GENDER POLICIES IN SOUTHERN AFRICA AND BEYOND

a selected bibliography

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Women in Development
Southern Africa Awareness Project

SARDC
Southern African Research
and Documentation Centre

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GENDER POLICIES IN SOUTHERN AFRICA AND BEYOND:
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INTRODUCTION

The Zimbabwe International Book Fair, (ZIBF) an independent organization based in Harare holds once a year an international book fair at the Harare Gardens. The theme of the book fair in 1999 was "Women". Southern African Research and Documentation Centre (SARDC) participated in ZIBF'99 with focus on women and gender, and this theme led to the conceptualization of this project with the following major outputs:

- SARDC Bibliography
- Women in Development Southern Africa Awareness (WIDSAA) Website
- Publications Catalogue
- Gender Policies Directory/Bibliography

The outputs are aimed at disseminating information about gender in southern Africa as well as to showcase the array of bibliographic information on gender and related subjects that have been generated by SARDC since 1987.

The purpose of this bibliography is three-fold:
- highlight the availability of gender literature to policy-makers;
- raise awareness on policy issues that relate to gender and;
- highlight the absence of such policies to indicate to the policy-makers critical issues that need policy formulation. Emphasis is placed on southern Africa, however literature focusing on Africa in general and international coverage has been included for reference purposes.

Gender as a term, refers to the state of being male or female in relation to social and cultural differences rather than biological ones. Societies have gender stereotypes which work against their female members. Women, as the disadvantaged group, have over the past decade led a major movement for their emancipation through national, regional and international groupings such as the Beijing Platform for Action developed in 1995. Some governments have responded positively by reviewing their policies to be gender sensitive, while others have only paid lip service to the subject. Some governments have enacted gender sensitive laws, but fall short in the implementation.

The new Oxford Dictionary defines "policy" as a course or principle of action adopted or proposed by a government, party, business, or individual thus a set of ideas or plans that is used as a basis for making decisions". In this respect, gender policy documents have been articulated to cover a wide range of issues in a multifaceted approach. All documents that refer to policy issues on specific subjects with a gender aspect have been included in this bibliography. The thrust of most gender policies is to put in place intervention programmes and measures designed to enhance the status and role of women in decision - making and leadership.

The general trend of the bibliography is that there seems to be more policies on education, health, agriculture and economic issues than other areas. The plausible reason for this is that women have been traditionally confined to the education and health career opportunities, and more input and reforms are happening in those sectors. Agricultural and economic policies are coming up, due to the land issue problem emerging in the region, women are lobbying and advocating for land allocation. Economic policies are common, but hardly empower women to the level that they can be financially independent. The Structural Adjustment Programmes adopted by most Southern African Development Community (SADC) countries have actually overburdened women, by relying on them to replace the public sector in most countries. Employment, environment, disability, child welfare, politics and power issues are neglected in terms of well-defined and strategic gender polices. Most of our countries do not have national gender policies which aim to redress the national inequalities between men and women. The lack of these national gender policies overshadows the availability of other sectoral policies: economic, education and health could be in place but might not necessarily be gender sensitive, because there is no national gender mainstreaming guideline.

The challenge now is how to move from recognition of gender as a central issue in policy and planning, to action.

The Southern African Development Community (SADC) is an organisation of 14 states of Southern Africa. Through regional cooperation, SADC seeks to promote collective self-reliance and the forging of closer links among its member states to create genuine and equitable regional cooperation. The member states are Angola; Botswana; DRC; Lesotho; Malaw; Mauritius; Mozambique; Namibia; Seychelles; South Africa; Swaziland; Tanzania; Zambia and Zimbabwe.

Gender policies listed in this bibliography are a vital link between governments and NGOs which operate on the practical level, providing an alternative view to improve policies or implementing national policies generated at government level. Women in southern Africa are now more involved in policy analysis and monitoring, to improve the status of women and push the gender agenda forward. Our

niche at SARDC is to influence policy formulation through the provision of information of what has been done, the gaps, what is happening on the ground despite having certain policies in place and what are the critical issues to be tackled urgently.

SARDC-WIDSAA's mission is to be a catalyst and information service to the region's governments, parliaments, NGO's and agencies, the media and the public in the formulation of policy affecting women in southern Africa. In the context of the dictionary meaning of policy, it becomes imperative that SARDC-WIDSAA take stock of what is available in the region and identify policy gaps in the different sectors, affecting women. WIDSAA has always advocated well-defined and strategic policies to improve the status and empowerment of women in the region, thus our intervention in women's empowerment as an institution has always been at policy level.

This bibliography has been extracted from the gender database of WIDSAA. The bibliography is therefore selected reference rather than a complete representation of gender policies and related literature.

Acknowledgements

SARDC VISION
SARDC is an independent regional information resource centre which seeks to enhance the effectiveness of key development processes in the SADC region through the collection, production and dissemination of information, and enabling the capacity to generate and use information.

MISSION
SARDC's objective is to improve the base of knowledge about economic, political, cultural and social developments, and their implications, by making information accessible to governments, policy makers, non-governmental organisations (NGOs), regional and international organisations, development agencies, parliaments, the private sector, and media.

SARDC's main programmes are on the environment and water, gender, sustainable democracy and regional economic development. SARDC has offices in Harare and Maputo.
Founding patron: Julius K. Nyerere.
Website:http://www.sardc.net

WIDSAA
The Women in Development Southern Africa Awareness (WIDSAA) programme is regional in focus and aims to be catalyst and information service to the region's governments, parliamentarians, NGOs, development agencies, the media, and the public, in the formulation of policy affecting women in SADC. This is done through collecting, documenting and disseminating information on women/gender and development. The programme facilitates exchange of information and sharing of ideas and experiences among SADC countries for purposes of learning from each other's experiences. WIDSAA has a network of national partners in the SADC countries which include a range of institutions and organizations functioning at the national level. These include university research institutes, non-governmental organizations, and women networks. The partners share and exchange information and expertise to enable WIDSAA to provide a better service.

Beyond Inequalities: Women in Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe , Southern Africa
An overview of the situation of women in southern Africa, summarizing critical issues, identifying obstacles and information gaps. Foreword by Getrude Mongella This is a series of books profiling the status of women in Southern Africa and the initiatives being made to mainstream gender in development processes in the region. The series analyses information drawn from the 12 critical areas of concern identified in the Beijing Platform for Action. The publications have a four-part structure; Part 1 gives the national perspective and context, including a historical summary, macroeconomic framework and demographic information. Part 11 reviews the programmes and policies of government, non-governmental organisations, donor and development agencies, community based organisations and other stakeholders involved in mainstreaming gender into development, assessing the extent to which gender imbalances receive due attention. Part III highlights the achievements and commitments in the context of Beijing Platform for Action, as well as priorities for action. Part IV contains a reference of materials used in the compilation of the profile as well as a bibliography of country specific Women In Development documents and additional statistical tables.
Source: SARDC-WIDSAA, P.O. Box 5690, Harare, Zimbabwe

Beyond Inequalities: Women in Southern Africa
Southern African Research and Documentation Centre (SARDC), 2000

Beyond Inequalities: Women in Angola
Action for Rural Development and Environment , Development Workshop, and SARDC, 2000

Beyond Inequalities: Women in Botswana
Ditshwanelo, The Botswana Centre for Human Rights and SARDC

Beyond Inequalities: Women in Lesotho
Women and Law in Southern Africa and SARDC, 1997

Beyond Inequalities: Women in Malawi
University of Malawi, Centre for Social Research and SARDC, 1997

Beyond Inequalities: Women in Mauritius
Mauritius Alliance for Women and SARDC, 2000

Beyond Inequalities: Women in Mozambique
Centre for African Studies - UEM, Forum Mulher and SARDC, 2000

Beyond Inequalities: Women in Namibia
University of Namibia-MRC Social Sciences Division and SARDC, 1997

Beyond Inequalities: Women in South Africa
UWC-Gender Equity Unit and SARDC, 1997

Beyond Inequalities: Women in Swaziland
Women and Law in Southern Africa and SARDC, 1998

Beyond Inequalities: Women in Tanzania
Tanzania Gender Networking Programme and SARDC, 1998

Beyond Inequalities: Women in Zambia
Zambia Association for Research and Development and SARDC, 1998

Beyond Inequalities: Women in Zimbabwe
Zimbabwe Women's Resource Centre Network and SARDC, 1998

LAYOUT OF THE BIBLIOGRAPHY

The first list of this bibliography covers the WIDSAA books, followed by a section on southern Africa. The subsequent sections are arranged in alphabetical order by specific country of the southern African region with Africa and International at the end.

The order within each section is arranged by author and title. Emphasis is placed on the titles and keywords to facilitate easy browsing.

There are some countries of the SADC region that have few published materials on gender policy issues. Most of the documents listed in the bibliography are readily available from the WIDSAA Resource Centre for reference use and are abstracted online at:
http://databases.sardc.net (Select Gender Bibliographic Database).

Any enquiries about the contents of this publication, please contact:

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SARDC-WIDSAA
P. O. Box 5690
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Tel: 263-4- 791249/730500/732748
http://www.sardc.net
http://databases.sardc.net

SOUTHERN AFRICA

AEI, SARDC, UNICEF
Trascending the Legacy: Children in the New Southern Africa
AEI, SARDC, UNICEF, 1995

South African distabilization of it's neighbours during the 1980s bore deep-seated problems of poverty and dislocation to health, nutrition, and education systems. Southern African researchers examine the complex legacies that apartheid and destabilization have left behind. Looks at the obstacles to progress imposed by that legacy, for children and women, supported by examples and case studies.
Keywords: Apartheid;Children
Source: SARDC P.Box 5690 Harare, Zimbabwe.
Email:sardc@sardc.net

Armstrong, Alice K.
Struggling Over Scarce Resources: Women and Maintenance in Southern Africa
Harare, Zimbabwe: University of Zimbabwe Publications, 1992 .

Regional report of a research project on maintenance laws in Zimbabwe, Zambia, Swaziland, Mozambique, Lesotho and Botswana undertaken between 1990 and 1991. It presents information about the content and effectiveness of current maintenance laws and focuses on suggestions for legal, administrative and policy changes which will lead to increased family income levels and insure that women and children get fair share of the scarce resources available.
Keywords: Legislation; Maintenance
Source: University of Zimbabwe, P.O. Box MP 167, Harare, Zimbabwe.

AWEPA -African European Institute (AEI)
Toward Practical Gender Equality: from Dialogue to Action
Cape Town, South Africa: African European Institute, 1997

This report aims to contribute to the achievement of democracy within the SADC region through promoting women's full and equal participation in decision-making at all levels towards participatory development and more creative democratic process.
Keywords: Equal Rights; Policy
Source: AWEPA-AEI), Plein Park Building , Plein Street, Cape Town 8001, South Africa.
Email:awepact@wn.apc.org

Banda, D.L.
National Gender Policy
Arusha, Tanzania: Eastern and Southern African Management Institute (ESAMI), 1997

This document provides the outline for the construction of a National Gender Policy.
Keywords: Gender; Policy
Source: ESAMI, Arusha, Tanzania.

Chisholm, Linda; Makwati, Glory J.T.; Marope, P.T.M.; Dumba-Safuli, Samuel D.
SADC Initiative in Education Policy Development, Planning and Management: Report of a Needs Assessment Study
Harare, Zimbabwe Mbabane, Swziland: UNESCO and SADC Human Resources Development Sector, 1998

The book assesses the regional capacity needs in regard to education policy development, planning, management and implementation processes. Particular attention is paid to the political and economic context and its relationship to education, recent education policy initiatives and strategies, policy processes including those of formulation and implementation, and as assessment of capacity at international, regional and national levels.
Keywords: Education; Management
Source: UNESCO Sub-regional Office for Southern Africa, PO Box HG435, Highlands, Harare. Zimbabwe.Email: unesco@hre.unesco.co.zw

Dorsey, Jo Betty
Gender Inequalities in Education in the Southern Africa Region: Analysis of Intervention Strategies
Harare, Zimbabwe: UNESCO, 1996

UNESCO launched a promotional campaign to increase the participation of girls and women and other target groups with limited access to the conventional form of basic education. Through deliberate policies of affirmative action,UNESCO Harare Office assists member states of the organisation in the sub-region in search of appropriate strategies to improve access to and quality of basic education.
Keywords: Education; Affirmative Action
Source: UNESCO Sub-Regional Office for Southern Africa, P.O. Box HG 435, Highlands, Harare. Zimbabwe.
Email: unesco@hre.unesco.co.zw

Government of South Africa, Ministry of Justice
Summary Report on SADC Conference on the Prevention of Violence Against Women
South Africa, Ministry of Justice,1998

The conference recognized that violence against women occurs in the family and in the general community or may be perpetrated by the State. Various forms of violence were discussed in the context of the SADC region. The major commitment to action that arose out of the conference was the Proposed Declaration to be considered for adoption by Heads of State or Government at their summit in Mauritius in September 1998.
Source: Ministry of Justice, South Africa.

