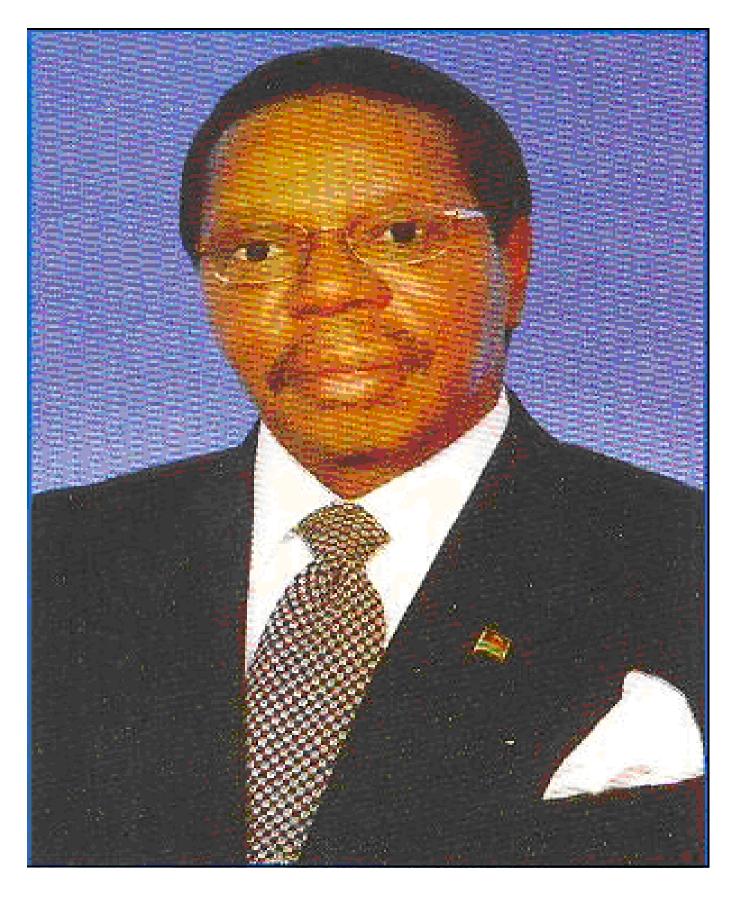**Republic of Malawi**

NATIONAL GENDER POLICY

JANUARY 2011

His Excellency Ngwazi Professor Bingu wa Mutharika,
President of the Republic of Malawi

Foreword

The Constitution of the Republic of Malawi recognizes and promotes gender equality as one of the ways of promoting the welfare and development of the people of Malawi. Further, gender equality is a basic human rights and development issue as affirmed in a number of international and regional human rights instruments to which Malawi is signatory.

Therefore, the purpose of this policy is to mainstream gender in the national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication.

This policy will lead to realization of aspirations of Malawi Government as stipulated in the Malawi Vision 2020, Malawi Constitution and the Malawi Growth and Development Strategy (MGDS). The Policy will, therefore, contribute to economic growth, women empowerment and attainment of gender equality.

I, therefore, call upon all Malawians and stakeholders to be committed to creating a better Malawi for all by ensuring that we are all implementing this policy.

Honourable Theresa Gloria Mwale, M.P.
MINISTER OF GENDER, CHILDREN AND COMMUNITY DEVELOPMENT

The need to review the 2000-2005 National Gender Policy was necessitated after realizing that despite achieving some gender equality results, the implementation of the policy had had a number of challenges and emerging issues which the Policy did not address. The current major challenges and emerging issues include HIV and AIDS, gender based violence (GBV), human trafficking, increased environmental degradation, and high levels of poverty in the country all of which have a gender dimension. Further, there has been a general inadequacy among all the gender structures at all levels to maintain a collective and sustained response to gender issues.   The overall goal of the policy is *to mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for attainment of sustainable and equitable development.*

Since gender is a cross cutting issue the policy is strongly linked to macro policies such as the Vision 2020, the Malawi Constitution and   Malawi Growth and Development Strategy, and sectoral policies including Agriculture Policies, Health Policies, Education Policies, National HIV and AIDS Policy, Industry and Trade Policies, Infrastructure Development Policies, Information Technology and Communication Policies, National Youth Policy and Environmental and Climate Change Policies.

The process of reviewing the Policy was very consultative. It involved various stakeholders such as Ministries and Departments, District Councils, Communities, Civil Society Organizations (CSO's), Private Sector Organizations and Development Partners.

The development of this revised National Gender Policy was guided by the   Millennium Development Goals (MDGs), Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); Convention on the Rights of the Child (CRC), Beijing Platform for Action, International Conference on Population and Development (ICPD),SADC Protocol on Gender and Development, 2003 Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, the 2003 African Union's Solemn Declaration on Gender Equality in Africa.

