGCWCS, civil society, and private sector.
- Institutionalisation of gender mainstreaming in public sector and local government structures.

Current Status of capacity building

The Staff Training College has reviewed and changed its syllabus to include modules on GAD. The training staff were oriented in 2 week long courses.
The Magomero Institute for extension staff has also built GAD into its training modules. The MOGCWCS developed a Diploma syllabus in conjunction with DANIDA and this had been stopped. It has now been restarted through the Bunda College through UNFPA. MOGCWCS should use this opportunity and develop a staff schedule for attendance in this Diploma.
At the University of Malawi the Gender Studies Unit is taking the lead in ensuring that courses offered have GAD modules. The same goes for Mzuzu University.

Sub Objectives	**Activity Description**	**Performance Indicators**	***Sources of Verification***	**Time Frame**	**Responsible Institution & Stakeholders**	**Budget In USD**
1.1 Strengthening capacity for coordination of gender mainstreaming within MOGCWCS, civil society, public and private sector**.**	1.1.1 Engage a GAD expert to provide technical expertise in programme management.	Expert engaged	TOR for the expert Office space and equipment Reports from the expert.	2005-2008	MOGCWCS, UNDP	Already have a Gender and HIV and AIDS expert
	1.1.2 Procure office equipment (5 laptops and 5 desktops computers, 1 LCD projector) and 3 4X4 vehicles for the National Gender Machinery	Improved and update coordination of gender activities	Programme reports	2005-2006	MOGCWCS, UNDP	240,000

	1.1.2 Train all staff in the three technical departments of Planning, Social Welfare and Community Development in using the gender mainstreaming guidelines.	Mainstreamed development plans, programmes and projects	Programme reports Training reports	2005-2008	MOGCWCS	200 000
	1.1.3 Build capacity in gender in both the ministry and stakeholders and training institutions so that they are able to coordinate gender mainstreaming	Gender sensitive training programmes offered Number of staff trained in gender	Activity reports	2005-2008	MOGCWCS	800 000
	1.1.4 Identify fora and review a calendar for information sharing and activities on gender studies, critical issues on women, including topical issues and insights at a national, regional and global level. e.g. - International Women's Day - Sixteen days of activism against violence - International Human Rights Day	Gender mainstreaming in the ministry and its partner organisations strengthened	Activity reports Press Statements	2006 -2008	MOGCWCS	300 000
	1.1.5 Build ownership through popularising the NGP among all the implementing sector ministries and other coordinating bodies and incorporate and use the GFPs and networking	Number of GFPs meetings Number of sector ministries and coordinating bodies implementing gender sensitive programmes and projects	Progress reports by MOGCWCS Progress reports by sectors	2005-2008	MOGCWCS	220 000

	1.1.6 Build a clear IEC strategy by establishing standing links with media.	Increased debates on gender using multi-media channels	Print and electronic materials Progress reports	2005-2008	MOGCWCS, NAMISA, MAMWA.	100 000
	1.1.7 Strengthen linkages with assemblies for gender mainstreaming in all assembly activities	Gender sensitive activities implemented at assembly level Reduced gender inequalities	Activity reports	2005 – 2008	MOGCWCS	150 000
1.2 Strengthen the capacity of MOGCWCS in coordinating GBV issues	1.2.1 Develop educational materials for schools and workplaces on GBV - Distribution of materials	Reduced GBV incidences in schools Increased number of girls completing school	Educational materials developed	2005 - 2008	MOGCWCS	150, 000
	1.2.2 Facilitate formation and training of Community Action Groups (CAGS) at district assembly levels	Number of CAGs established and trained Number of cases reported by CAGs Number and type of counselling services offered	GBV reports produced by CAGs Established links with VSU	2005 - 2008	MOGCWCS	450,000
	1.2.3 Equip MOGCWCS staff and other stakeholders with counselling skills	Number of officers equipped with counselling skills Number of families counselled	Reports	2005 - 2008	MOGCWCS	600,000
	1.2.4 Coordinate the 16 Days of Activism campaign against GBV	Number of activities conducted by stakeholders	Campaign reports	2005 - 2008	MOGCWCS	450,000
	1.2.5 Orient MOGCWCS staff and its stakeholders on the domestic violence bill	Number of officers oriented Improved service delivery on combating domestic violence	Workshop reports	2005 - 2008	MOGCWCS Ministry of Justice	200, 000
	1.2.6 Popularise the domestic violence law	Increased awareness by gender public on domestic violence law Number of domestic cases solved using the law	Campaign reports Number of cases reported	2005 - 2008	MOGCWCS Ministry of Justice	300,000