Kethusegile, Bookie; Kwaramba Alice; Lopi, Barbara
Beyond Inequalities: Women in Southern Africa
Harare, Zimbabwe: SARDC-WIDSAA, 2000.

This book is one of a 13-part series under the titles *Beyond Inequalities*; Women in Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe. It gives an overview of the situation of women in the SADC region, summarizing the critical issues such as power and decision-making, poverty and economy, agriculture and food security, health, education, media and information systems and environment, among other issues raised in the national profiles. The book highlights obstacles to women's advancement and presents initiatives by SADC countries to mainstream gender in development processes at both national and regional levels. As such, it aims to provide information to policy-makers, researchers, NGOs, the media and the donor community as a basis for ensuring gender sensitive policies and the enhancement of the position of women in the region. The book serves as a powerful information tool for lobbying and advocacy for regional action on the transformation of gender relations at all levels.
Keywords: Human Rights; Equal Rights; Gender
Source: SARDC-WIDSAA, P.O. Box 5690, Harare. Zimbabwe. Widsaa@sardc.net

Mkandawira, Richard and Matlosa, Khabele (Eds)
Food Policy and Agriculture in Southern Africa: Regional Cooperation Series
Harare, Zimbabwe: SAPES Books, 1993

The issue of the current food and agricultural crisis in southern Africa cannot be adequately explained without focusing on the specific characteristics of the sub-region's political economy. Issues discussed include the following: institutional and policy constrains to sustainable agriculture; customary land tenure arrangements; macro and micro-economic policies and their effects on peasant agricultural activity; the role played by women in agriculture in general and food production in particular; and the role of training as an essential resource input into the process of technological change and agricultural growth.
Keywords: Agriculture; Food
Source: SAPES Books, P.O. Box MP 111, Mount Pleasant, Harare, Zimbabwe.
Email:admin@sapes.primenet.co.zw or administrator@sarips.co.zw

Southern African Aids Information Dissemination Service
Facing the Challenges HIV/AIDS: a Gender Based Response
Harare, Zimbabwe: SAFAIDS

This resource pack aims to help policy-makers, programme planners and implementers and service providers develop a gender-based approach to their work on HIV/AIDS and STDs. The text is illustrated with personal stories and examples from programmes around the world.
Keywords: Health; Education
Source: SAFAIDS, 17 Beveridge Road, P.O. Box A509, Avondale, Harare, Zimbabwe. Email: info@safaids.org.zw

Southern African Development Community
Gender and Development: A Declaration by Heads of State or Government of the Southern African Development Community (SADC) and The Prevention and Eradication of Violence Against Women and Children, An addendum to the 1997 Declaration on Gender and Development by SADC Heads of State or Government
Gaborone, Botswana: SADC, 1997

In this declaration the SADC Heads of States and Government commit themselves to:
achieving at least 30 percent target of women in political and decision-making structures by 2005; promoting women's full access to, and control over productive resources to reduce the level of poverty among women; repealing and reforming all laws, amending constitutions and changing social practices which still subject women to discrimination; taking urgent measures to prevent and deal with the increasing levels of violence against women and children.This declaration marked the culmination of decades of organizing and lobbying for gender equality by women's NGOs in the region.
Source: SADC Gender Department, Private bag 0095,Gaborone, Botswana.
E-mail: molokom@sadc.net; cwarioba@sadc.int

Southern African Development Community(SADC)
Gender Mainstreaming at SADC: Policies, Plans and Activities
Gaborone, Botswana: SADC Secretariat - Gender Unit, 1999

The gender plans, activities and policies in the region are outlined and the steps which have been taken by the various governments to establish institutional frameworks for gender mainstreaming.
Keywords: Gender; Development
Source: Gender Unit, SADC Secretariat, Private Bag 0095, Gaborone, Botswana.
Email:molokome@sadc.int

Southern African Development Community(SADC)
SADC Policy and Strategy for Environment & Sustainable Development: Towards Equity-led Growth and Sustainable Development in Southern Africa
Maseru, Lesotho: SADC Environment and Land Management Sector (ELMS), 1996

This report highlights some of the goals for a regional environment policy as: to protect and improve the health, environment and livelihood of the people in

Southern Africa with priority to the poor majority; to support regional economic development on an equitable basis for the benefit of present and future generations; to strenghthen the analytical, decision-making, legal, institutional and technological capacities for achieving sustainable development in Southern Africa; to increase public information; education and participation on environment and development issues in Southern Africa; and to expand regional integration and global cooperation on environmental and natural resources management for sustainable development.

Keywords: Environment; Development; Land; Equity; SADC; Conservation

Source: SADC ELMS, Ministry of Agriculture, Co-operative, Marketing and Youth Affairs, Private Bag A284, Maseru 100, Lesotho.

Email:sadc@elms.ru.ac.za or sadcelms@lessof.co.za

SADC, SARDC
SADC Gender Monitor Issue 1 February, 1999
Gaborone, Botswana and Harare, Zimbabwe: SADC Gender Unit and SARDC-WIDSAA, 1999

An annual publication co-published by the SADC Gender Unit and SARDC-WIDSAA. Aims to monitor the progress towards achievement of the goals of the Beijing Fourth World Conference on Women, and the SADC Gender Declaration, as well as regional areas of concern and national plans of action. Themes covered in this issue are: institutional mechanisms, women in power, 2005, gender budgets, women's human and legal rights, gender violence, education, health and cooperation. The Gender and Development Declaration by heads of State of SADC and the Prevention and Eradication of Violence Against Women and Children addendum to the 1997 declaration are appended to the Monitor.
Keywords: Gender; Human Rights

Source: SARDC-WIDSAA, P.O. Box 5690,Harare, Zimbabwe and SADC Gender Department, P Bag 0095,Gaborone, Botswana. Email:widsaa@sardc.net

SADC Environment and Land Management Sector
Caring for Southern Africa's Resources: the SADC Environment and Land Management Sector (SADC-ELMS)
Maseru, Lesotho: SADC ELMS Coordination Unit, 1996

The exploitation and utilisation of natural resources, especially land, water and minerals, will contribute to human welfare and development. However, such exploitation requires good management and conservation, to ensure that development does not reduce or impair the diversity and richness of the region's natural resource base and environment. In this context, policy measures will be taken, and mechanisms instituted to protect the environment and manage natural resource utilisation, with a view to achieving optimum sustainable benefits for the present and future generations of Southern Africans.
Keywords: Resources Management; Environment; Conservation; Land

Source: SADC ELMS Coordination Unit, Ministry of Agriculture, Co-operatives Marketing and Youth Affairs, Private Bag A248, Maseru 100, Lesotho.
Email:sadc@elms.ru.ac.za or sadcelms@lessof.co.za

Lopi, Barbara (Ed)
Reporting Gender in southern Africa: A Media Guide
Lusaka and Harare: ZAMCOM and SARDC, 1999

Media coverage in southern Africa continues to serve the interests of a small elite and effectively excludes voices of women, children and even a majority of men. The main problem which causes this is the lack of a framework policy to ensure a gender perspective is integrated in all media policies, programmes and operational structures. Journalists need to recognize that there are gender differentiated points of views in society. Gender reporting should not be synonymous with writing about women and women's issues but a positive portrayal of women in media coverage. The handbook provides information tools on gender reporting drawn from experiences shared by journalists, who have been covering gender policies in the region. The guide also provides a summary of gender policies in the region, a selection of troublesome terms and alternatives abstracted from the IPS- Gender and Development Glossary, as reference material.
Keywords: Gender; Media

Source: ZAMCOM, P.O. Box 50386, Lusaka, Zambia and SARDC, P.O. Box 5690, Harare, Zimbabwe.
Email:sardc@sardc.net or zamcom@zamnet.zm

Southern African Research and Documentation Centre (SARDC)
Girls Education Database
Harare, Zimbabwe: Department for International Development (DFID), 1999

The objective of the research project was to collect comprehensive data on policies, programmes, projects and contacts for girls' education in southern Africa. The database currently has 129 entries on projects and education programmes in the region and the key policy documents database has 118 entries. The product of the project is available in two volumes in a printed format. Volume I covers the key policy documents on education and Volume II is the compilation of the policies, programmes and projects as submitted by the consultants from the various countries. The database and documents are with Southern African Research and Documentation Centre (SARDC) while the printed versions of Volume I and Volume II are available from DFID.
Keywords: Education; Policy

Source: SARDC, P.O. Box 5690, Harare, Zimbabwe; DFID, British Department in Central Africa, P.O. Box 1030, Harare, Zimbabwe.
E-mail: sardc@sardc.net
Website: http://www.sardc.net

Southern African Research and Documentation Centre (SARDC)
Gender Database
Harare, Zimbabwe: SARDC-WIDSAA, 1994

The database includes references and documentation collected during the preparation with national partners of the national profiles of each SADC country. The database currently has over 2000 entries. The WIDSAA bibliographic database covers

a cross-section of gender related issues. The information in the databases is collected through publications produced by networking partners through exchanges, donations and purchases from them. From these acquisitions, the Resource Center periodically produces bibliographies and acquisitions list as a current awareness service. Current acquisitions appear in WIDSAA's quarterly newsletter " *The GAD Exchange*" as well as in SARDC's institutional bibliography and Acquisitions List produced quarterly.

Keywords: Gender, Development

Source: SARDC-WIDSAA, P.O. Box 5690, Harare, Zimbabwe.

Email: sardc@sardc.net

Website: www.sardc.net

UNESCO
UNESCO Regional Seminar on HIV/AIDS and Education Within the School System for English-speaking Countries in Eastern and Southern Africa

Harare, Zimbabwe: UNESCO, 1995

This report describes the UNESCO Regional Seminar on HIV/AIDS and Education Within the School-System for English-speaking countries in Eastern and Southern Africa, in Zimbabwe. It was intended for high-level decision and policy-makers in ministries of education and of health as well as representatives of NGOs.

Keywords: Education; Aids

Source: UNESCO Sub-regional Office For Southern Africa, 8 Kenilworth Road, P.O. Box HG 435, Highlands, Harare, Zimbabwe.

Email:unesco@hre.co.zw

ANGOLA

ADRA
A Crianca e A Familia: I Symposia Nacional Da Crianca 26-29 Outubro 1993, Luanda
The Child and the Family: First National Symposium on the Child, 26-29 October, 1993, Luanda Luanda, Angola: ADRA, 1993 [Portuguese]

Paper was presented at the first national symposium on the child, in 1993. It analyses the human face of the Angolan crisis caused by the long civil war, drawing attention to issues, such as family disintegration, economic vulnerability and household food self-reliance. It also suggests critical strategies to protect the poorest children's health according to the specific conditions in Angola: mother awareness to breast feeding, broadening the coverage of vaccination, dehydration and children growth control. The paper suggests policies and programmes to be carried out along the 1990's in order to recognize the role of women in agriculture, health and community services
Source: ADRA, Postal 3788, Luanda, Angola.
Email: adra-ang@ebonet.net

ADRA
Rede Sanitaria Em Angola E Resposta Aos Problemas De saude Da Crianca/ Sanitary System in Angola and the Response to the Child's Health Problems
Luanda, Angola: ADRA, 1993 [Portuguese]

This document gives a situation analysis of the sanitary system in Angola in different provinces and how the different municipalities are maintaining, expanding and planning for the future expansion of the urban population. Most of the municipal areas do not have the resources to maintain and expand the system. This has great implications on the health of the children as sewage flows into the streets, pipes are bursting and there are no funds to maintain the system. Children are most affected since they play in the streets.
Source: ADRA, Postal 3788, Luanda, Angola.
Email: adra-ang@ebonet.net

Aguilar, Renato
Gender Effects of Structural Adjustment in Luanda
Gothenburg, Sweden: Department of Economics, University of Gothenburg, 1992

The aim of this report is to discuss the gender effects of structural adjustment in Angola, and policies and programmes oriented to correct them. This paper presents briefly Angola's recent economic history, focusing on the analysis of the reform packages introduced in the last few years. It also presents a macro-economic situation and alternative paths for economic policy open to Angola. Finally, the report ends with a section devoted to a discussion of policies and programmes with specific gender content, aimed to correct possible negative effects of structural adjustment.
Keywords: Economic Development; Structural Adjustment; Labour Market
Source: Department of Economics, Gothenburg University, S-114 25 Gothenburg, Sweden.

Aguilar, Renato; Stenman, Asa
Angola 1994: Trying to Break Through the Wall
Gothenburg, Sweden: Gothenburg University, Department of Economics, 1994

The authors detail the economic development in Angola during 1993 and the first few months of 1994. They also analyse the economic policies formulated over the past years and their impact on the economy. During 1993, Angola's economy showed an exceedingly poor performance. GDP decreased by almost twenty-five per cent, inflation reached a record high level on the verge of hyperinflation, and the balance of payments was in a disastrous state. The obvious cause of that poor performance was war. However, an erroneous economic policy pursued during the second half of 1993 strongly contributed to this negative performance.
Source: Department of Economics, University of Gothenburg, Viktoriagatan 30, S-411 25, Gothenburg, Sweden.

