



Women Economic Empowerment and Gender Responsive Budgeting

Eswatini has a dual legal system comprising of Common Law and Custom Law. The common law is applied in civil courts and a traditional Swazi law and custom-based system is applied in Swazi National Courts. The common law is guided by international and regional frameworks which include the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), Declaration on Violence Against Women (DEVAW), Convention on the Political Rights of Women, International Covenant on Civil and Political Rights (ICCPR). In Africa, these include the African Charter on Human and People's Rights (ACHPR), Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol). The SADC Protocol on Gender and Development is the most referred

Eswatini

Total Population mid-2018	1,159,000
	56.2% women
	43.8% men
Population Annual Growth Rate 2017	0.7 %
Adult Literacy	88.54% women
	88.29% men
Maternal Mortality Rate	389/100,000
Infant Mortality Rate	42.7/1,000
Total Fertility Rate, per woman	3.5
People Living with HIV and AIDS	28.6%
HIV incidence(new infections) all ages	1.85
HIV prevalence (% of people living with HIV)	27%
Annual GDP (2018)	US\$4.362 billion
GDP Annual Growth Rate (2018)	2.4%

Socio-Economic Empowerment of Women

Women with account at financial institution or mobile money	27.4%
Mandatory paid maternity leave	84 days
Proportion of:	
Women headed households with access to arable land (2018)	51%
Parliamentarians who are Women	7.25%



Kingdom of Eswatini Annual Vulnerability Assessment & Analysis Report 2019 and 2018; UNESCO Institute of Statistics (2019); SADC Gender and Development Monitor 2018; SADC Selected Economic and Social Indicators, 2018

to regional document in Eswatini when it comes to gender equality issues and women empowerment. The protocol has to some extent been domesticated and implementation varies according to the subject area.

Productive Resources and Property

Section 211 of the Constitution calls for equal access to land for all citizens of the country and Section 16 of the amended Deeds Registry Act allows for women married in community of property to register property or land in the names of both spouses, if they so wish. However, women still encounter difficulties in accessing the communal land known as Swazi Nation Land (SNL) due to the contradicting dual legal system. The historical Kukhonta System, whereby people are given usufruct rights to land by a chief, prevented women from securing land rights without a husband, brother or son. However, provisions on land rights in the 2005 Constitution allow for all citizens to enjoy the right to property, including access to land and inheritance (SGDM 2018). Eswatini has developed several policies to advance gender equality and equal access to resources and property. These include the following:

- ❖ National Development Strategy (NDS)
- ❖ Poverty Reduction Strategy and Action Plan (PRSAP)
- ❖ National Gender Policy (NGP).

The problem of women's access to land is equally critical. Women control much of the process of production, consumption and disposal of surplus. However, women have an inferior role in the control of land. Under Swazi customary tenure, the power of land allocation is almost always vested in men. The extent to which women have access to the land is limited. Women have little control over the land distribution process and the customary land tenure system has very little place for women. Where women have to make requests from the chief, they are not permitted to represent themselves before the authorities. Women have access in that they work on the land, but it is men who have the control of the land.

Under customary tenure on SNL land, men assume primary roles as members of chiefs' councils entrusted with important decision-making responsibilities regarding land, or as active participants in public debate. The only mention of women is that they can expect to receive land from their husbands and can be represented by their husbands in dispute situations.

Credit

The Kingdom of Eswatini stands amongst the few SADC nations which have managed to set up specially arranged financial institutions to cater for women. This was done to help women participate in businesses by offering financial assistance in the form of loans and grants tailored for their specific needs. In February 2013, an established women's trust named Swaziland Women Economic Empowerment Trust (SWEET), formed a strategic partnership with the Old Mutual financial institution to offer banking services of customised savings products. This establishment was accompanied by a cheque amounting to E20,000 to SWEET to assist with the setting up of its new office. Other notable organisations which have been set up to improve the financial status of women in Eswatini include Imbita Swaziland Women's Financial Trust. The main objective of Imbita is to enhance the economic self-sufficiency of low-income, particularly for women and youth, by supporting micro enterprise development through the provision of practical financial services and appropriate business training and support. This has over the years increased the capacity of women to enter into the Swazi economic mainstream.



Mining

The mining sector for Eswatini is administrated under the Ministry of Natural Resources and Energy. The mining sector strives to create wealth and promote sustainable development for stakeholders through ensuring responsible exploitation, value addition and use of the state mineral resources. However, the Swazi mining sector has not done well over the decades. The government has put less focus into resuscitating the mining sector as primary focus. The government focus has for a while been towards promoting the agriculture and manufacturing industry. Women inclusion in the mining sector in Eswatini is low as the women are mostly involved and employed in agro-based activities. Due to the declining potential of the Kingdom's mining sector, men opt to use their expertise in nearby countries which are developed in mining, such as South Africa. Statistics on the number of women participating in the mining sector were not readily available.