	Sub Total					**3,920,000**

OBJECTIVE 2. To increase access to and quality of education for girls.						
Outputs as per NGP ▸ Increased access to all levels of education for girls by promoting a girl friendly environment. ▸ Create a Gender equitable environment for the recruitment of teachers and deployment. ▸ Quality and relevance of school curricula improved gender issues.						
Ongoing activities in the ministry of education: ▸ Addressing girl child abuse through confidence building for the girl child. ▸ Running campaigns on the rights of the child to go to school.						
Sub Objective	**Activity Description**	**Performance Indicators**	***Sources of Verification***	**Time Frame**	**Responsible Institution and Stakeholders**	**Budget**
2.1 Address gender based violence in schools and homes as a cause of girl child drop - outs.	2.1.1 Facilitate sensitisation of teachers, students, and communities on gender based violence which retards girls education.	Number of girls completing education. Number of girls reporting incidences of GBV	School reports Surveys/ assessments reports	2005-2008	Ministry of Education District Assemblies NGOs Civil Society	900,000
	2.1.4 Advocate and lobby for the provision of girl child boarding facilities/schools	Increased number of girls successfully completing education	School reports/records	2005-2008	Ministry of Education/Ministry of Gender District assemblies	1,000,000
	2.1.5 Lobby for the stricter punishment regarding girl child defilement.	Number of men and boys prosecuted in courts	Court records Media reports	2005-2008	Ministry of Education NGOs Civil Society.	300,000

2.2 Review the policy on girls who get pregnant while in school.	2.2.1Lobby for the review of the policy to facilitate automatic readmission of the girls who get pregnant while in school after one year.	Number of girl mothers returning to school per year Number of girl mothers completing the education cycle	School records Reports of Counsellor in schools	2005-2007	Ministry of Education NGOs Civil Society.	150,000
	2.2.2 Conduct public awareness on the policy changes	As above	Ministry records Media articles	2005-2007	Ministry of Education NGOs Civil Society.	50,000
	2.2.4 Facilitate the review of Career Guidance in schools	Number of schools conducting career guidance talks Number of private sector organisations and civil society providing career guidance Number of girl child reached with career guidance	School reports survey/assessments reports	2006-2008	Ministry of Education	150,000
	Sub Total					**2,550,000**

OBJECTIVE 3. Ensure gender concerns are addressed throughout the health sector.

OUTPUTS

- Increased access to health services for women and girls especially Reproductive Health Unit (RHU).
- Improve quality of health services so they address the needs of women and young girls.

Sub Objective	Activity Description	Performance Indicators	*Sources of Verification*	Time Frame	Responsible Institution and Stakeholders	Budget
3.0 Improve the primary health care delivery system especially for women and girls	3.1.1 Facilitate mainstreaming of gender in the design of PMCT 3.1.2 Facilitate engendering the PMCT curricula and training materials at all levels	A gender responsive PMCT programme developed Increased number of women accessing services Improved health of communities (men, women, boys and girls) Gender sensitive service providers	PMCT programme Gender sensitive manuals Programme reports	2005 – 2008	Ministry of Health MoGCWCS	40,000 60,000 50,000 100,000
	3.1.3 facilitate the engendering of national RH strategy 3.1.4 facilitate the drafting of RH operational standards/guidelines that are gender sensitive	Updated strategy with gender perspective in place and disseminated Number of gender sensitive guidelines developed	Workshop/programme reports	2005 – 2008	Ministry of Health	200,000 100,000

	3.1.5 facilitate the development and maintenance of gender sensitive database PAC, EC, cervical cancer, PMTCT and youth friendly health service delivery	Gender responsive MIS (database)	Gender disaggregated data base system	2005 - 2008	Ministry of Health	150,000
	3.1.6 Facilitate gender sensitive operational research in PMTCT.	Research on PMTCT conducted	Research report	2005 – 2008	Ministry of Health	-
	3.1.7 Facilitate establishment and support of gender sensitive community groups for referrals to EMOC facilities	Increased number of women accessing EMOC facilities	Referral records	2005 – 2008	Ministry of Health	100,000
	3.1.8 Advocate for the elimination of GBV on sexual health and reproduction	Reduced number of reported incidences of GBV Reduced harmful cultural practices Increased number of women accessing reproductive health services	Programme Reports	2005 - 2008	MOGCWCS Ministry of Health	1,000,000
	Sub Total					**1,800,000**