Aguilar, Renato; Stenman, Asa
Angola 1996: Inflation, Confusion and Political Crisis
Stockholm, Sweden: SIDA, 1997

This is the seventh microeconomic report on Angola prepared for the Swedish International Development Agency (Sida) by the Department of Economics at the University of Gothenburg. This report covers the period 1995 and the first few months of 1996. Highlights that the government of Angola is slow in implementing the Lusaka Peace Agreement hence seriously affecting the proper implementation of the economic policy.
Keywords: Economic Development; Economic Policy; Women In Development
Source: SIDA , S-105 25, Stockholm, Sweden.

Aguilar, Renato; Stenman, Asa
Angola: Let's try Again
Gothenburg, Sweden Gothenburg University, 1999

A report focusing on economic policy issues. It presents the policy decision-making process and how

economic policy is designed and implemented in Angola. The report also highlights the social problems of Angola, especially issues affecting the situation of women. Women's problems range from access to resources, to ownership of property and effects of war.
Keywords: Economic Development; Policy
Source: Gothenburg University, Department of Economics, S-144 25 Gothenburg, Sweden.

Akerson, Lisa
Country Gender Analysis for Angola
Stockholm, Sweden: Swedish International Development Authority (Asid), 1993

This report provides a comparison of the Angolan women and men's socio-economic conditions, reflecting the heavy burden carried by women in the nation. Angola has been at war for 30 years now and the profile analyses all sectors of the society during this period. Information about education, agriculture, industry and commerce, environment, media and the activities of government, political parties, and women activist groups is provided, and how NGOs are trying to relieve these problems.
Source: Swedish International Development Authority, Sweden

Da Rocha, Alves
Institutional Restructuring and Its Effects on Economic Restructuring in Angola
Luanda, Angola: Ministry of Planning, 1997

This is a workshop presentation of the economic and social crisis in Angola and the institutional framework in existence. Angola is portrayed by the author as a global crisis, with a particular crisis that separates it from crises in Africa and the World. The crisis covers political and economic aspects. The author also analyses the existing institutional setup and recommends starting points for economic reconstruction.
Keywords: Structural Adjustment; Economic Conditions
Source: Ministry of Planning, 92 Fredrick Engels Street, Luanda, Angola.

De Andrade, Henda Ducados Pinto
Women, Poverty and the Informal Sector in Luanda's Peri-Urban Areas
Luanda, Angola: Development Workshop, November 1994

This document is designed to encourage governmental and non-governmental agencies in identifying issues such as women's needs for the development of their micro-entrepreneurial activities. The thematic topics covered in the document include: women, poverty and the informal sector of the peri-urban areas of Luanda. An overview of the Angolan economic context is presented and characteristics of the informal sector are described.
Keywords: Women; Entrepreneurship
Source: Development Workshop, C.P.3360, Luanda.

De Sousa Couto, Fernando Gilberto
Kandegues Unidos – Training and Support to Street Children Project in Luanda Province (Education)
Luanda, Angola: Kandengues Unidos, September 1995 [Portuguese]

Overall information report on the state of the Angolan educational system, with a focus on the Luanda Province, in 1995. It highlights critical problems of the primary education level, such as low academic standards, ramshackle classrooms, and lack of resources, dropouts and low enrolment for basic primary education. There's an increasing demand for teachers and new schools due to the demographic growth and rural exodus, but due to the war and economic hardships, the Ministry of Education has not been able to implement programmes to renovate the deteriorated educational system. The document does not present any project focused on street children, but mentions some initiatives to improve education services in Angola that are not likely to reach street children.
Keywords: Education; Children
Source: Kandengues Unidos, Luanda, Angola.

Dos Santos, Naiole Cohen; Ducados, Henda
Beyond Inequalities: Women in Angola
Luanda and Harare: Development Workshop and SARDC-WIDSAA, 2000 [English and Portuguese]

The profile is part of the 13 book series titled *Beyond Inequalities* outlining the status of women in southern Africa. The series documents and analyses information along themes drawn from the critical areas of concern identified in the Beijing Platform for Action (PFA). The analysis provides the historical and current situation of the economic, political and social spheres in the country, highlighting that Angola faces more serious problems than any of the SADC countries as a result of civil war. Peace is what most women are longing for. Internal displacement, poverty, food security, violence against women, education and health systems are the major problems facing Angolan women. Human and financial resources are being directed to military activities instead of the education and health sectors. Included in the profile are the eight national priority areas identified by Angola. **Development Workshop** is involved in development work with an emphasis on water and sanitation, primarily in Luanda. ADRA is involved in work related to rural conservation, agriculture and environment.
Keywords: Equal Rights; Human Rights
Source: ADRA, Praceta Farinha Leitao – No. 27, IDTO, C.P. 3788, Luanda, Angola, Development Workshop Rua Rei Katyavala 113, C.P. 3360, Luanda Angola and SARDC-WIDSAA, P.O. Box 5690, Harare, Zimbabwe.
E-mail: adra@ebonet.an; sardc@sardc.net; widsaa@sardc.net; dwang@ebonet.net

Shea, Philip; Ducados Pinto de Andrade, Henda ;
Fernandes, Emilia Dias
**Participatory Sub-Sector Report on the
Commercialization of Fish**
Luanda, Angola: Development Workshop,1996

The authors indicate that the Angolan informal
sector is large, provides most employment compared
to the formal sector and is an essential component
of family survival strategies. The sector however, gets
little assistance and recognition from government,
despite becoming increasingly more important as a
source of employment and livelihood during the
rehabilitation of the economy.
Keywords: Education; Informal Sector
Source: Development Workshop, Rua rei Katyala
113, C.P. 3360, Luanda, Angola.

Vicente Sao
Reanimation of Supply in Angola
Luanda, Angola: UNICEF, 1994

It is noted that Angola has initiated a political and
economic transformation from a single party system
planning and a centralised bureaucracy to a pluralist
democracy with an open market economy and free
competition. The open market economy and free
competition has resulted in changes on supply and
demand patterns. The author identifies the need to
correct the distortions in relative prices in the
equilibrium between supply and demand. There is
need to reorganize the core business structure so that
it can respond to market prices stimuli. Finally, there
is need to discipline public finances and avoiding
budget deficit to be financed purely by monetary
means. The author also indicates that for these
transformations to occur, the country needs political
leadership and national cohesion. Khadidia E. Diabi
translated the document into English.
Source: UNICEF- Monitoring and Evaluation, P.O.
Box 2707, Luanda, Angola.

van Brink, E.; Mookodi G.; Dirasse L.
Report on the Gender-Responsive Planning Workshop for Chobe District
Gaborone, Botswana: The Ministry of Labour and Home Affairs, Women's Affairs Unit

The workshop looked at gender responsive planning to various National Development Policies. A case study was carried out which found out that women are biased against themselves and believe that they are not as competitive as men. Therefore, it was concluded that not only do custom and culture tend to work against women's interest and aptitude in some work places but attitudes and beliefs contribute to the problem.
Keywords: Culture; Nutrition; Youth Employment; Policy
Source: The Ministry of Labour and Home Affairs - Women's Affairs Unit Bag 00185, Gaborone, Botswana.

Datta, Kussum; Alexander, Elsie; Khan, Banu Aezamund
Beyond Inequalities: Women in Botswana
Gaborone, Botswana; Harare, Zimbabwe: Ditshwanelo and SARDC-WIDSAA, 1998

Beyond Inequalities is a series of publications which profile the status of women in southern Africa and initiatives being made to mainstream gender in development processes outside the region. The series is based on an assessment that inequalities are now generally acknowledged as an impediment to development and economic growth in most countries and regions of the world. The Botswana national platform for action included: women and poverty including economic empowerment, power and decision-making, education and training of women, women and health, the girl child and violence against women. **Ditshwanelo**: the Botswana Centre for Human Rights is an NGO which focuses on rights awareness and education. It aims to expand the general population's awareness of human rights by promoting and protecting human rights, paying special attention to the marginalised and underprivileged.
Keywords: Human Rights; Country Profile
Source: Ditshwanelo, P.Bag 00416, Gaborone, Botswana/SARDC Box 5690, Harare, Zimbabwe. Email:ditshwanelo@info.bw or sardc@sardc.net

Ditshwanelo - the Botswana Centre for Human Rights
Women in Development Country Profile - Botswana
Gaborone, Botswana: Ditshwanelo, 1996

The document highlights the areas of hidden underdevelopment in a country which otherwise boasts of unparalleled growth since 1970. Fifty-percent of Batswana are reported to be living below the Poverty Datum Line. It is imperative to diagnose

the causes of poverty and identify the poor so that corrective measures can be taken. It is also essential to understand why the existing poverty eradication policies have failed to achieve the projected results.
Keywords: Profile; Women In Development; Poverty; Policy
Source: Ditshwanelo, P. Bag 00416, Gaborone, Botswana.
Email:ditshwanelo@info.bw

Ditshwanelo: The Botswana Centre for Human Rights
Participative Human Rights Education-Training Manual for Youth and Non-formal Sectors
Gaborone, Botswana: Ditshwanelo - The Botswana Centre for Human Rights, 1991

The author indicates that Botswana has been acclaimed as one of the few democracies in Africa. To a large extent this image has been promoted by the ability of the country to maintain a multi-party democracy with an elaborate Bill of Rights as reflected in the constitution. One of the main aims of this manual is to teach people human rights by creating situations where they are actively involved in discussing issues with each other.
Source: Ditshwanelo - The Botswana Centre For Human Rights, P. Bag 00416 Gaborone, Botswana.

Emang Basadi
The Women's Manifesto: a Summary of Botswana Women's Issues and Demands
Gaborone, Botswana: Emang Basadi Women's Association, 1994

Women make up more than half of the total population, a very important human resource that must be developed and used for the benefit of the country's advancement. In Botswana it is evident that women are playing important roles in the different areas of development such as education, health, commerce and industry, agriculture, the informal business sector, among others. However numerous cultural, social, economic, political and legal barriers negatively affect their participation. The women's manifesto sets out what women want done and what their problems are under the current legislation.
Keywords: Women in Development; Education; Health
Source: Emang Basadi Women's Association, P. Bag 00470, Gaborone, Botswana.

Government of Botswana, Women's Affairs Division
National Gender Programme Framework
Gaborone, Botswana: Government of Botswana, 1998

The framework serves as a useful reference point for a multi-sectoral and coordinated response to gender issues and concerns for Botswana. The government hopes that policy-makers, implementers and donors interested in supporting the gender programme will

operate within this framework.
Keywords: Gender; Equality; Policy
Source: Government of Botswana, Women's Affairs Division, Ministry of Labour and Home Affairs, P.Bag 00185, Gaborone, Botswana.

Government of Botswana, Women's Affairs Division-Department of Culture and Social Welfare
Policy on Women in Development
Gaborone, Botswana: Women's Affairs Division, Department of Culture and Social Welfare, November, 1995

The thrust of the policy is to put in place intervention programmes and measures designed to enhance the status and role of women in decision-making and leadership at all levels. Aims to address issues in a comprehensive and holistic manner and in line with the planning principles of rapid economic growth, economic independence, sustained development and social justice.
Keywords: Policy; Gender; Decision-Making
Source: Government of Botswana, Ministry of Labour and Home Affairs, Department of Culture and Social Welfare, Women's Affairs Division, Gaborone, Botswana.

Government of Botswana, Women's Affairs Division
Report on a Review of all Laws Affecting the Status of Women in Botswana
Gaborone, Botswana: Department of Women's Affairs, 1998

The study looks at the status of women under public and private law. Each legal instrument is then analysed to assess how it adheres to international legal instruments. Some of the legislation analysed are the Botswana constitution, citizenship, employment, rape, domestic violence, and the legal status of women.
Keywords: Law; Women
Source: Department of Women's Affairs, Ministry of Labour and Home Affairs, Government of Botswana, P. Bag 00185, Gaborone, Botswana.

Government of Botswana; Women's Affairs Division
National Report for the Fourth World Conference on Women: Beijing, China, 1995
Gaborone, Botswana: Government of Botswana, Women's Affairs Division, 1995

This report reviews national developments concerning the advancement of women in Botswana since the third world conference on women. Botswana was not able to participate fully in the preparations and deliberations of that conference because of lack of access to information. This report was therefore a step forward for Botswana women in advancing their opportunity to participate as equals with other nations on the issues pertaining to women and national development.
Keywords: Women in Development; Equal Rights
Source: Botswana Government, Ministry of Home Affairs - Women's Affairs Division, Gaborone, Botswana.

Molokomme, Athaliah
His, Mine or Ours?: The Property Rights of Women Married Under Botswana Common Law
Gaborone, Botswana: Ministry of Home Affairs - Women's Affairs Division, 1986

This book gives women detailed information on the meaning and implications of the law of married persons' property so that they can make informed decisions before they marry. It explains in detail, the advantages and disadvantages of the two types of marriages under Botswana law: customary and common law.
Source: Ministry of Home Affairs — Women's Affairs Division, P. Bag 002, Gaborone, Botswana.