Eric Joseph Ning'ang'a
SECRETARY FOR GENDER, CHILDREN AND COMMUNITY DEVELOPMENT

TABLE OF CONTENTS

List of Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
BLM	Banja la Mtsogolo
AU	African Union
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CHAM	Christian Hospital Association of Malawi
CIDA	Canadian International Development Agency
CRC	Convention on the Rights of Children
CSO	Civil Society Organisation
DfID	Department of International Development
Dept of F	Department of Forestry
DNHA	Department of Nutrition, HIV and AIDS
FPAM	Family Planning Asosciation of Malawi
GBV	Gender Based Violence
HIV	Human Immunodeficiency Syndrome
ICPD	International Conference on Population and Development
ILO	International Labour Organisation
MDG	Millennium Development Goals
MGDS	Malawi Growth and Development Strategies
MoA	Ministry of Agriculture
MoGCCD	Ministry of Gender, Children and Community Development
MoJCA	Ministry of Justice and Constitutional Affairs
MoLGRD	Ministry of Local Government and Rural Development
MoNRE	Ministry of Natural Resource and Environment
MHRC	Malawi Human Rights Commission
MOH	Ministry of Health
MoICE	Ministry of Information and Civic Education
MoPSIA	Ministry Public Security and Internal Affairs
MoEVT	Ministry of Education and Vocation Training
NASFAM	National Small Holder Famers Association of Malawi
NGO-GCN	NGO Gender Coordinating Network
NSO	National Statistics Office
NAC	National Aids Commission
OPC	Office of the President and Cabinet
SADC	Southern African Development Community
UN	United Nations
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNIFEM	United Nations Fund for Women
WLSA	Women and Law in Southern Africa

1.0   INTRODUCTION

The National Gender Policy is important for the country to promote gender equality and women empowerment for reducing gender inequalities to facilitate attainment of sustainable social and economic development.

This policy draws from the lessons learnt during the implementation of the first National Gender Policy (2000-2005). Some of the lessons learnt include, inter alia, gender equality can be achieved if it is well institutionalized; provision of gender mainstreaming guidelines and tools both generic and sector specific; capacity building of stakeholders strengthening networking and coordination between and among stakeholders; implementation of comprehensive and well coordinated gender management systems; and emerging gender issues such as HIV and AIDS, gender based violence (GBV), human trafficking, increased environmental degradation and climate change.

Analysis of the socio-cultural and economic situation of Malawi shows that there persistent gender inequalities, gender based violence, under representation and discrimination against women.

This policy will lead to realization of aspirations of Malawi Government as stipulated in the Malawi Vision 2020, Malawi Constitution and the Malawi Growth and Development Strategy (MGDS). The policy will also contribute towards realization of goals sectoral policies such as Health, Education, Agriculture, Nutrition and HIV and AIDS, Environment and Climate Change, Industry and Trade, Information and Communication Technology, Infrastructure Development and Youth Development, Early Childhood Development and Orphan and Vulnerable Children Polices. The Policy will, therefore, contribute to economic growth, women empowerment and attainment of gender equality.

Despite the implementation of the first National Gender Policy (2000– 2005) through various women empowerment and gender mainstreaming programmes in the country, gender inequalities, under representation of women in decision making positions, low education attainment among females compared to males, gender based violence and discrimination against women and the girl child still persist in the country.   For example, Malawi Gender Status Index is at 0.639; women constitute only 16.2% in the executive, 12.9% in the judiciary and 22.3% in the legislature; while in the city, municipality and district councils women in decision making positions constitutes 46%, 15% and 3.6% respectively. According to Malawi Population and Housing Census of 2008 36% of the people older than 5 years were illiterate of which 41% o were females and 31% males.
Similarly, gender based violence proportionately affects more women and girls than men and boys. For instance 64.1% girls compared to 35.9% boys experience bullying in school and 27.3% girls compared 10.2% boys are sexually abused. About 72.3% women are physically abused by their spouse/partner in the home (E. Petser, et al 2005). While in the work place 50% women compared to 35.3% men experience economic abuse and 50% women compared to 11.8% men experience sexual abuse (NGO-GCN 2005).

The purpose of the Policy is to mainstream gender in the development process for sustainable equality development..

2.0   BROAD POLICY DIRECTIONS

2.1   Overall Policy Goal

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

2.2   Policy Objectives

The Policy seeks to achieve the following broad objectives:

To increase access, retention and completion to quality education for girls and boys;

- To ensure gender issues and concerns are addressed throughout the health sector;

- To ensure gender concerns and issues are mainstreamed throughout all   activities related to HIV and AIDS;

-

- To strengthen gender mainstreaming in the agriculture, food and nutrition security sector;
- To strengthen gender mainstreaming in the natural resources and environment and climate change in order to achieve equality and sustainable   environmental development;

- To reduce poverty among women and other vulnerable groups through economic empowerment;

- To promote women's participation in politics and decision making;

- To eliminate gender based violence child abuse and human trafficking;

- To strengthen the capacity of the National Gender Machinery;

2.3   Policy Outcome

- Interest of gender groups will be addressed in all macro and sectoral policies and programmes
- Equal opportunities in employment across the sectors among men and women
- Peace Harmony and respect of human dignity.
- Equal access to Education and Training for all gender groups.
- No discrimination in employment
- Effective delivery of gender responsive health services
- Effective coordination for the implementation of the policy

3.0   POLICY PRIORITY AREAS

3.1   POLICY PRIORITY AREA 1: GENDER, LITERACY, EDUCATION AND TRAINING

High quality, equitable education and training is the foundation for individual development and emancipation and attainment of sustainable social and economic development of nations. Advocating for gender parity education and training, modification of cultural practices that have negative effects on girls', boys', women's and men's attainment of higher qualifications, improving teaching-learning environment, popularizing science subjects among girls, boys, women and men and ensuring investment in functional adult education and training are critical foundation for ensuring trained human resource for development.