OBJECTIVE 4. To ensure gender issues are mainstreamed throughout all activities relating to HIV/AIDS.
OUTPUT AS IN NGP

- Gender concerns are addressed throughout all HIV and AIDS strategies including mitigation, prevention and improvement in the quality of life of those infected
- Ensure that behaviour change communication relating to HIV and AIDS address the specific needs of males and females
- Gender dimensions to HIV and AIDS are mainstreamed through out all sectors

Sub Objective	**Activity Description**	**Performance indicators**	**Source of verification**	**Time frame**	**Responsible institution**	**Budget**
4.1 Address gender concerns in all HIV and AIDS strategies including mitigation, prevention and improvement in the quality of life of those infected	4.1.1 facilitate mainstreaming of gender in HIV and AIDS programmes and projects	Gender sensitive HIV and AIDS programmes	Programme reports	2005 - 2008	NAC MOGCWCS District Assemblies	100, 000
	4.1.2. Facilitate development of gender sensitive BCC materials	Increased number of people adopting safer sex behaviour Harmful cultural practices modified or eliminated	BCC Materials	2005 - 2008	NAC MOGCWCS District Assemblies	160, 000
	4.1.3 Facilitate the dissemination of all IEC and BCC activities in HIV and AIDS and SRH to be accessible to women and girls to address their specific needs	No of women/girls accessing BCC and IEC services on HIV and AIDS and SRH	Activity reports	2005 - 2008	NAC MOGCWCS District Assemblies	200, 000
	4.1.4 Strengthen campaigns on BCC strategies to stress the importance of male involvement	Increased number of men participating in HIV/AIDS prevention, treatment and care services	Gender responsive BCC Strategy document NAC and its partners monitoring reports	2005 - 2008	NAC MOGCWCS District Assemblies	150, 000
	4.1.5 Integrate SRH, STI and HIV and AIDS messages into existing community based programs such as economic groups, literacy classes, and farmers clubs to increase community access to	Increased number of people accessing SRH, STI and HIV/AIDS services	NAC and its partners monitoring reports	2005 - 2008	NAC MOGCWCS District Assemblies	250, 000

	information.					
	4.1.6 Facilitate dissemination of women's rights on SRH	Number of women accessing SRH services Number of women making decisions on their healthy needs and services	Home and hospital based care reports	2005 – 2008	NAC MOGCWCS District Assemblies	100,000
	4.1.7 Advocate and lobby for monogamous marriages, consistent condom use, and modification of harmful cultural practises	Harmful cultural practices modified/eliminated	Monitoring reports	2005 – 2008	NAC MOGCWCS District Assemblies	50,000
4.2 Gender dimensions mainstreamed through all HIV/AIDS strategies	4.2.1 Mainstream gender in all HIV and AIDS activities throughout all sectors	Gender analysis in HIV and AIDS activities done	Monitoring reports	2005 – 2008	District Assemblies NAC MOGCWCS	50,000
	4.2.2 Incorporate the gender dimensions to planning HIV and AIDS in the strategies.	Gender dimensions incorporated in the HIV and AIDS strategies	Gender and HIV and AIDS sensitive national and district plans District Development Plans Implementation Reports	2005 – 2008	MOGCWCS NAC District assemblies	50,000
	4.2.3 Promote access to non-discriminatory, confidential and client friendly SRH, appropriate for and accessible to women, the young and other vulnerable groups.	SRH client friendly access promoted Increased number of women, young and vulnerable groups accessing SRH services	Monitoring reports	2005 – 2008	MOGCWCS NAC District Assemblies	50,000
	Sub Total					**1,160,000**

OBJECTIVES 5: Strengthening Gender Mainstreaming in the Agriculture, Food And Nutrition Security Sector						
OUTPUTS AS IN NGP • Improved access of vulnerable Gender groups to Agriculture Resources • Reduced Food and Nutrition insecurity among vulnerable Gender groups including pregnant and lactating mothers and children						
Sub Objective	**Activity Description**	**Performance indicators**	**Source of verification**	**Time frame**	**Responsible institution**	**Budget**