ICT

Eswatini is slowly developing its ICT services and infrastructure through its Ministry of Information, Communication and Technology. The progress to include women in ICT development can be seen through the appointment of a woman as the Minister of ICT.

Her Royal Highness Princess Sikhanyiso has been representing equality and equity in the roll-out of ICT development. The ministry is focused on strengthening the National System of Innovation (NIS) through intensifying its participation in regional initiatives.



The Kingdom of Eswatini ratified the SADC Protocol on Science, Technology and Innovation in 2016 enabling its inclusion in regional activities concerning the development of ICT. With the aid of various development partners, the ministry is working towards domesticating the protocol to allow for the growth and expansion of information communication systems in the country. The establishment of the Royal Technology Park is also another milestone achievement of the Eswatini government to establish robust ICT infrastructure for the promotion of multispectral development.

This enterprise will be the hub of all technological research and development for Eswatini as well as a training centre for both men and women on matters of ICT in the nation.

Employment and Benefits

Legislative instruments in Eswatini have been laid out to ensure that both women and men are entitled to the same employment opportunities as well as benefits. The Employment Act of 1980 entitles all workers to equal pay for equal work by employers to their employees. It also disavows discrimination between men and women employees. According to the Eswatini National Financial Inclusion Strategy 2017-2022, women in the country account for 55 percent of the adult population hence making them a significant group for participation in the work force. Seventy two percent of them are self-employed and their average monthly salary was E719, which was

Sector	Men	Women	Total
Public Sector	11.1	10.6	21.7
Private Sector	25.8	15.7	41.6
Informal Sector	13.4	19.1	32.5
Other sectors	2.2	2.0	4.2
Total	52.6	47.4	100

Source Labour Force Survey 2015

lower than the wage for formal employees at E791. The strategy indicated that the majority of women in the country tend to be more entrepreneurial whilst men look for to be employed in formal jobs.

This is evidenced by the low percentage of women in the Eswatini labour as presented in the 2015 Labour Force Survey.

	Men	Women	Total No
Urban	55.3	44.7	95 101
Rural	49.8	50.2	98 454
Total	101 733	91 822	193 555

Source Labour Force Survey 2015

	Men	Women
Chief executives, senior officials and legislators	2 073	607
Administrative and commercial managers	862	1 115
Production and specialised services managers	1 161	449
Hospitality, retail and other service managers	281	449
Science and engineering professionals	1 266	37
Health professionals	1 296	1 418
Teaching professionals	5 017	9 498
Business and administrative professionals	2 692	2 821
Information communication technology professionals	328	66
Legal, social and cultural professionals	1 016	1 018

Source Labour Force Survey 2015

Multiple Roles of Women

The multiple roles of women in Eswatini range from responsibilities of being a mother, carer, wife or a paid worker. The domestic work that women do does not have a value placed on it, hence the contribution towards economic growth in this case cannot be valued. With the fact that the formal employment scene in Eswatini is dominated by men, women are found more in informal or home-based tasks which do not remunerate them as much as their male counterparts. As with most other Member States of SADC, Eswatini does not recognise the multiple roles of women in society and no records of Time Use Surveys are readily available.

Gender Responsive Budgeting

Gender Responsive Budgeting (GRB) is yet to take root in Eswatini, but some first steps are being taken. In 2011, the Deputy Minister's Office, which is responsible for gender and family issues, initiated a study on Gender Impact Analysis of the infrastructure projects (Mliba/Msahweni and Komati Downstream Development Project - KDPP). The study sought to evaluate the gender impact analysis of selected development capital projects that Eswatini has undertaken as part of development. The main objective of the study was to determine how the national budget in these areas had benefitted women and men in the past, and how the concept of gender responsive budgeting could best be mainstreamed into the national budget process.

In an effort to implement the findings of the study, government conducted a gender mainstreaming training workshop for gender stakeholders with the civil society and private sector. The aim was to introduce the concept of gender mainstreaming and ultimately the concept of Gender Responsive Budgeting. The civil society Gender Consortium has led consultations within various networks on gender-responsive budgeting. The Consortium has organized gender budgeting workshops for its membership of 15 organisations.

The government's Programme of Action 2008-2013 remains gender neutral in the relevant budgetary allocations. More efforts



are required to ensure broad-based training and capacity building on gender-responsive budgeting, gender analysis and gender mainstreaming. This situation is compounded by lack of designation of Gender Focal Points in government as well as institutional memory due to high staff turnover within respective institutions

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THIS FACTSHEET is produced by the Women and Law in Southern Africa (WLSA) Eswatini and the Beyond Inequalities Gender Institute (BI) of the Southern African Research and Documentation Centre through a project on tracking implementation of the SADC Protocol on Gender and Development funded by the Austrian Development Agency. The factsheet and related information are available on www.sardc.net. Responsibility for the content lies entirely with the authors. The information and analysis do not reflect the official opinion of the Austrian Development Agency. *September 2019*



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