Molokomme, Athalia
The Woman's Guide to the Law: an Outline of How the Law Affects Every Woman and Her Family in Botswana
Botswana: Department of Law, 1995

This is a simplified form of the Batswana Law focusing on women. The handbook is meant to give Batswana women and girls some basic knowledge of some laws that affect them. The author highlights the fact that some laws are very old and might be changed in the near future to reflect modern developments and the new roles women play in society. Batswana women should know these laws since they apply to them. Botswana has two types of laws: the customary law and the common law.
Keywords: Law; Women
Sources: University of Botswana, Department of Law, Box 0022, Gaborone, Botswana.

Molokomme I. M.; Alexander, E.M
The Women's NGO Coalition: Booklet on Six Critical Areas of Concern
Gaborone, Botswana: Women's NGO Coalition, 1995

After the Beijing Conference, the Women's Affairs Department (WAD) and the NGO Coalition, through a collaborative effort, identified six areas of concern as priority national issues. This booklet explains the major issues of concern under each critical area. The authors' summaries the efforts the government has made and provides an overview of the NGOs working in these areas, the implementation strategies, and their activities to improve the status of women.
Keywords: Organisations; Women
Source: Women's NGO Coalition, P. Bag 00342, Gaborone, Botswana.

Nyati-Ramahobo, Lydia
The Girl-Child in Botswana: Educational Constraints and Prospects
Gaborone, Botswana: UNICEF, 1992

UNICEF commissioned the Botswana Educational Research Association (BERA) to carry out the Girl-Child Study in September 1991. The study considered work done in the following areas: gender

sensitivity in law, health and education with special emphasis on the national policy on female education; the curriculum; access to educational opportunities and the provision of educational facilities.
Keywords: Education; Girl Child; Policy
Source: UNICEF, Sub-regional office for Southern Africa, P.O. Box HG 435, Harare, Zimbabwe. Email:unesco@hre.co.zw

Nyati-Ramahobo, L
Girls and Women Education: The Case of the Teen Mother Project in Botswana
Harare, Zimbabwe: UNESCO Sub-Regional Office for Southern Africa, 1997

The purpose of the report is to provide an in-depth analysis of this project in terms of its origins, objectives, main activities, sources of funding, key players, achievements and the lessons that can be learnt from it for future replication in other countries. The theoretical framework of the project is that given a second chance, teen mothers can complete their education. The study found that it is the general view of donors, staff, students and the community, that this project is an effective strategy to address the problem of the teen mother in Botswana. One of the most important lessons from this project is that effective strategies are expensive, and that the decision by government to support a project is not only dependent on its effectiveness, but also on whether government views the problem being addressed as a priority and secondly, as a cost-effective strategy. The study concludes that the project could be replicated with modifications in its structure without interfering with the curriculum component and by strengthening the vocational component.
Keywords: Education; Girl Child; Women
Source: UNESCO, HG 435, Highlands, Harare, Zimbabwe.
E-mail: unesco@hre.unesco.co.zw

The Women and Law in Southern Africa Research Trust, Botswana
Botswana Families: Women's Rights in a Changing Environment
Gaborone, Botswana: WLSA, Botswana, 1997

The study examines the rights of women to access and control of resources in relation to their male counterparts within the various family types. An attempt was made to use the findings of the research to re-conceptualise the meaning of women's rights in the Botswana context. The findings revealed that for most parts of Botswana, the traditional land tenure system has allowed for a triangular pattern of access to land. They have three dwellings; a homestead at the village, another at the lands for agriculture and a modest form of dwelling at the cattle post. Access to resources or property in Botswana is not a major problem but control over property is based on the cultural and legal unequal power relations. Married women are under the full authority and power of men. Unmarried women therefore can acquire land and have control over it, unlike married women. The study also reveals that not all women are treated equally before the law, some women have more rights than others, most of those rights are determined by the family form they belong to.
Keywords: Equal Rights; Human Rights
Source: c/o National Institute of Development Research and Documentation, University of Botswana, P. Bag 00708, Gaborone, Botswana.

The Women's Affairs Department; The Women's NGO Coalition
A Report of the Post - Beijing National Workshop
Gaborone, Botswana: Government of Botswana, 1997

After the Beijing Conference, the government and the women's NGOs continued to work together as in the pre-Beijing preparations, to find concrete strategies for implementing the recommendations from the Beijing conference. Consultative meetings were conducted through out the country by both the government and the Women's NGO Coalition. The report therefore, is on the first national workshop to feedback on the Beijing conference as well as to chart the way forward for the implementation of the National Plan for Action.
Keywords: Gender; Equal Rights
Source: Government of Botswana, Ministry of Labour and Home Affairs Gaborone, P. Bag 002 Botswana.

Gill, Derbby
Country Gender Analysis for Lesotho
Stockholm, Sweden: Swedish International
Development Authority (SIDA)

This report compares the situation of women with
men in Lesotho. It takes up economic, political, socio-
cultural aspects as well as the policies and activities
of other actors such as government, party, women's
activist groups, research groups, NGOs and other
donors.
Keywords: Country Profile; Gender
Source: Swedish International Development
Authority (SIDA), S-105 25 Stockholm, Sweden.

Government of Lesotho, Ministry of Health and
Social Welfare; WHO; UNDP; UNICEF and
UNFPA
Lesotho Safe Motherhood Initiative (LSMI)
Maseru, Lesotho: Ministry of Health and Social
Welfare, 1996

The Initiative aims to enhance the quality of life
especially for women and children through the
adoption of a combination of health and non-health
strategies. However, the initiative places special
emphasis on the need for better and more widely
available maternal health services, the extension of
family planning education and services, and effective
measures aimed at improving the status of women.
Keywords: Women; Health
Source: Ministry of Health and Social Welfare,
(MOHSW) P. Bag A116, 100 Maseru, Lesotho.

Government of Lesotho, Ministry of Rural
Development, Cooperatives, Women and Youth
Affairs, Women's Bureau
**Seminar/Conference on the Evaluation of
Lesotho Women's Achievements During the
Women's Decade: Recommendation for Policies
and Programmes for Lesotho Women, Maseru,
November 12-15, 1985**
Maseru, Lesotho: The Ministry of Rural
Development, Cooperatives, Women and Youth
Affairs, April 1986

The purpose of the paper was to review the women's
integration in National Development in Lesotho
during the UN Decade for Women which started
in 1975.
Keywords: Health; Informal Sector; Agriculture;
Policy
Source: The Women's Bureau, Ministry of Rural
Development Cooperatives Women and Youth
Affairs, Maseru, Lesotho.

International Labour Organisation - Interdepartmen-
tal Project on Equality for Women in Employment
**Promoting Gender Equality in Employment in
Lesotho: an Agenda for Action**
Geneva, Switzerland: ILO, 1994

The report presents different elements that should
constitute a multi-faceted and integrated policy for
promoting gender equality in Lesotho's work
situation. In doing so, it also shows the different
strategies, targeted at the structural, strategic and
practical needs, which should form an integral part
of this policy. Priority areas for action are: law
reform to remove the contradictions and obstacles
to gender equality; intensified enforcement of gender
equality provisions through legal literacy and also
gender sensitization of relevant actors. Examples are
labour and factory inspectors, trade unionists and
employers in the enforcement of employment laws;
preparation of code of practice; and the country's
ratification and implementation of relevant
international instruments, such as ILO Conventions:
No. 100, Equal Remuneration Convention (1951);
No. 111, Discrimination (Employment and
Occupation) 1958; and the UN Convention on the
Elimination of All Forms of Discrimination Against
Women (CEDAW).
Keywords: Economic Development; Inequality;
Employment
Source: ILO, CH-1211 Geneva 22, Switzerland.
Email:edemp@ilo.org

Kishindo, Paul; Eldredge, Elizabeth; Epprecht, Marc
**Women, Land and Agriculture in Lesotho;
Women in Production: the Economic Role of
Women in Nineteenth Century Lesotho;
Marxism Versus the Patriarchy: Gender and
Historical Materialism in Southern Africa**
Roma, Lesotho: Institute of Southern African
Studies, 1993.

The papers presented in this book are thought-
provoking and intended to generate public debate.
On the issue of land and agriculture, women are
presented as toilers on the land that does not belong
to them. Men are always away in South Africa
employed as contract workers and seldom come
home. Advocates that women are supposed to be
empowered so that they can be also owners of the
land they till.
Keywords: Production; Employment; Philosophy;
Policy
Source: Institute of Southern African Studies,
National University of Lesotho, P.O. 180, Roma,
Lesotho.

Letuka, Puleng; Matashane, Keiso; Morolong, Bantu
Beyond Inequalities: Women in Lesotho
Maseru, Lesotho and Harare, Zimbabwe: Women and Law in Southern Africa (WLSA) and SARDC-WIDSAA, 1997

This profile is part of the 13 part series of "Beyond Inequalities" publications which profile the status of women in Southern Africa. The series documents and analyses information along themes drawn from the critical areas of concern identified in the Beijing platform for action (PFA) and derived from what the countries of the region consider to be priorities. The policies and programmes discussed in the profile were taken form minister's speeches and various documents. The economy of the country is heavily dependent on South Africa. Food production in the agricultural sector is declining as population increases due to the decline in land quality.
Migrant labour forms an important part of Lesotho's macro- economic structure. Women makeup the majority of Lesotho's population and are the majority of the unemployed as men are absorbed in the migrant labour system.
Women and Law in Southern Africa Research Trust (WLSA) is a research and education trust with offices in Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia and Zimbabwe. WLSA project combines legal research and legal activism for women's rights. It carries out research in order to change womens' lives in southern Africa.
Keywords: Country Profile; Equal Rights
Source: WLSA Lesotho, P. O. Box 2078,Maseru, Lesotho and SARDC-WIDSAA, P.O. Box 5690, Harare, Zimbabwe.
Email:sardc@sardc.net, wlsales@ilesotho.com

Motsu, Mamosew Matseliso
Women Workers in Senior Administrative and Management Positions in the Public Service: the Case of Lesotho
Maseru, Lesotho: Women's Research Collective, 1993

The study describes the situation of Basotho women employed in the Public Service. Very few women are included in senior administrative and managerial positions. This happens despite the fact that women are generally better educated than men. This situation is unique to Lesotho. The study has attempted to analyse the factors that have helped and sustained the situation whereby relatively few women get involved in policy-making positions in the Public Service.
Keywords: Employment; Gender; Management; Administrative
Source: Women's Research Collective, P. Bag A47, 100 Maseru, Lesotho.

Women and Law in Southern Africa Research Trust(WLSA)
Maintenance in Lesotho (2nd rev. ed.)
Maseru, Lesotho: Women and Law in Southern Africa Research Trust, 1997
Compares maintenance laws as experienced in practice, and discusses why women in particular do not choose to use laws. The study is concerned with whether women know and utilize maintenance laws and whether they have any maintenance problems. The aim of the study is to ascertain what maintenance problems exist in Lesotho, how these problems are dealt with in practice, why courts are underutilized in their resolution of cases and how courts deal with these.
Keywords: Maintenance; Law; Family; Custom; Divorce; Policy
Source: WLSA, P. B. A391, Maseru 100, Lesotho
Email: wlsales@ilesotho.com

Sweetman, Caroline (ed.)
Gender in Development Organisations
Oxford, UK, Oxfam (UK and Ireland), 1997

The book details how organisations working on development issues have taken an increasing interest in women's needs and rights over the past decade. Working on promoting awareness of women's marginalisation demands more than an equal opportunity policy. This book draws together the experience of organisations working to promote women's full participation in the development process in Lesotho.
Keywords: Women; Equal Rights
Source: Oxfam (UK and Ireland) 274 Banbury Road, OX2 7DZ,UK.

Cammack, D
Food security and Gender Disparities in Malawi: a Profile Paper for Gender Targeting by WFP
Zomba, Malawi: Centre for Social Research, University of Malawi

The profile paper shows gender gaps in the social and economic sectors relevant to food security and statistical data on a number of women and men targeted under the current emergency and development programmes. The gender gaps identified and documented here include access to food, markets, extension services, agricultural inputs, nutritional status, health, education, employment opportunities, income, water and fuelwood, land ownership and decision-making positions. It documents the targeting mechanisms for direct female beneficiaries implemented in the current WFP emergency food aid. Evaluates whether the chosen strategies and actions of the WFP Malawi Action Plan will contribute towards narrowing the gender gaps in Malawi.
Keywords: Food Security; Gender Disparities; Profile
Source: Centre for Social Research, University of Malawi, P.O. Box 278, Zomba, Malawi.
E-mail: csr@ malawi.net

Chipande, G.H.R; Mkwezalamba, M.M
Income Generating Activities Among Rural Women in Malawi
Zomba, Malawi: University of Malawi 1990

In developing countries, rural development projects have come to be generally regarded as an accepted means of improving the living standards of rural masses. This article assesses the need for income generating activities for rural women in Malawi. At the same time, it tries to assess the production capacity amongst rural women for commodities which can be sold and it tries to investigate the factors that constrain rural women from gainfully engaging in income generating activities. Thus the paper is divided into three sections; the first one examines the rationale for launching income generating activities for rural women. The second section examines various efforts which have been undertaken in Malawi with a view to enhance the income position of rural women and discusses the main setbacks associated with

these efforts. The last section draws largely from the experience of those countries which have undertaken income generating activities. Attempts to make some policy recommendations.
Keywords: Agriculture; Gender; Economic Conditions; Development
Source: University of Malawi, P.O. Box 278, Zomba, Malawi.