5.1 Improve vulnerable groups' access to agricultural resources	5.1.1 Advocate and lobby for gender responsive land allocation process at local level	Number of vulnerable groups accessing and owning land by gender	Programme reports	2005-2008	Ministry of Agriculture with MOGCWCS, Lands, NASFAM, CARE International,	180, 000
	5.1.2 advocate for gender responsive programmes for input distribution to farmers	Number of vulnerable farmers accessing inputs Improved agricultural production among vulnerable groups by gender Improved food security at household level	Programme reports	2005 – 2008	Ministry of Agriculture NASFAM, CARE International	100, 000
	5.1.3 advocate and lobby for gender responsive credit mechanism (financial and equipment/tools) for enhancing agricultural production	Number of vulnerable farmers by gender accessing credit and equipment for agricultural production. Others as above	Programme reports	2006 – 2007	Ministry of Agriculture/Irrigation, MRFC,	100, 000
	5.1.4 facilitate development of gender mainstreaming guidelines for the agricultural sector	Gender sensitive plans and programmes/projects in the agricultural sector. Improved food security at household level	Workshop reports	2006 – 2007	Ministry of Agriculture and MOGCWCS	500, 000
	5.1.5 Conduct TOT on the use of the guidelines.	Gender sensitive service delivery Increased food production at household level per unit area.	Extension report	2006 – 2007	Ministry of Agriculture NASFAM, CARE International	50, 000
	5.1.6 Conduct monitoring for the agricultural sector mainstreaming activities.	Increased number of gender responsive programmes/projects implemented	Monitoring reports	2006	Ministry of Agriculture	260,000
	Sub Total					**1,190,000**

OBJECTIVE 6. To promote and protect women's participation in politics and decision - making, and the rights of women.

Outputs as per NGP

- Regional and international instruments to protect women's rights
- Increased number of women in decision making positions at all levels by putting in place women friendly legislature
- Strengthened coordination of gender based violence activities by reviewing existing laws.

Current Activities

- Raising awareness and implementing the provisions of international declarations such as CEDAW, African Women's Protocol, SADC Declaration, ILO Convention for women workers.
- Promoting women's participation in district level planning
- Ensuring that programmes that provide management, leadership and literacy skills for communities focus on targeting women.
- Building the capacity of service providers including extension workers, police, teachers and local leaders on the legal right of women.
- Ensuring that gender based violence strategies address the role of men and include men in implementation.

Sub Objectives	**Activity Description**	**Performance Indicators**	***Sources of Verification***	**Time Frame**	**Responsible Institution and Stakeholders**	**Budget**
6.0 Continue review of laws and practices to remove discrimination against women and to promote gender equality	6.1.1 facilitate civic education programmes using multi media on the laws of Malawi	Increased levels of awareness on laws of Malawi by the general public	Activity reports	2006 – 2008	Human Rights Commission. Law Commission, Ministry of Justice, UNICEF, OXFAM, CIDA and UNAIDS, NORAD, EU, DFID	100,000

	6.1.2 Hold public consultations at district, regional and national levels on specific laws to be reviewed	Public inputs on laws to be reviewed obtained	*Activity report*	2005	Human Rights Commission. Law Commission	100,000
	6.1.4 Hold national conferences to feed back to stakeholders and consolidate findings		Activity report	2006	Human Rights Commission. Law Commission	200,000
	6.1.5 Draft bill	Draft bill in place and available	*Draft Bill*	2006	Human Rights Commission. Law Commission	55,000
	6.1.6 Submission of report to Ministry of Justice for onward submission to Cabinet	Meeting held with Minister of Justice	Minutes of the meeting	2007	Human Rights Commission. Law Commission	
	Sub Total					**455,000**

OBJECTIVE 7: To monitor, review and evaluate the implementation of the National Gender Programme (NGP)
Outputs:

• Progress on the implementation of the National Gender programme being tracked • Strengthened coordination on the implementation of the NGP						
Sub- Objective	**Activity Description**	**Performance indicators**	**Source of verification**	**Time frame**	**Responsible organisation**	**Amount**
7.0 Conduct monitoring and evaluation activities in the implementation of NGP at all levels	7.1.1 Strengthen capacity for collection of gender disaggregated data and establish a GMIS	Number of research institutions/ staff trained and using gender sensitive research methodologies GMIS in place	*Availability of gender disaggregated data*	2005 - 2008	NSO Gender studies unit	500, 000
	7.1.2 Conduct follow up and supervisory visits on the various activities	Supervisory visits conducted Follow-ups to implementing sectors	*Supervisory report*	2005 – 2008	MOGCWCS	100,000
	7.1.3 Review the National Gender Programme activities with various stakeholders	Number of Programme reviews done	Activity reports	2005 - 2008	MOGCWCS	80, 000
	Sub –Total					**680,000**
	GRAND TOTAL					**11,755,000**