Problem Definition

Low attainment of higher educational qualification and training by women, girls and poor or vulnerable men, women and children.

Policy Statements

i.   Government will promote equal access to quality education to all school age children at early childhood, primary, secondary and tertiary levels.

ii.   Development and usage of gender responsive curriculum, educational materials and equipment at all levels.

iii. Ensure reduction of dropout rates of girls and boys at all levels of education.
iv.   Lobby for increased enrolment of girls in Sciences and Mathematics subjects

v.   Empowerment of women and men through equitable access to adult functional basic education

3.2 POLICY PRIORITY AREA 2: GENDER AND HEALTH

Advocating for mainstreaming of gender in health services is critical for the provision of user friendly health facilities that equitably benefits women and girls, men and boys and vulnerable groups at all levels for ensuring a health and active population.

Problem Definition

There are gender disparities in the health services, especially at primary health care level.

Policy Statements

i. Promotion of access to health services for women, men, boys and girls and all vulnerable groups.

ii. Lobby for improvement of quality health services so that they equitably address the needs of women, girls, men and boys and all vulnerable groups.

iii. Reduction of high maternal and neonatal mortality rate to acceptable levels in Malawi

iv. Enhancement of gender mainstreaming in health Structures, systems and programmes

3.3 POLICY PRIORITY AREA 3 AGRICULTURE, FOOD SECURITY AND NUTRITION

Promoting gender mainstreaming in agriculture production, food and nutrition security at household and nation levels is critical for ensuring self sufficiency and proper utilization of food will; lead to reduction of hunger and malnutrition for all population groups at all levels. The elimination of food taboos, cututral practices and eating habits that negatively impact on the nutritional status of women, girls, men and boys should ensured to a health and active population. Further, advocating small livestock and fish farming by vulnerable population groups will contribute to nutrition security at all levels.

Problem Definition
Inadequate household, community and national food and nutrition security

Policy Statements

i. Promotion of women's and other vulnerable groups access to and control over agricultural productive resources and technologies for food and nutrition security

ii. Reduction of nutritional disorders among women, men and children
iii. Enhancement of gender mainstreaming in agriculture structures, systems and programmes

3.4 POLICY PRIORITY AREA 4: NATURAL RESOURCES, ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE

Promoting gender mainstreaming in natural resources, environmental and climate change management is critical in ensuring involvement of women's, men's, girls and boys at all levels. Sustaining use of natural resources and environment is important for ensuring

sustainable development and health future populations.

Problem Definition

Unequal participation of women, men, girls and boys and other vulnerable groups in the sound management, conservation and utilization of natural resources and the environment for sustainable development.

Policy Statements

   i.   Participation and involvement of women, men, girls, boys and vulnerable groups in planning, designing, implementation and evaluation of natural resources, climate achange and environmental policies and programmes.

  ii.   Minimisation of negative natural resource, environmental and climate change impacts thereby enhancing environmental benefits of projects to the majority of the vulnerable groups.

Iii   Enhancement of gender mainstreaming in natural resources, climate change and enviromental structures, systems and programmes

3.5   POLICY PRIORITY AREA 5:   GOVERNANCE AND HUMAN RIGHTS

Ensuring equal participation of men and women, boys and girls and poor vulnerable groups in leadership and management structures is important for transparent and accountable governance systems and promotion and protection of human rights. To attain this, the government through this policy, shall review national laws, policies and programmes so that they are in harmony with international and regional protocols, treaties and declarations to which Malawi is a party to.

Problem Definition

Low representation of women in politics and decision making positions and persistent discrimination against women and girl child.

Policy Statements

   i.   Promotion of full and equal participation of women men, girls and boys in politics and decision-making at all levels

  ii.   Ratification of International Conventions, Declarations and other legal instruments on Human Rights to which Malawi is a signatory.

  iii.   Creation of a conducive policy and legal environment for women and men of Malawi to enjoy their human rights.

  iv.   Building capacity of civil society, private sector and government institutions on gender and human rights.

3.6   POLICY PRIORITY AREA 6: POVERTY ERADICATION THROUGH ECONOMIC EMPOWERMENT

Ensuring the integration of gender issues and concerns in national economic development policies and strategies guarantee equal access to employment opportunities, ownership of productive resources, capital and credit and control over benefits of investments for men and women, the youth, boys and girls. Capacity building of men and women, the youth, boys and girls in business management and credit management, and technological/skills development is important for sustaining their participation in national economic development.

Problem Definition

Inadquate women's economic and social empowerment and low participation of women in wage employment at all levels.

Policy Statements

i.   Promotion of women's and vulnerable groups' access to and control over productive resources and economic   opportunities.

ii.   Integration of gender into overall national development policies, programmes and systems of industry and trade sector

iii.   Advocatecreation of favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.

iv.   Avocate creation of favourable and safe environment for equal participation of men and women in trade including international trade.

v.   Promote gender mainstreaming in poverty eradication and economic empowerment structures, systems and programmes

3.7   POLICY PRIORITY AREA 7:   GENDER AND HIV AND AIDS

To effectively fight and mitigate the impact of HIV and AIDS on the population and the economy, promoting gender mainstreaming and addressing harmful cultural practices are critical components for ensuring effective and long lasting prevention, treatment, care and support services for HIV and AIDS.