Government of Malawi
A Policy and Plan of Action for Women in Malawi
Zomba, Malawi: Malawi Government, 1999

Presents a national policy statement on women in Malawi, together with its corresponding Plan of Action, which have been prepared in response to a request from the national Commission on Women in request from the National Commission on Women in Development (NCWID). The policy is designed to be the vehicle through which the government reaffirms its commitment to efforts which will enhance women's active partipation in development and access to benefits.
Keywords: Policy; Gender
Source: Centre for Social Research, University of Malawi, P.O Box 278, Zomba, Malawi.
Email: csr@malawi.net

Government of Malawi
The National Platform for Action: Follow-up to the 4th World Conference on Women
Zomba, Malawi: Government of Malawi, 1997

Malawi National Platform for Action call for the integration of gender perspectives in all policies and programmes and focuses on strategic objectives and actions to address four priority areas of concern for Malawi, namely, poverty alleviation and empowerment, the girl child, violence against women and peace. The document is intended to be the guide and constant point of reference to all stakeholders in the advancement of women in government, the private sector and non-governmental organization.
Keywords: Policy; Gender
Source: Centre for Social Research, University of Malawi, P.O. Box 278, Zomba, Malawi.
Email: csr@malawi.net

Government of Malawi, Ministry of Women and Children's Affairs
Women in Development (WID) Strategy and Plan of Action, 1992-1998
Lilongwe, Malawi: Ministry of Women and Children's Affairs, 1999

This WID Strategy and plan of action for the Ministry of Women and Children Affairs was produced to address the Ministry's priorities in its delivery of women in development services and projects. Outlines a 12 point WID plan for the Ministry. Presents summaries of the objectives of how the Ministry should initiate in order to achieve the objectives. The plan of action has been designed to cover a five year period, 1992-1998.
Keywords: Policy; Gender
Source: Centre for Social Research, University of Malawi, P.O Box 278, Zomba, Malawi.
Email: csr@malawi.net

Government of Malawi; National Commission on Women in Development
Status of Women in Malawi: Towards Equality, Development and Peace
Lilongwe, Malawi: NCWD, 199

Women in Malawi have not been adequately represented or involved in decision-making in parliament, government and municipalities. Rather they are engaged in areas of work that are associated with women like housewifery, nursing, teaching, secretarial and clerical jobs. Most women are policy- and decision-receivers rather than makers. This report reviews the progress made by Malawi in implementing the Nairobi Forward Looking Strategies. It discusses the problems encountered in implementing the strategies and spells out actions to be undertaken to improve the status of women.
Keywords: Development; Gender
Source: NCWD, Box 2385, Lilongwe, Malawi.

Kalyati, E.J.
Experiences in the Integration of Women in Development. a Country Paper at the SADC Regional Seminar held at Zimbabwe Institute of Public Administration and Management (ZIPAM) 25-30 April 1993
Lilongwe, Malawi: National Commission for Women in Development, April 1993

This paper discusses the integration of women in Malawi. Reviews some of the processes that have been put in place, and how and to what extent they have worked. In particular the paper focuses on the National Commission for Women in Development, a women's policy making machinery, the Chitukuko Cha Amayi M'Malawi, a grassroots women's NGO and the Ministry of Women and Children Affairs and Community Services.
Keywords: Development; Economics; Country Profile
Source: National Commission for Women in Development. P. Bag 330 Lilongwe 3, Malawi.

Kaunda, Jonathan Mayuyuka
Agricultural Credit Policy, Bureaucratic, Decision Making and the Subordination of Rural Women in Development Process: Some Observation on the Kawinga Project
Oxford, UK: University of Oxford, 1990

This paper identifies the nature of interaction between bureaucracy and smallholder farmers in Malawi. It proposes that the role of women must be explained within the context of the processes of social economic differentiation that characterise the rural economy. The paper outlines the policies and practices that consolidate the dominance of bureaucracy and the subordination of rural women in the Malawian development process. In conclusion the paper indicates that smallholder development strategies which emphasises commercialisation of agriculture combined with centralised decision-making processes serves to produce and perpetuate historical forms of social differentiation, the basis of the women's subordination.
Keywords: Management; Agriculture
Source: University of Malawi, P.O. Box 278, Zomba, Malawi.

Lodl, F
Follow-up Study on Aspects of Social Security in Urban Malawi: a Gender Approach Towards a Policy Framework
Zomba, Malawi: United Nations Development Fund, 1998

The study was carried out in order to examine the relationship between the concepts of gender and social security and what makes women more or less secure than men in any given society. It also addresses the nature of women's security and insecurity as it differs from men's and it looks at the causes underlying these differences. Reviews feminist social theory literature in order to capture the concept of gender in general. Examines the culturally specific manifestations of gender in the African context and their relevance on their perceptions of gender based discrimination in Malawian society, their feelings of insecurity and whether or not they relate to gender problems to insecurity constitute valuable information for ultimate purpose of designing policies and community programmes aimed at enhancing women's social security.
Keywords: Social Security; Policies
Source: United Nations Development Fund, P.O. Box 30135, Lilongwe 3, Malawi

Mvula, Peter M.; Kakhongwe, Paul; Cammack, Diana
Beyond Inequalities: Women in Malawi
Zomba, Malawi and Harare, Zimbabwe: University of Malawi (UNIMA) and SARDC-WIDSAA. 1997

This profile is part of the 13 book series, *Beyond Inequalities*. The authors acknowledge that although women in Malawi have equal constitutional rights with men, in practice, non-legal obstacles to equality exist because of the dual legal existence of statutory

and customary laws and practices. Lack of information and awareness among the majority of women of their rights and provisions, and the strong influence of culture, custom, religion and attitudes of society also perpetuate the subordination of women. In addition, the socio-cultural system, as well as pressures from traditions, customs and beliefs, determine the way of life in Malawi and influence the extent to which women participate in development. Malawi identified 4 national priority areas out of the 12 global critical areas of concern. These are: poverty alleviation and empowerment, the girl child, violence against women and peace.

University of Malawi Centre for Social Research. The Centre is a department within the university of Malawi whose research, training and consultancies. It conducts workshops on gender sensitisation and has done research in income-generating activities for rural women, girl-child education and women and HIV/AIDS.

Keywords: Human Rights; Country Profile
Source: University of Malawi, Centre for Social Research, P.O. Box 278, Zomba, Malawi and SARDC, P.O Box 5690, Harare, Zimbabwe.
Email:sardc@sardc.net, csr@malawi.net

Reintsma, M; Lang, P.
The Impact of Economic and Agricultural policies on Women in Agriculture in Malawi
Lilongwe, Malawi: USAID,1989

Examines the impacts of economics policies on women in the agricultural sector in Malawi. The study was undertaken between June and September 1988. The sample comprised of women farmers. The study relied entirely on secondary data sources as well as interviews with people knowledgeable about the economic policies of the country and the roles of women in the agricultural sector. Malawi export promotion strategy favoured the growth and development of the estate sub-sector at the expense of smallholders. The consequences of neglecting this sector of community have implication for both economic growth and equity. In addition to high prices, trade liberalization and particularly the closing of some of ADMARC's least profitable buying stations, has resulted in producers in some regions having restricted access to markets for their products.

Keywords: Agriculture; Policy
Source: USAID, P.O. Box 30455,Lilongwe 3, Malawi.

Tsoka, M.G
Policy Environment for Gender and Development in Malawi
Zomba, Malawi: Centre for Social Research, University of Malawi, 1999

Presents the formulation of the Gender and Development (GAD) at international and national levels, current national policies and key sectoral policies that have a bearing on gender and development. Briefly attempts to compare the rhetoric in the policy pronouncements and actions. Attempts to provide an analysis of the policy environment in which Malawi national Platform for Action in gender operates.

Keywords: Policy; Gender
Source: Centre for Social Research, University of Malawi, P.O. Box 278, Zomba, Malawi.
Email: csr@malawi.net

UNICEF; UNDP; Ministry of Women and Children's Affairs and Community Services (MOWCACS)
Situation Analysis of Poverty in Malawi
Lilongwe, Malawi: UN and MOCACS, 1993

This analysis profiles the lack of productive means to fulfill basic needs such as food, water, shelter, education and health. More than half the population lives below the poverty datum line. Rural poverty is estimated at 60 percent, while urban poverty is a growing phenomenon affecting about 65 percent of city dwellers. The report identifies the underlying causes of poverty, so as to facilitate strategies, policies and programmes aimed at bringing about results that will impact positively on the lives of the poor.
Keywords: Employment; Education
Source: Ministry of Women and Children's Affairs and Community Services, Lilongwe, Malawi.

United Nations
Guidelines and Checklist for Gender Mainstreaming
Lilongwe, Malawi: United Nations, 1999

These guidelines and checklist have been developed to direct and assist efforts in the process of gender mainstreaming following the realization by the users and the United nations Gender Coordinating Unit on the need to have ready to use programme or project specific guidelines and checklist. The guidelines and checklists can also be used to evaluate and assess specific donor funded projects and programmes.
Keywords: Gender; Policies
Source: UNDP, P.O. Box 30375,Lilongwe 3, Malawi.

United Nations
United Nations Joint Gender Policy Statement – Malawi
Zomba, Malawi: Centre for Social Research, University of Malawi,1996

The United Nations joint gender policy statement is a response by the UN agencies in Malawi, to the government's call to donor organizations for support in its poverty alleviation programme policy framework in which gender imbalances emerge as a key factor of poverty. The policy has been developed in consultation with different government agencies, NGOs and other donor organizations which are actively involved in programmes focusing on eliminating gender imbalances. The policy statement calls for mainstreaming gender in all development policies and programmes and to enhance the advancement of women in order for them to participate fully in development.
Keywords: Policy; Gender
Source: Centre for Social Research, University of Malawi, P.O. Box 278, Zomba, Malawi.
Email: csr@malawi.net

United States International Agency for Development (USAID)
Women in Development Action Plan
Zomba, Malawi: Centre for Social Research, University of Malawi,1995

Provides background information on 1the status of women in Malawi, describing both the political and economic context for which WID action plan and also the issues affecting women's participation in and benefits from national development activities. It also reviews USAID mission projects, documenting progress to date and suggests ways to build upon achievements to sustain WID performance in an integrated and systematic fashion from the design to the final evaluation.

MAURITIUS

Government of Mauritius, Ministry of Women's Rights, Child Development and Family Welfare
White Paper on Women In Development
Port Louis, Mauritius: Ministry of Women's Rights, Child Development and Family Welfare, 1995

The White Paper on Women In Development is a culmination of the two conventions which were held prior to the Beijing Conference. Through the two conventions, came the recommendations and suggestions that are included in this white paper. Basically it spells out new policies for promoting the advancement of women.
Keywords: Equal Rights; Empowerment; Economic Development; Media; Gender Policy
Source: Ministry of Women's Rights, Child Development and Family Welfare, Port Louis, Mauritius.

Government of Mauritius; Ministry of Women, Family Welfare and Child Development
International Women's Day: The Gender Concept
Maritius, Ministry of Women, Family welfare and Child Developent,1997

The document tries to provide definitions to Women In Development terms like Gender concepts; gender division of Labour; Gender equality; Gender integration and Development.
Keywords: Gender; Women
Source: Ministry of Women, Family Welfare and Child development, Mauritius

Government of Mauritius; Ministry of Women's Rights, Child Development and Family Welfare
National Programme of Action for the Survival, Development and Protection of Children
Mauritius: Ministry of Women's Rights, 1994

The National Programme of Action for the Survival, Development and Protection of Children is in line with the 1989 United Nations Convention on the Rights of the Child and the declaration and Plan of Action of the 1990 World Summit for Children, to which Mauritius adheres. The priority is on the alleviation of the situation of children in difficult circumstances through the establishment of an institutional framework and the strengthening of capacity to cope with alarming rate of child abuse, neglect and starvation.
Keywords: Children; Policy
Source: Ministry of Women's Rights, Child Development and Family Welfare, Edith Cavell. Street, Port louis, Mauritius. Tel... 208-2061

Government of Mauritius; Ministry of Women, Family Welfare and Child Development
A Statistical Profile on Women In The Republic of Mauritius
Port Louis, Mauritius: Ministry of Women, Family Welfare and Child Development, 1996

This document is a statistical Profile on Women in The Republic of Mauritius. The data is gender disaggregated and gives an indication of what areas are still men's men's domain and which areas in the various sectors of the country's economy are traditionally a preserve for women. This is a tool and a reference document for gender specialists.
Keywords: Women; Country Profile
Source: Ministry of Women, Family Welfare and Child Development, Rainbow House, Edith Cavell and Brown Sequard Streets, Port Louis, Mauritius.

Gunganah, Bhagiawatty Ragobar; Satinder Varma Oomandra Nath
Beyond Inequalities: Women in Mauritius
Quatre Bornes and Harare: Mauritius Alliance of Women (MAW) and SARDC-WIDSAA, 1997

The profile is part of the 13 part series, *Beyond Inequalities.* The publications profile the status of women in southern Africa and the initiatives being made to mainstream gender in development processes in the region. The series is based on an assessment that inequalities are now generally acknowledged as an impediment to development and economic growth in most countries and regions of the world. Mauritius identified four major priority areas in their national platform of action. The four are: integration of gender issues into the mainstream of government and private sector; development of a holistic approach to the health and welfare of women, enactment of a domestic violence act and the pursuit of policies to encourage girls to take up technical and non-technical subjects.
Mauritius Alliance for Women (MAW) is an umbrella organisation of all NGOs in Mauritius. Its objectives include social progress and the emancipation of women by reusing the educational, social and economic standards of women and informing them of their social rights and duties.
Keywords: Human Rights; Country Profile; Equal Rights
Source: SARDC, P.O. Box 5690, Harare, Zimbabwe and MAW, St-Jean Road and Murphy Ave., Quatre Bornes, Mauritius.
Email:m.a.women@intnet.mu

Kothari, Uma Nababsing, Vidula (eds.)
Gender and Industrialisation: Mauritius, Bangladesh, Sri Lanka
Reduit, Mauritius: Editions De L'Ocean Indien, 1996

The export-oriented industrialisation strategy, adopted in many parts of the developing world brought large numbers of women into the labour force, with important implications for women, men and their households. The book presents a comparative study of the different ways in which three countries of the Indian Ocean region, namely Mauritius, Sri Lanka and Bangladesh have experienced this particular form of industrialisation. Source: Source Editions de l'Ocean Indien, Stanley, Rose-Hill, Mauritius.

UNICEF
Situation Analysis of Women and Children in Mauritius 1994
Mauritius: UNICEF, 1994

Situation analysis of Women and Children in Mauritius 1994 puts into context the flourishing economic prosperity of the tiny island vis vis the demographic picture of women and children. Women and Children form the basis of the large part of the population, and have been integrated into the economy, education, industry, infact every sphere of the country's sectors thus fostering women's involvement at every stage.
Keywords: Women; Children; Country Profile
Source: Ministry of Women's Rights, Child Development and Family Welfare, Mauritius.

MOZAMBIQUE

Andrade, Ximena ...[et al]
Families in a Changing Environment in Mozambique
Maputo, Mozambique: Women and Law in Southern Africa (WLSA), 1997

The main issue of the study is the identification of survival strategies that modify the gender and power relations within the families in terms of access and control of resources and the exercise of reproductive rights. Profiles concerns expressed by families and officials asserting that "family degradation" has been caused by generational conflicts, delinquency, loss of ethical and moral values, thus leading to more social problems. The study covers two levels: first, households are seen as social units of cooperation and generators of the production and reproduction strategies of their members; and secondly, how the articulation of households in the community and national policies is done.
Keywords: Labour; Customary Law; Family; Reproductive Rights; Land; Law; Education
Source: WLSA-Mozambique, Department of Women and Gender Studies, Centre for African Studies, Eduardo Mondlane University, Maputo, Mozambique.
Email:ufics@zebra.uem.mz

Government of Mozambique
Programme of Activities for Improving Gender Statistics in Mozambique
Mozambique: Population Planning Unit, 1994

The National Directorate of Statistics (NDS) is developing a National Statistical System and considers gender statistics as one of its priorities. The improvement of data collection, analysis and dissemination of information on the gender issues is necessary for formulating and evaluating economic policies and planning.
Keywords: Gender; Statistics
Sources: Government of Mozambique , Maputo, Mozambique.

Sayagues, Mercedes
The Long and Winding Road from Civil War to Democracy: Women in Mozambique
Maputo, Mozambique: Civic Education Association, 1994

Women's issues are not new to Mozambique. Since independence in 1975, FRELIMO had a policy of equality and liberation. It tried hard to provide basic education, health services and training for women and to encourage women to participate in politics without challenging the party in the public sphere or men in the private sphere.

Keywords: Democracy; Gender; Civil War
Source: Civic Education Association, Maputo, Mozambique.

Da Silva, Terezinha; Andrade, Ximena
Beyond Inequalities: Women in Mozambique
Maputo, Mozambique and Harare, Zimbabwe: Centre for African Studies, University of Eduardo Mondlane Forum Mulher and SARDC-WDSAA, 2000 (English and Portugues)

Beyond Inequalities is a13-part series of publications which profile the status of women in Southern Africa and the initiatives being made to mainstream gender in development processes in the SADC region. This book covers the situation of women in Mozambique. Part two of the book reviews the programmes and policies of government agencies, community-based organizations and other stakeholders involved in mainstreaming gender into development, assessing the extent of which gender imbalances receive due attention. Government policy on gender in Mozambique became explicit in 1995 after the elections and favours women's emancipation with the objective to elevate women's participation in all activities of the society.
Centre for African Studies (CEA): The Centre for African Studies was established in 1976. The centre's activities geared towards scientific research in the field of social sciences. This is a multidimensional research programme covering education, continuous debates within an informed paradigm.

Forum Mulher: Forum Mulher is a group of organizations which work in support of Mozambican women. The organization aims to promote a network of communication, information and exchange of experiences by women, gender and development, and to lobby decision-makers to take issues of gender and equality seriously.
Keywords: Human Rights; Country Profile; Human Rights
Source: SARDC, P.O. Box 5690, Harare, Zimbabwe; LEA, UEM, C.P. 1993, Maputo, Mozambique and Fórum Mulher, C.P. 3632, Maputo, Mozambique.
Email:ufics@zebra.uem.m or forum@zebra.uem.mz

Pehrsson, Kajsa
Country Gender Analysis for Mozambique
Stockholm, Sweden: Swedish International Development Authority,1983

Management; Demography
This country gender analysis tries to describe the situation of Mozambican women focusing on the period after national independence in 1975.Aaspects covered include women participation in politics, the

consequences of the war for women and environment, media, health, education, agriculture and legislation
Keywords: Gender; Country Profile
Source: SIDA, Stockholm, Sweden

Southern African Research and Documentation Centre-Maputo
Gender Information in Mozambique and Angola: a Database
Maputo, Mozambique: SARDC-Maputo,1999

The database documents the wealth of both published and unpublished literature on gender and women in Angola and Mozambique. Some of the entries are in portuguese. Among the topics covered are agriculture, economic development, education and training, health, employment and labour, women's legal rights and women NGOs in the two countries.
Keywords: Gender; Development
Source: SARDC-Maputo, P.O. Box 975, Maputo, Mozambique.
Email:sardc@maputo.sardc.net

United Nations Development Programme (UNDP)
Mozambique Human Development Report 1998: Peace and Economic Growth - Opportunities for human development
Maputo, Mozambique: UNDP; SARDC Maputo, 1999

The report brings together a wide range of statistical data that are currently available to provide an analysis of the social and economic situation of Mozambique. It uses the available data and the methodologies drawn up by the global Human Development Reports to make a valuable contribution towards a more updated estimate of the Human Development index. The report shows that the life expectancy and educational level are the components with the greatest weight in the composition of the Human Development Index. It indicates that the low level and fragility of the human development indices in Mozambique sum up the enormous challenges the country will have to meet in order to ensure the consolidation of peace, democracy and national reconciliation.
Keywords: Development; Economic Policy
Source: UNDP, P.O. Box 4595, Maputo, Mozambique.
Email: agumende@maputo.sardc.net

Women and Law in Southern Africa (WLSA)
Maintenance, Rights and Women in Mozambique: Case Studies in the Southern Region
Maputo: Eduardo Mondlane University, Department of Women and Gender Studies, 1992

This report represents the results of a two-year research project into maintenance law by WLSA with hopes that the report will be considered by policy makers, academics, NGO's funding Agencies, governments, administrators of law and others interested in improving the status of women by improving their legal rights.
Keywords: Human Rights; Women
Source: Regional Coordinator, WLSA Regional Office, Harare, Zimbabwe.
Email:wilsa@mweb.co.zw

United Nations Development Programme (UNDP)
Mozambique National Human Development Report 1999: Economic Growth and Human Development: Progress, Obstacles and Challenges
Maputo, Mozambique: UNDP; SARDC Maputo, 2000

Mozambique Human Development Report 1999 is a product of a partnership between the United Nations Development Programme country office in Mozambique, SARDC Maputo office and Eduardo Mondlana University. The report is published in English and Portuguese. This edition of the Mozambique Human Development Report shows that regional imbalances exist but the idea that southern Mozambique is a prosperous enclave in a sea of poverty, it is a myth invented to pursue political agendas. The innovation is found in the report's subtitle: "Economic Growth and Human Development: Progress, Obstacles and Challenges" which breaks new intellectual ground. It provides an up-to-date statistical base disaggregates by region and where possible, by gender.
Keywords: Social development; Country Profile
Source: UNDP. P.O. Box 4595, Maputo, Mozambique
Email: agumende@maputo.sardc.net

Government of Namibia, Ministry of Health and Social Services, Epidemiology Unit
Namibian Demographic and Health Survey 1992: Summary Report
Windhoek, Namibia: Ministry of Health and Social Services Epidemiology Unit, 1992

This report summarizes the findings of the 1992 Namibian Demographic and Health Survey conducted by the Ministry of Health. It provides information on levels and trends of fertility, infant and child mortality, maternal mortality, family planning and it is intended for policy-makers to improve family planning and maternal and child health programmes.
Keywords: Reproduction; Family Planning
Source: Ministry of Health and Social Services, Epidemiology Unit, P. Bag 13198 Windhoek Namibia.

Government of Namibia, Office of the President, Department of Women's Affairs
National Gender Policy
Windhoek, Namibia: Government of Namibia, 1997

The policy is aimed at redressing the inequalities between women and men. It provides a vision to improve women's living conditions including practical and forward-looking guidelines and strategies for the implementation, monitoring and evaluation of the constitutional provisions for gender equality.
Keywords: Policy; Women In Development
Source: Office of the President, Department of Women's Affairs, Namibia.

Hubbard, Dianne; Tapscott, Chris
Country Gender Analysis for Namibia
Windhoek, Namibia: Swedish International Development Authority (SIDA), 1992

An overview of the situation of women compared with that of men. The profile takes up economic, political, socio-cultural aspects as well as the policies and activities of other actors such as government, party, women's activist groups, research groups, NGO's and other donors.
Keywords: Gender; Economic Conditions
Source: SIDA, S-105 25 Stockholm, Sweden.

Iipinge, Eunice; Le Beau, Debie
Beyond Inequalities: Women in Namibia
Windhoek and Harare: University of Namibia and SARDC-WIDSAA, 1997

The profile is part of the 13 part series, *Beyond Inequalities*. The publications profile the status of women in southern Africa and the initiatives being made to mainstream gender in development processes in the region. The series is based on an assessment that inequalities are now generally acknowledged as an impediment to development and economic growth in most countries and regions of the world. This book points out that women lag behind men in terms of socio-economic advancement in Namibia. However, after independence the situation of Namibian women changed rapidly and continues to change in favour of women. The disadvantaged position which Namibian women occupy today should not only be seen against the background of past apartheid policies and the contract labour system, but also as a result of gender inequality which existed long before colonisation.
Gender Training and Research Programme is a programme of the Social Sciences Division of the University of Nambia's Multidisciplinary Research Centre.
Keywords: Country Profile; Equal Rights; Human Rights
Source: University of Namibia, Multi-Disciplinary Research Centre, Social Sciences Division, P Bag 13301, Windhoek, Namibia and SARDC, Box 5690, Harare, Zimbabwe.
Email: sardc@sardc.net or eiipinge@unam.na

Tapscott, Chris; Hubbard, Dianne
Country Gender Analysis: Namibia
Windhoek, Namibia: SIDA, 1991

The newly independent Namibia had a number of challenges. One of them was to see to it that women, who constitute more than 50 percent of the population are integrated into the mainstream of development programmes. In order to meet this challenge, reports, statistics and figures are needed to present a complete picture of the present situation with regard to women and men in the country.
Keywords: Demography; Gender
Source: SIDA S-105 25 Stockholm, Sweden.