Problem Definition

Limited Gender Responsive HIV and AIDS programming.

Policy Statements

i.   Promote mainstreaming of gender in all HIV and AIDS policies and programmes

ii.   Address the specific gender needs of different groups with respect to behavioral change, treatment, care and support interventions relating to HIV and AIDS.

iii. Advocate for elimination of harmful cultural practices that exacerbate the spread of HIV.

3.8 POLICY PRIORITY AREA 8: GENDER BASED VIOLENCE

Gender based violence is a gross violation of human and people's rights at all levels. Advocating for its elimination shall ensure respect of human rights and diginity, peace among all peoples and shall enhance sustainable social and economic development.of the country.

Problem Definition

Limited enforcement of laws and implementation of policies and socio-economic programmes and services on the elimination of Gender Based Violence.

Policy Statements
i. Enhancement of formulation and enforcement of laws and implementation of policies and programmes related to gender based violence

ii. Improvement of the response and access to socioeconomic services by victims of gender based violence.

iii. Improvement of knowledge, on human rights with respect to women's and children's rights.

iv. Elimination of all forms of human trafficking especially of women and children

v. Advocate for elimination of harmful cultural practices that perpetuate gender based violence and discrimination against women and the girl child.

4.0 IMPLEMENTATION ARRANGEMENTS

4.1 Institutional Arrangements

The Institutional Framework for implementation of the National Gender Policy shall comprise structures and institutions within the public sector, private sector, the civil society including faith and community based organizations and various donors and development partners. These structures and institutions shall be under the overall direction of the National Gender Machinery which has the mandate to spearhead the coordination for the implementation of the National Gender Policy. The National Gender Machinery shall specifically be responsible for:

• Providing overall policy direction and spearhead and oversee the formulation, implementation and review of the National Gender Policy;

• Coordinating advocating, lobbying and networking on issues of gender with all sectors;

- Providing Institutional strengthening and capacity development initiatives that advance gender equality.

- Mobilising resources for allocation towards gender mainstreaming and gender activities;

- Providing technical guidance and backstopping services to all sectors including gender training, gender research and analysis and planning skills to build capacity for gender responsive interventions;

- Establishing and maintaining a gender resource centre;

Development Planning and Cooperation shall champion mainstreaming of gender in Public Sector Investment Programme and Malawi Growth and Development Strategy including its monitoring tool using generic gender mainstreaming guidelines.

Ministry of Finance shall champion mainstreaming of gender in the national budget using gender budgeting and auditing tools. The Ministry shall ensure adequate financing of gender related activities.

Office of the President and Cabinet shall champion mainstreaming of gender in public sector policies and in human resource management using generic gender mainstreaming tools and gender mainstreaming guidelines on human resource management

Other line Ministries and Departments shall mainstreaming gender in their policies and programmes using various gender mainstreaming guidelines.

The Judiciary shall ensure effective enforcement of laws related to implementation of the policy.

The Legislature shall enact laws related to implementation of the policy

Civil society organizations shall play critical role in the implementation of the policy

Development Partners and Donors shall ensure mobilization of resources for the implementation of the policy

4.2   Implementation Plan

The implementation plan highlights policy outcomes, objectives, responsibility, time frame and estimated cost over a period of 5 years. Detailed implementation plan is attached at *appendix 1*.

4.3 Monitoring and Evaluation

The National Gender Policy implementation will be monitored on monthly, quarterly and annual basis through programme specific reports, quarterly technical working group meetings

and annual meetings for the policy makers. Details of monitoring and evalution planh are contained in *Appendix 2*.

REFERENCES

Aikman, S**.** (2004), "Achieving Gender Equality in Adult Basic Education". A Beyond Access Project Policy Paper.

AU and UNICEF**,** ( ). "AU Charter on the Rights and Welfare of the Child".

CEDAW, (2006). "Concluding comments of the Committee on the Elimination of Discrimination against Women: Malawi"

CIDA and DFID, (2006). "Documentation of Human Rights Violations in Malawi". Research Report.

Government of Malawi, (1997). "The National Platform for Action".

Government of Malawi (2000). The Constitution of the Republic of Malawi

Government of Malawi, (2003). "National HIV/AIDS Policy: A Call to Renewed Action".

Government of Malawi, (2004). "National Gender Programme".

Government of Malawi (2004). National Strategy for Community Participation in Primary School Management".

Government of Malawi (2006). "Gender in Public Budgeting: Guidelines and Checklist".

Government of Malawi, (2006). "Malawi Growth and Development Strategy: From Poverty to Prosperity 2006-2011".

Government of Malawi, (2006). "National Youth Policy".

Liwewe, M.O. et al, (2006). "Gender Needs Assessment of the Malawi Growth and Development   Strategy".

Maluwa-Banda, D, (2003). "Gender Sensitive Educational Policy and Practice: The Case of Malawi".

MHRC, (2006). "Gender Based Violence at the Workplace with a focus on Maternity Leave".

MoEVT,(2006). "Education Management Information System 2006: Education Statistics.

MoGYCS, (2000). "National Gender Policy".