University of Namibia, Social Sciences Division
Report on the Brainstorming Workshop on the Introduction of Gender Studies into Teaching and Research at the University of Namibia
Windhoek, Namibia: Social Sciences Division, 1996

This is a responsive workshop held at the University of Namibia covering the situation of gender. One of the workshop recommendations was the inclusion of gender in the policy and research agenda of the post-independence Namibia.
Keywords: Gender; Education; Research
Source: University of Namibia, P. Bag 13301, Windhoek, Namibia.
Email: eepinge@unam.na

UNICEF; NISER (Namibia)
A Situation Analysis of Children and Women in Namibia.
Windhoek, Namibia; UNICEF, 1991

Assesses the baseline condition of children and Women in Namibia. Also analyzes the main factors causing illness and malnutrition and threats to their survival. The study provides an outline of a range of policy options and strategic choices to be considered in taking action to achieve better living conditions for women in Namibia.
Keywords: Children; Gender
Source: UNICEF, Namibia.

United Nations Population Fund (UNFPA)
Organizations and Activities Concerned with Women, Population and Development in Namibia
Windhoek, Namibia: UNFPA, 1994

This document summarizes a wide range of information on a variety of organizations and programmes. It serves as annex to a report that reviews socio-economic and demographic evidence on women's roles and population development and gender related issues and policies in Namibia.
Keywords: Cooperatives; Women in Development
Source: UNFPA, Windhoek, Namibia.

SOUTH AFRICA

African Gender Institute
The Establishment of an African Gender Institute: Report on the Consultative Workshop, May 1995
Cape Town, South Africa: African Gender Institute, 1995

Proceedings of a day long workshop in an effort to establish The African Gender Institute. The institute's mandate is to undertake policy research into institutional
transformation, with special attention to issues of race and gender discrimination.
Keywords: Gender; Organisations
Source: The African Gender Institute, University of Cape Town, Rondebosch, South Africa.
Website:www.uct.ac.za/org/agi

Agenda
Agenda: a Journal About Women and Gender
Durban, South Africa: Agenda, 1993

This journal examines current trends in gender and policies enacted that inhibit the equality of sexes. It also gives comparisons on gender policies from country to country.
Keywords: Culture; Customs; Reproduction
Source: Agenda, 29 Ecumenical Centre Trust, 20 St. Andrews Street, Durban, 4001, South Africa.
Email:director@agenda.org.za

Claudia, Haarmann; Dirk, Haarmann
A Contribution Towards a New Family Support System in South Africa: Report for the Land Committee on Child and Family Support
Cape Town, South Africa: University of Western Cape, 1996

This paper tries to make a contribution towards a new Family Support System in South Africa, especially by highlighting the need for a community approach. The paper starts with a short introduction into the present problem faced by the policy-making bodies and describes the basis for research. It then looks at the economic and social realities, about which a new policy has to take account.
Keywords: Family; Social Deprivation; Poverty; Research
Source: Claudia and Dirk Haarmann, P.O. Box 10184, Belhar 7507, South Africa.
Email:admin@uwc.ac.za

Flood, Tania; Hoosain, Miriam; Primo, Natasha
Beyond Inequalities: Women in South Africa
Bellville, South Africa and Harare, Zimbabwe: UWC-Gender Equity Unit and SARDC-WIDSAA, 1997

Beyond Inequalities is a 13 part series which profile the status of women in Southern Africa and the initiatives being made to mainstream gender in development processes in the region. This profile documents and analyses information along themes drawn from the Critical Areas of Concern identified in the Beijing platform for action (PFA) derived from what South Africa considers to be national priorities. South Africa identified five major areas of national priority: women and violence, poverty, health, education and economic empowerment. The main objectives of the profile are to provide information which would make visible the position of women in South Africa, the contributions women make to national development and to highlight the spheres in which women's needs and concerns are still not sufficiently taken into account.
Gender Equity Unit - University of Western Cape's goals are to develop a statistical profile of the gender composition of the workplace at the university of Western Cape, to analyse the position of women on campus in all aspects of university life, including decision-making structure, appointments, promotions, research and teaching.
Keywords: Human Rights; Equal Rights; Country Profile. Email: sardc@sardc.net
Source: SARDC, P.O. Box 5690, Harare, Zimbabwe and University of Western Cape, Gender Equity Unit, P. Bag X17, Bellville 7535, South Africa.
Email:gender@uwc.ac.za

The Gender Advocacy Project
The Gender Advocacy Project: Facilitator's Manual
Cape Town, South Africa: The Gender Advocacy Project, 1993

This manual aims to link the policy-makers, the less privileged and NGOs. The first step is to realize that the three groups have a lot to learn from each other, and then develop strategies to lobby for effective change.
Keywords: Employment; Discrimination; Equality
Source: The gender Advocacy Project c/o Western Province Council of Churches; 2 Lente Road, Sybrand Park, Athlone, 7764, Cape Town, South Africa.

Government of South Africa, Ministry of Welfare and Population Development
A Green Paper for Public Discussion: Population Policy for South Africa
Pretoria, South Africa: Ministry of Welfare and Population Development, 1995

This Green Paper is intended to open up debate about how population issues relate to development issues in South Africa. The Ministry of Welfare and Population Development would like to stimulate debate on this issue and to get feedback from members of the public and politicians on how to approach population issues in South Africa
Keywords: Population; Economic Development
Source: Green Paper, The Ministry of Welfare and Population Development, Private Bag X90, Pretoria 0001, South Africa.

Meer, Shamim (Ed.)
Women, Land and Authority: Perspectives from South Africa
Claremont, South Africa: David Phillip Publishers, 1997

The book reveals the circumstances of tenure and rights of access to land in a changing South Africa, from the perspective of women. Through surveys and case studies, it explores women's attitudes to land and related resources, and examines conditions of housing, labour and their subsistence.
Keywords: Land; Equal Rights
Source: David Philip Publishers Ltd., 208 Werdmuller Centre, Claremont 7700, South Africa.

The National Institute for Public Law and Research (NIPILAR)/ Community Law Centre
The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
South Africa: NIPILAR, 1995

The book assists individuals and communities adversely affected by apartheid laws, policies and practices. Recognising that women and children suffered tremendously under the apartheid regime, the Community Law Centre established a women and child rights that are common in South Africa.
Keywords: Women; Discrimination; South Africa
Source: NIPILAR, Community Law Centre, Sammy Marks Square Offices, 4th Floor, 330 Church Street, Pretoria, P.O. Box 4520, Pretoria 0001, South Africa.

South African Law Commission
South Africa Law Commission: 1997 Annual Report
Pretoria, South Africa: South African Law Commission, 1997

With a view to extending the basis for consultation and involving interested parties and the community at an earlier stage in the process of law reform, the commission has embarked upon a working method in terms of which, in appropriate cases, shorter documents in the form of issue papers - which precede the publication of discussion papers, are compiled for general information and comment. Seven papers were issued during the year under review.
Keywords: Law; Policy
Source: South African Law Commission, P Bag X668, Pretoria 0001, SA.

The Transvaal Rural Action Committee (TRAC)
The Rural Women's Movement: Holding the Knife on the Edge
Johannesburg, South Africa: The Transvaal Rural Action Committee, January 1994

The TRAC was formed in 1983 by Black Sash to resist forced removals and incorporations into Bantustans. This book details the services it offered such as legal, advocacy, and organization-building in the fight against these policies.
Keywords: Advocacy; Communication
Source: TRAC, P. O. Box 2827, Johannesburg 2000, South Africa.

Women's Energy Group; ANC; Ministry of Local Government, Gender Task Force
Report on The Women and Energy Workshop
Cape Town, South Africa: Women's Energy Group, 1994

This is a report on the proceedings of a workshop held by the Women's Energy Group on Women and Energy. The objectives of the workshop were to create linkages within the three areas of knowledge on women and energy: energy needs as seen by women themselves; energy resources in the country; the technologies and institutions which make the energy available and to develop strategies for women's participation in energy sector restructuring and delivery at all levels: policy-making, planning, implementation, use and evaluation of the sector
Keywords: Women; Energy
Source: Ministry of Local Government, P. Bag X645, 0001 Pretoria, South Africa.

SWAZILAND

Hlanze, Zakhe; Mkhabela, Lolo
Beyond Inequalities: Women in Swaziland
Mbabane, Swaziland and Harare, Zimbabwe: WLSA
and SARDC-WIDSAA, 1998

The profile is part of the *Beyond Inequalities* 13 part
series that profile the status of women in Southern
Africa and the initiatives being made to mainstream
gender in development processes in the region. The
content of the text is based on the Swaziland's na-
tional priorities. The Swaziland National Plan of
action priorities are: education, girl child, employ-
ment, women's economic empowerment, power-
sharing and decision making, violence against wom-
en, women and health including women with disa-
bilities. This is a valuable source for women, NGOs,
donors, governments, policymakers and develop-
ment practitioners.
WLSA project combines legal research with legal
activism for women's rights. It carries out research
in order to change women's lives in southern Africa.
The project also aim to involve more women in
research into women's legal rights, to improve
research skills of socio-legal researchers and
encourage exhcnag of imforation by networking
among women in the region on their legal rights
Keywords: Human Rights; Country Profile
Source: SARDC, P.O. Box 5690, Harare, Zimbabwe
and WLSA P. O. Box 182, Veni, Mbabane,
Swaziland.

Government of Swaziland; Ministry of Economic
Planning and Development
**Gender and Population Issues in Swaziland's
Development**

Mbabane, Swaziland: Ministry of Economic
Planning and Development, 1995
This report is meant to provide a critical analysis of
the on-going process of designing a National

Development Strategy (NDS) and Economic Policy
Framework (EPF) in Swaziland. It is intended to
constitute the basis for informed multi-disciplinary
and multi-sectoral discussion of several inter-linked
issues, legal, social, cultural, economic and
demographic, which in various ways are profoundly
pervasive and influential.
Keywords: Gender; Population; Planning
Source: Ministry of Economic Planning and
Development, Mbabane, Swaziland.

Ribe, Phindile
**Gender and Women's Issues Position Paper and
The Swaziland Platform for Action for Equality,
Development and Peace**
Mbabane, Swaziland: Ministry of Home Affairs, May
1996

As stated in the title, this paper focuses on the status
of women in Swaziland.
Keywords: Country Profile; The Girl Child; Policy
Source: Swaziland Committee on Gender and
Women's Affairs (SCOGWA), Ministry of Home
Affairs.

Women and Law in Southern Africa
**Maintenance in Swaziland: report on
maintenance in Swaziland**
Kwaluseni, Swaziland: WLSAP, 1992

The report emphasizes that the problems of
maintenance for women and children are varied, and
require a variety of solutions, both legal and extra
legal. The maintenance situation in Swaziland reflects
a larger struggle over control of resources that policy-
makers cannot afford to ignore.
Keywords: Gender; Law
Source: WLSA. P O Box UA 171 Union Ave,
Harare, Zimbabwe.
Email: wlsa@mweb.co.zw

Government of Tanzania, Ministry of Community
Development, Women Affairs and Children
Policy on Women in Development in Tanzania

Tanzania believes in equality and rights of each
person and wishes to have a society in which an
individual is assured of equality, justice, freedom and
the opportunity to participate and use to the fullest
extent one's ability and talents for community affairs,
leadership, culture, production and to benefit from
the social services available in order to develop and
raise the standard of living. The government of
Tanzania has made quite a number of efforts in
promoting women, however, in spite of all these
efforts being made by the government the majority
of the women are still not satisfied.
Keywords: Equality; Gender
Source: Ministry of Community Development,
Government of Tanzania, P.O. Box 2483, Dar es
Salaam, Tanzania.
Email:egnp@tgn.co.tz

Ishani, Zarina
**Building our Capacities on Coalition Building and
Networking: Mazingira Institute's Regional
Networking Activities**
Dar es Salaam, Tanzania: Tanzania Gender
Networking programme,1998

Muzingira Institute has been promoting, lobbying,
advocating and building capacity to ensure women's
human right to equal access to and control of land
and property, regardless of customary laws,
traditions and practices related to inheritance and
marriage.
Source: Mazingira Institute, P.O. Box 14550,
Nairobi, Kenya.