MoMNRE, (2004). "Malawi National Strategy for Sustainable Development".

MoMNRE, (2006). "Malawi's National Adaptation Programmes of Action".

National AIDS Commission, (2005). "Malawi HIV and AIDS National Action Framework 2005-2009".

NSO (2004/05). " Integrated Household Survey.

NSO and ORC Macro, (2004). "Malawi Demographic and Health Survey 2004".

NSO and UNICEF, (2006). "Malawi Multiple Indicator Cluster Survey 2006: Monitoring the Situation of Children and Women".

Oxfam, (2003). "Dissemination and popularisation of the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa".

Oxfam, (2005). "Beyond Access for Girls and Boys: How to achieve good-quality, gender-equitable education."

Oxfam, (2005). "Making it Happen: Political will for gender equality in education".

SADC, (2006). "SADC Protocol on Gender and Development". Draft.

Sarah Bott et al, (2005). "Preventing and responding to gender-based violence in middle and low income countries: a global review and analysis." World Bank Policy Research Working Paper.

*Sever, Charlie, (2005). "*The Gender, Poverty, Governance Nexus: Key issues and current debates"

Sibale, B. et al, ( ). "Fast Tracking Achievement of MDGs through Economic Empowerment of Women: Policy Interventions to meet MDG 3 in Low Income Countries: Lessons from Malawi".

Simwaka, L.K., (2007). "National Gender Policy Review: Issues Paper".
States parties - Malawi

UNDP, (2006). "Human Development Report 2006: Beyond Scarcity; Power, poverty and the global water crisis".

UNFPA, UNIFEM and OSAGI, (2005). "Combating Gender-Based Violence: A Key to Achieving the MDGS".

United Nations, (2004). "Consideration of reports submitted by States parties under

WLSA and SARDC, (2005). Beyond Inequalities 2005: Women in Malawi".

WLSA, (2006). "Domestic Violence in Malawi". An Awareness Handbook.

World Bank, (2003). "Gender Equality and the Millennium Development Goals."

GLOSSARY

Persons with Disability: persons with sensory, physical impairment

Vulnerable persons: these include orphans, persons with disabilities, majority of women**.**

National Machinery: it is a single body or a complex organized system of bodies, often under different authorities, but recognized by the government as the institution dealing with the promotion of the status of women (ILO, 1995). **T**he Ministry of Women and Child Development is the National Gender Machinery.

Post Exposure Prophylaxis: treatment given to a person after being exposed to HIV infection

Six food groups: staples; legumes; fats and substitutes; fruits; vegetables; and food from animals.

Gender issues: these are issue, which consider the conditions and position of men and women in society. If there are differences in opportunities, roles and situations between men and women, including access to and control in decision making, gender issues arise.

Gender mainstreaming: Mainstreaming gender is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

Gender equity: means that men and women are treated fairly.

Gender equality: means women and men have identical rights and status under society and the law.

APPENDICES

Appendix 1:   Implementation Plan

IMPLEMENTATION PLAN					
POLICY GOAL : To mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for attainment of sustainable and equitable development					
Policy Area	**Outcome**	**Objectives**	**Responsibility**	**Time Frame**	**Estimated Cost (USD)**
1. Gender Literacy and Training	Equal access to education and training for all gender groups (men, women, boys and girls	To increase access, retention and completion to quality education for girls and boys	MoGCCD, MoEST Civil Society Organizations, Universities	2011-2015	1,541,700
2. Gender and Health	Vibrant and health men,women, boys and girls	To ensure gender issues and concerns are addressed throughout the health sector;	MoH, BLM,CHAM,FPAM,MoGCCD,MoYD&S	2011-2015	516,300
3.Agriculture Food and Nutrition Security	Interest of gender groups will be addressed in all macro and sectoral policies and programmes	To strengthen gender mainstreaming in the agriculture, food and nutrition security sector;	MoA, MoIWD,DoNHIV/AIDS NASFAM, Private Sector, MoGCCD, CSOs	2011-2015	1,278,100
	Vibrant and health men,women, boys and girls		MoA, MoIWD,DoNHIV/AIDS NASFAM, Private Sector, MoGCCD, CSOs	2011-2015	

4.Natural Resources and Enviroment, Climate Change and Enviroment	Interest of gender groups will be addressed in all policies and programmes	To strengthen gender mainstreaming in the natural resources and environment and climate change in order to achieve equality and sustainable environmental development;	DoF, MoAF&S, MoIWD,Dept of Env.Affairs, MoGCCD, CSOs	2011-2015	594,200
	Enhance participation of women and men in social economic development		MoICE, MoGCCD, Private Sector, CSOs	2011-2015	
5. Governance and Human Rights	Peace, harmony and respect of human dignity.	To eliminate gender based violence child abuse and human trafficking;	MoLGRD, MoGCCD, MHRC, MoICE, Media,CSOs, Political Parties,OPC, Legislature,	2011-2015	1,866,200
	Interest of gender groups will be addressed in all macro and sectoral policies and programmes	To promote women's participation in politics and decision making	MoLGRD,MoGCCD, MHRC, MoICE, Media,CSOs, Political Parties,OPC, Legislature,MEC	2011-2015	
6. Poverty Eradication through Economic Empowerment	No discrimination in employment	To reduce poverty among women and vulnerable groups through economic empowerment	MoGCCD, MoICE,,CSOs, Private Sector,OPC, MoF,	2011-2015	1,174,300
	Equal opportunities in employment across the sectors among men and women		MoGCCD, MoICE, ,CSOs, Private Sector,OPC, MoF,	2011-2015	

7. Gender and HIV and AIDS	Vibrant and health men,women boys and girls	To ensure gender concerns and issues are mainstreamed in all activities related to HIV and AIDS;	MoH, DNHIV/AIDS, NAC, CSOs, Private Sector, MoGCCD	2011-2015	1,357,600
	Interest of gender groups will be addressed in all macro and sectoral policies and programmes		MoH, DNHIV/AIDS, NAC, CSOs, Private Sector, MoGCCD	2011-2015	
8. Gender Based Violence	Peace, harmony and respect of human dignity	To eliminate gender based violence, child abuse and human trafficking;	MoPS&IA, Judiciary, MoJCA, MoGCCD,CSOs	2011-2015	1,009,400
Coordination			MoGCCD	2011-2015	1,000,000
				Total all Policy Areas	**10,337,800**

Appendix 2:   Policy Impact Monitoring and Evaluation

OVERALL POLICY GOAL: *To mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for sustainable and equitable development.*

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
POLICY PRIORITY 1: GENDER AND HEALTH							
To increase access to health services for women, men, boys and girls and all vulnerable groups.	EHP coverage	HMIS, MDHS	9%	>40%	Effective EHP	RHU, MoH, FPAM, BLM, CHAM, MoYS, NYCoM, MoF, FBOs, Media	Continuously
	OPD service utilization per 1,000 population	HMIS, MDHS	800/1,000 population	>1,000/1,000 population	OPD utilization by majority		

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
To lobby for improvement of quality hea services so that they equitably address the needs of women, girls, men and boys and all vulnerable groups	OPD service utilization per 1000 population	HMIS	800/1000 population	>1,000/1,000 population	OPD utilization by majority	MoGCCD, RHU, MOH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media, MHRC, HRRC, NGOs, FBOs, NSO, CSR, MZUNI	Continuously
	Nurse/population ratio	HMIS	1:4,000	1:2000	Low nurse/population ratio		
	Doctor/population ratio	HMIS, MOH repo	1:62,000	1:25,000	Low doctor/population ratio		
	% national budget contribu to the health sector	MOF, MOH	11.1%	>20%	25% budget contrition to health sector		
To reduce high maternal and neonatal mortality rate to acceptable levels in Malawi	Maternal Mortality Ratio (MMR)	HMIS, MDHS	984/100,000		Low maternal mortality ratio	MoGCCD, RHU, MoH, FPAM, BLM, CHAM, MoYS, NYCoM, FBOs, Media, UNIMA, MoF, DHRMD, MZUNI, NMCM, MoEPD	Continuously
	Infant Mortality rate (IMR)	HMIS, MDHS	76/1,000		Low infant mortality rate		
	% of health facilities providing ANC and/or maternity services with at least the minimum package of PMTCT services in the past 12 months	HMIS, MDHS	n.a.	>75%	Rising number of health facilities providing ANC		
	% HIV+ pregnant women receiving a complete course of ARV prophylaxis to reduce the risk of MTCT	NAC reports	6.9%	>80%	Rising number of HIV+ women receiving complete course of ARVs		
	% of women delivering at health facility	MDHS	57%	>80%	Rising number of women delivering health facility		
POLICY PRIORITY 2: GENDER, LITERACY, AND TRAINING							
To increase access to quality education to all school age children at (early childhood)	Literacy rate	NCLAE, EMIS	63.9%	>85%	Rising overall literacy rate particularly for women	MoGCCD, MoEVT, ACEM, Judiciary,	Continuously

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
primary, secondary and tertiary levels.	Female literacy rate	NCLAE, EMIS	50.5%	>85%	Rising female literacy rate	Media, UNIMA, MZUNI, TEVET, PRISAM, Judiciary, MoEVT, MoH, MoGCCD, NGOs, FBOs, UNICEF, UNFPA, MANEB, FAWEMA, MoLGRD, Communities, Plan Malawi, Legislature, Law Commission,	
	Youth literacy rate	NYCoM, EMIS	74.9%	95%	Rising youth literacy rate		
	Primary school repetition rates by gender	EMIS	16% girls 17% boys	<8% <8%	Declining trend of primary school repetition rates		
	Transition rate into seconda school	EMIS	35%	>70%	Rising secondary school transition		
To promote the developmer and use of gender responsi curriculum, educational materials and equipment at all levels.	% of institutions with gend sensitive Curricula and educational materials	MoE	n.a.	100%	Gender sensitive curricula and educational materials	MoEVT, MoGCCD, MIE, ACEM, FAWEMA, PRISAM Media, NGOs, FBOs. UNIMA, MoF, UNICEF, Plan Malav	Continuously
To reduce dropout rates of girls and boys at all leve of education.	Completion rates in primary school	EMIS	28%	>50%	Rising completion ra	MoEVT, MoGCCD, MIE, ACEM, FAWEMA, PRISAM Media, NGOs, FBOs. UNIMA, MoF, UNICEF, Plan Mw, Communities, NGO CGN, Police, Legislature, Law Commission, MoJ, ILO	Continuously
	Primary school dropout rate by gender	EMIS	23% girls 21% boys	<10% <10%	Reduced dropout rat		
To increase enrolment of girls in sciences and technology,	Primary school net enrolment rate by gender	EMIS	108% boys 108% girls	95%	Rising net primary school rates	MoGCCD, MoEVT, TEVETA, MoLSD, NGOs, FBOs, UNIMA, UNICEF, NYCoM, MoYDS,	Continuously
	Primary school gross enrolment rate by gender	EMIS	124% girls 128% boys	90%	Rising primary school gross enrolment rate		
	Secondary school net	EMIS	10% girls	50%	Rising net		

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
	enrolment rate by gender		11% boys		secondary school enrolment rate	Communities, MIE, MZUNI, TEVETA, MoLSD, FAWEMA, UNFPA, PRISAM, DHRMD, NRC, MoAFS, Dept. of Forestry	
	Secondary school gross enrolment rate by gender	EMIS	15% girls 20% boys	60%	Rising gross secondary school enrolment rate		
To empower women and m through equitable access to adult basic education	Adult literacy programme enrolment rate by gender	NCLAE	n.a.	50% women 50% men	Rising adult literacy programme enrolment rate	MoGCCD, NCLAE, NGOs, SIDA, ICELAND, MoEPD, MoF, MIE, FBOs, DAGG, Private Sector, NGO GCN	Continuously
	No. of literacy classes throughout the country	NCLAE	n.a.	?	Rising number of literacy classes		
POLICY PRIORITY 3:	**AGRICULTURE, FOOD AND NUTRITION SECURITY**						
To increase women's and other vulnerable grou access to and control over agricultural productive resources and technologies for food and nutrition security	% of food secure househol	MoAFS, MoEPD	67%	100%	Food secure households	MoGCCD, MoAFS, OPC/N &HIV/AIDS, MoEPD, MoF, DHRMD, OPC, NGOs, FBOs, ADMARC, MoPDE, Media, MITDC, MEDI, Law Commission, Legislator, WLSA, Judiciary, ARET, National Research Council, NSO,	Continuously
	Per capita cereal availability	MoAFS, MoEP	170 kg	>270%	Adequate cereals per household		
	Average maize yields per hectare	MoAFS, MoEP	809 Kg	>3000 Kg	Rising yields per hectare		
	Gender Agriculture Cooperatives formed and operating	MoAFS	211	>281	Gender sensitive cooperatives		
To reduce nutritional disorders among women an children	% of children who are stunt	MDHS	22%	<10%	Low cases of nutritional disorders	MoAFS, MEDI, UNIMA, OPC/N&HIV/AIDS, ADMARC, Communities, NGOs. FBOs, MoGCCD, MoH, UNIMA, MoICE, MIE, NSO, NRCM, CSR	Continuously
	% of women with nutrition deficiency	MDHS	9%	<5%	Low cases of nutritional deficiencies amongst women		

17

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
POLICY PRIORITY 4:	**NATURAL RESOURCES, CLIMATE CHANGE AND ENVIRONMENT**						
To increase participation and involvement of women, men, girls, boys and vulnerable groups in planning, designing, implementation and evaluation of natural resources and the environment	% of men and women, boys and girls involved in all process of natural mgt	MoEPD, Dept of Env reports	n.a.	75%	Active involvement men, women boys and girls in natural and environmental management	MoGCCD, Dept of Env, NSO, CRS, MoMNR, NGOs, UNIMA, MoAFS, MIRDC, MoICE, MoEPD, Media	Continuously
To minimize negative natural resource and environmental impacts thereby enhancing environmental benefits of projects to the majority of the vulnerable groups.	% of affected population	NAPA M&E repo DoDRM reports	n.a	<5%	Reduced environmental vulnerability and impacts	MoGCCD, MoPDE, Media, MoMNR, Dept of Env, NGOs, FBOs, MoICE, DAs, Town, City and Municipal Councils, MIRTD, UNIMA, MEDI, NGOs, Private Sector, MoAFS	Continuously
POLICY PRIORITY 5:	**GOVERNANCE AND HUMAN RIGHTS**						
To promote full and equal participation of women men, girls and boys in decision-making at all levels	% of women and girls participating in decision-making at all levels	MoGCCD, D, WLSA, MoLGRD reports	n.a.	50%	Increasing number of women and girls participating in decision making	MoGCCD, MoLGRD, NGOs, MHRC, HRCC, HRRC, DAs, Political parties, MoLGRD, WLSA, MGTT, Legislature, OPC, Media, MoICE, DHRMD, Media	Continuously
To effect all International Conventions, Declarations and other legal instruments on Human Rights to which	Number of conventions, declarations and instrument implemented	Judiciary, MoJ reports	n.a.	100%	Implementation of conventions, declarations and instruments Malawi is a party To.	MoGCCD, Law Commission, Judiciary, Legislature	

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
Malawi is a signatory.							
To create a conducive policy and legal environment for women and men of Malawi to enjoy their human rights.	Number of reported human rights violation cases effectively resolved	Malawi Police reports, MHRC, MHRRC, MoWC	N.a.	0	Reduced cases of human rights violations	MoGCCD, Law Commission, Judiciary, OPC, Legislature, Media, MIE, MHRC, NGO GCN, DHRMD, HRRC, HRCC,	Continuously
	Average time taken to process human rights complaints reported	MHRC reports	n.a.	< 1 week	Minimal complaints processing time		
	% of population aware about their basic human rights	MHRC, MHRRC reports	n.a.	>85%	Universal awareness of human rights		
To build capacity of civil society, private sector and government institution on gender and human rights.	% of government, private sector and civil society institutions with capacity in gender and human rights	MoGCCD,, MHRF reports	n.a.	>85%	Effective public, NGO and private sector organizations gender and human rights		
POLICY PRIORITY 6: POVERTY ERADICATION THROUGH ECONOMIC EMPOWERMENT							
To promote women's access to and control over productive resources and economic opportunities	% of women accessing and having control over productive resources	Economic reports MoGCCD, M&E reports, MoEPD M&E reports	n.a.	>50%	Economically empowered women	MoGCCD, MEDI, SEDOM, DEMAT, DHRMD, TEVET, UNIMA, MoTrade, MIPA, MEPEC, MCCCI, MoPDE, MoLVT, OPC, MoEPD, MoF, Bingu Silver Grey, Foundation, MIRTDC,	Continuously
To integrate gender issues into overall national development strategies and solicit support from development partners.	% of gender sensitive national development strategies	MoEPD, MoGCCD,	n.a.	100%	Gender sensitive national development strategies	MoGCCD, MoEPD, OPC, DHRMD	Continuously

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
To create a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.	% women employed in the formal sector	MDHS, IHS, MoLVT	n.a.	>85%	Equitable employment between men and women	MoGCCD, MoLVT, Malawi Law Commission, OPC, MoEPD, Judiciary, MHRC, FBOs, MoTrade, MEDI, MoLVT, MIPA	Continuously
POLICY PRIORITY 7:		**GENDER AND HIV AND AIDS**					
To mainstream gender concerns and gender issues in all HIV and AIDS strategies.	% of HIV and AIDS national and sectoral strategies (including NGOs and civil society) which have mainstreamed gender.	MoGCCD,, NAC reports	n.a.	>75%	Gender sensitive national and sectoral HIV and AIDS strategies	MoGCCD, NAC, Media, OPC/N&HIV and AIDS, NGOs, MBCA, MIAA, NAPHAM, MANET-NAC, MHRC, NGOs FBOs, Police, Judiciary, Law Commission, Traditional Leaders, MoH, CHAM, NAC, BLM, Pvt Sector, Judiciary	
	Law on elimination of harmful cultural practices that promote women's susceptibility and vulnerability to HIV and AIDS enacted	MoJ, Judiciary	none	Available law	Declining harmful cultural practices		
To promote behavior chan and preventive interventio relating to HIV and AIDS address the specific gender needs of the differe categories of the vulnerable groups	HIV prevalence among pregnant women aged 15-24 years	MDHS, NAC rep	14.3%	10%	Reduced HIV prevalence rate amongst women aged 15-24	NAPHAM, MANET-NAC, Communities, MoH, CHAM, NAC, MoGCCD, HEU, MoH, MoICE, NGOs FBOs, OPC	Continuously
	HIV prevalence among 15-49 age group	NAC M&E repor MDHS	14%	<10%	Reduced HIV prevalence amongst economical active group		
	% sexually active persons who have voluntary tested	BSS	15% women 13% men	50% women 50% men	Rising number of people testing for		

Specific Objective	Indicator	Source of Data	Current Situation (baseline da	Desired targe	Key Milestones	Responsibility for Implementation	Time Frame
	HIV by gender				HIV		
POLICY PRIORITY 8: GENDER BASED VIOLENCE							
To enhance formulation and enforcement of laws and policies related to gender based violence	No. of laws and policies related to GBV	MoGCCD,	n.a.	>85%	Reduced cases of GI	MoGCCD, MoHA, MoLGRD, Media, Judiciary, Law Commission, Law Commission, NGOs, OPC, NGO GCN, MoEPD, MoF, Media	Continuously
	No. of reported GBV cases	MoWCD, Police, NGOs reports	n.a.	<100/month	Declining number of GBV cases		
To improve the response and access to socioeconomic services to address Gender Based Violence	% of women economically empowered	IHS, MoEPD/VA	n.a.	75%	Rising number of economically empowered women	MoGCCD, WLSA, NAC, OPC/N&HIV, MoH, CHAM, BLM, NGOs, Law Commission, NGO GCN, Media, MoEPD	Continuously
To improve knowledge, attitudes and practices on gender-based violence issues.	% of population that is awa about GBV issues	MoGCCD, WLSA NGO GCN report	n.a.	80%	Universal GBV awareness	MoGCCD, WLSA, NAC, OPC/N&HIV, MoH, CHAM, BLM, Police, MoHA, MoJ, NGOs, MoEST, NGOs, Police, Judiciary, MoLHPP	Continuously
To eliminate all forms of human trafficking especially women and children	No of reported human trafficking cases	MoGCCD, Police MHRC reports	n.a.	0	Reducing cases of human trafficking	MoGCCD, NAMISA, Media Council, MoICE, NGO GCN, Law Commission, MHRC, HRRC, Legislature, MoICE, NGOs	Continuously