Kiongosya, Fatima
**Budgetary Process in Tanzania with a Gender
Perspective**
Dar es Salaam, Tanzania: Tanzania Gender
Networking Programme (TGNP), 1997

Explains the government budgetary process. It is
important for civil society to know the budgetary
process since it is used as a primary tool for growth,
stabilisation, adjustment and recovery policies.
Keywords: Gender; Economic Development
Source: TGNP, Azikiwe Street, Mabibo, Tanzania.
P.O. Box 8921, Dar es Salaam, Tanzania
Email: Email:egnp@tgn.co.tz

Kiwara, A. D.
**Structural Adjustment Programmes and the
Health: Gender Implications**

The paper relates ongoing structural adjustment
programmes (SAPS) to health, focusing on gender
implications. It begins with an introductory note on
SAP, then moves toward the end review and
consequences on health in a number of countries.
Also discusses the prerequisites of a gender sensitive
health policy, women's position in society and relates
the two to SAP.
Keywords: Health; Economic Development
Sources: Tanzania Gender Networking Programme,
P.O. Box 8921, Dar es Salaam, Tanzania.
Email:tgn@tgn.zo.tz

Mayawala, Anna
**An Analysis of National Tax Collections and Value
Added Tax (VAT) with a gender perspective.**
Dar es Salaam,Tanzania,1998

Paper analyses the tax collection system in Tanzania
and introduction of Value Added Tax and its
implications with gender perspective. Analysis is
done in order to see the effects of taxes on gender as
well as to strengthen lobbying and advocacy skills
for women's rights and gender equality in resource
allocation from government budgets. Women and
men are equal before the law, but in practice women
still have to take responsibility for most of the work
in agriculture and formal household and child up
bringing activities. These are not valued as
contributions to the economy.
Source: TGNP, P.O. Box 8921,Dar es Salaam,
Tanzania

Mazora, Nuru
**The Law of Succession in Relation to HIV/AIDS
and WILL Preparation in Tanzania**
Dar es Salaam, Tanzania: TGNP Gender Resource
Centre,1998

The paper was presented by a Legal Counsellor on
how to compile wills in preparation for the future,
in the light of HIV/AIDS. The author looks at the
Legislation already in place and how it could be
interpreted and the gender sensitivity of these laws.
Keywords:Law; Health
Source: Wamata Dar Es Salaam, P. O. Box 33279,Dar
es Salaam,Tanzania.

Mbilinyi, Marjorie
Towards a viable farm/land policy for smallholder farmers: women and men; old and young
Dar es Salaam, Tanzania: TNGP, 1997

The paper is a result of a research project done in Tanzania on changes in outputs and returns to farming, access to and control over land and viability of smallholder farming.
Source: University of Dar es Salaam; Institute of Development Studies (IDS), Dar es Salaam, Tanzania

Mbilinyi, Marjorie; Mosha, Aggripina
A Gender Perspective on Enviromental Policy
Dar es Salaam, Tanzania: Tanzania Gender Networking Programme (TGNP), 1995

The purpose of the paper is to examine the impact of gender relations on environmental issues, and to indicate why satisfactory achievement of sustainable development and a sound environmental policy depends partly on adopting a transformative approach to gender in policy and action.
Keywords: Gender; Environment
Source: TGNP, P.O. Box 8921, Dar es salaam, Tanzania.
Email:tgn@tgn.co.tz

Mhoja Monica E.M
Achieving Women's Rights Through Networking : Task Force on CEDAW Matters in Dar Dar es Salaam
Dar es Salaam, Tanzania,1998

The paper highlights the process taken by the NGO's task force on CEDAW matters on promoting and protecting women's rights and monitoring government implementation on the Convention on elimination of all forms of discrimination against women. CEDAW in Tanzania in discussed at lenght, the major problems which they have encountered are looked and the women finally put their own recommmendations on how the organisation can remain effective. Future Plans and a Three year plan for CEDAW are put as concluding remarks.
Keywords: Rights; Women
TGNP, P.O. Box 8921, Dar es Salaam, Tanzania
Email: tgn@tgn.co.tz

Mukangara, Fenella; Koda, Bertha
Beyond Inequalities: Women in Tanzania
Dar es Salaam and Harare: Tanzania Gender Networking Programme (TGNP) and SARDC-WIDSAA, 1997

The profile is part of a 13 part series *Beyond Inequalities* a publication which profiles the status of women in Southern Africa and the initiatives being made to mainstream gender in development processes in the region. The publication documents and analyses information along themes drawn from the 12 critical areas of concern identified in the Beijing Platform for Action (PFA) and derived from what the countries of the region consider to be their priorities. Tanzania identified its priorities as enhancement of women's legal capacity; economic empowerment of women; political empowerment of women and the improvement of women's access to education and training.

TGNP is a non-governmental organisation whose ultimate objective is to support social transformation and respond to the needs and interest of the poor and disadvantaged women and grassroots communities.
Keywords: Human Rights; Country Profile
Source: TGNP, P.O. Box 8921, Dar es Salaam, Tanzania and SARDC-WIDSAA, P.O. Box 5690, Harare, Zimbabwe.
Email: sardc@sardc.net or tgn@tgn.co.tz

Mukangara, Fenella
Women and Gender Studies in Tanzania
Dar es Salaam, Tanzania: Dar es Salaam University Press, 1995

This book documents literature on gender and development in Tanzania since 1982. Among the topics covered are agriculture and rural development, education and training, health and nutrition, labour and employment, legal rights, politics, social welfare, and women's organizations. In addition, it seeks to bridge the gap between policy-oriented research and utilisation.
Keywords: Gender; Development; Education
Source: University of Dar es Salaam Press, P.O. Box 35182,Dar es Salaam, Tanzania.

Mwabeta, Rehema
Challenges of Fighting the HIV/AIDS Scourge Among Teenagers in Tanzania
Dar es Salaam, Tanzania: TGNP, 1996

The paper looks at the prevalence of Sexually Transmitted Diseases and HIV/AIDS related occurrences in the youth population of Tanzania. Possible causes of the high number of occurrences is attributed to a number of factors, one of which is the lack of guidance in teenage sexuality. A Family Planning Policy Guidelines and Service Standards document produced in 1992 extends eligibility to information, education and contraceptive services to include adolescents. However to date the service providers and teenagers themselves are unaware of the policy guidelines.
Keywords: Aids; Health
Source: Rehema L. Mwateba, Independent Consultant, P.O. Box 71831, Dar es Salaam, Tanzania.

Mwanga, Feddy
Gender relations as a key aspect in fight against HIV/AIDS: capacity of women and youth in struggle against HIV/AIDS an experience from Tegeta, Kinondoni Dar es Salaam
Dar es Salaam, Tanzania: Tanzania Gender Networking Programme, 1998

These are findings of a study on gender relations and AIDS which was conducted in Tegeta Village Kinondoni district of Dar es Salaam. The study concentrates on the capacity of women and youth in fighting against HIV/AIDS and specifically how women can assist each other in the struggle against the disease.
Keywords: Health; Women
Source: Society for Women and Aids in Africa, P.O. Box 65086,Dar es Salaam, Tanzania.

Rutashobya, Lettuce Kinunda
Women Entrepreneurship in Tanzania: Entry and Performance Barriers
Addis Ababa, Ethiopia: Organisation for Social Science Research in Eastern and Southern Africa (OSSREA,)
1998

The overall objective of the study was to identify social, cultural and economic factors that hinder of limit women's entry into entrepreneurship in Tanzania and those that affect their performance. Findings of the study reveal women participated in low demand and service-oriented activities. Poor performance in business suggests that socio-cultural gender biases, prejudices, practices and the generally lack of gender-sensitive industrial policies are the main critical factors. Socio-cultural practices have led to an unequal division of labour to the disadvantage of women.
Keywords: Entrepreneurship; Women
Source:OSSREA, PO Box 31971, Addis Ababa, Ethiopia.

Southern African Research and Documentation Centre (SARDC)
A Country Profile Study on Women in Development in Tanzania
Dar es Salaam, Tanzania: SARDC, 1997

This report is intended to serve as the basis of the Japan International Cooperation Agency's (JICA) support to the government of Tanzania for implementing it's policies to enhance the participation of women in the economic development process. It provides background information and basic data about the situation of women in Tanzania, including their role in agricultural activities, fisheries, for-estry and environment and trade activities.
Keywords: Country Profile; Women; Agriculture
Source: SARDC, P.O. Box 5690, Harare, Zimbabwe.
Email:sardc@sardc.net

Sundet, Geir
Towards a New National Land Policy in Tanzania: an Analysis of Small-Holder Farmers' Land Rights
1995

This paper looks at existing land rights legislation in Tanzania and what the new drafted bill has to offer to improve the life of smallholder farmers.
Keywords: Agriculture; Legislation
Source: University of Dar es Salaam, Institute of Development Studies (IDS) P.O. Box 35182, Dar es Salaam, Tanzania.

J J Wamata Youth
Gender Relations as a Key Aspect in the Fight Against HIV/AIDS: Youth Power and Control of Sexuality in the HIV/AIDS Crisis Experience from Manzese.
Dar es Salaam, Tanzania,1998

This is a a report on the finding of a youth group in Tanzania of the sexual behaviour of youth in this era of HIV/AIDS. The study focuses on youths living in Manzese, Dar es Salaam. It looks at different measures adopted by youths to address HIV/AIDS and issues related to sexuality. Notable achievements have been made but the youth and women are still the most disadvantaged.
Keywords: Health; Sexuality
Source: J J Wamata Youth, P. O. Box 33279, Dar es Salaam.

Brown, Lynn and Kerr, Joanna (eds.)
**The Gender Dimensions of Economic Reforms
in Ghana, Mali and Zambia**
Ottawa, Ontario, Canada: The North-South
Institute, 1997

The volume addresses the gender dimensions of
economic reforms in the three African countries -
Ghana, Mali and Zambia — to determine their impact
on rural women and men. Survey results reveal the
potential benefits of structural adjustment,
particularly to women, have not been fully realized.
Women have benefited less from macro-policies and
institutional reform, and agricultural growth has
been limited by women's inequality.
Keywords: Economic Development; Structural
Adjustment
Source: The North-South Institute, 55 Murray Street,
Suite 200, Ottawa, Ontario K1N 5M3, Canada.

Gender in Development Division
**Strategic Plan for the Advancement of Women
in Zambia (SPAW) 1996-2001**
Lusaka, Zambia: Gender in Development Division,
June 1996

The Gender in Development Division of the cabinet
office held a series of seminars, workshops and
meetings to translate the Beijing Platform for Action
into Zambian realities. This publication serves both
to guide government policy-makers and NGOs in
implementing the Beijing and Zambian Platform of
Action, and provides a short term implementation
plan for the Government's National Gender Policy.
Keywords: Gender; Policy
Source: Gender in Development Division, Cabinet
Office, Lusaka, Zambia.

Republic of Zambia, National Commission for
Development Planning
Draft National Gender Policy
Lusaka, Zambia: Government of Zambia, January
1996

The Government of the Republic of Zambia has
recognised the need for full participation of women
and men in the development process at all levels to
ensure sustainable development and attainment of
equality between the sexes. The government is
making deliberate efforts to correct the existing
gender imbalances and provide equal opportunities
for women and men to participate in all areas of
national activity and to contribute to their fullest
ability so they can equitably benefit from the fruits
of national development.
Keywords: Policy; Gender; Country Profile
Source: National Commission for Development
Planning, Government of Zambia, Lusaka, Zambia.

Siame, Mercy; Mulikita, Nakatiwa; Longwe, Sarah
Beyond Inequalities: Women in Zambia
Lusaka and Harare: Zambia Association for Research
and Documentation (ZARD) and SARDC-
WIDSAA, 1998

The profile is part of a 13 part series *Beyond
Inequalities* publication which profiles the status of
women in southern Africa and the initiatives being
made to mainstream gender in development
processes in the region. The publication documents
and analyses information along themes drawn from
the critical areas of concern identified in the Beijing
Platform for Action (PFA) and derived from what
the countries of the region consider to be priorities.
Zambia identified reduction of women's poverty and
strengthening of access to resources; increased
participation in economic structures and policies;
elimination of gender disparities in education and
training; removal of unequal access to women's
health and related services; reduction of inequalities
in the sharing of power and decision-making and
promotion of the rights of the girl child.
Zambia Association and Development (ZARD)
aims to uplift the status and position of women
through action-oriented, participatory and gender
sensitive research. ZARD advocates, publishes,
networks and undertakes consultancies aimed at
empowering women
Keywords: Human Rights; Country Profile
Source: ZARD, P.O. Box 37836, Lusaka, Zambia and
SARDC, P.O. Box 5690, Harare, Zimbabwe.
Email:sardc@sardc.net or zard@zamnet.zm

ZARD
**NGO Shadow Report on the Situation of Women
in Zambia: during the decade 1985-1994**
Lusaka, Zambia: Zambia NGOCC 1994
NGO Coordinating Committee, 1994

Observes changes since the early eighties, inequality
in power sharing and decision-making and speculates
future strategies and goals.
Keywords: Employment; Environment
Source: NGOCC P.O.Box37879, Lusaka, Zambia
E-mail: ngocc@zamnet.zm

ZARD
**Gabon Aftermath: the mistreatment of the
football widows**
Lusaka, Zambia ZARD 1993. 22p.

Unfair treatment of the football widows led to the
loss of matrimonial property to in-laws on the pretext
of culture. ZARD scrutinizes the aftermath of this
unfortunate plane crash leaving the widows without
both husbands and property.

ZARD
Using the Democratic Process to Promote Women's Rights
Lusaka: Zambia ZARD 1992.

This is a report of a seminar held in Lusaka on 1st February 1992. This seminar was to take a retrospective look at the Zambian Elections of 1991, to draw lessons for women in future to better use the democratic process to improve their political representation and to make sure that women's voices are heard.

ZARD
Changing the Law to Protect Widows: report of a panel discussion held on 6th March, 1988 at Mulungushi Hall, Lusaka, Zambia.
Lusaka, Zambia: ZARD, 1988

Covers discussion on Changing The Law To Protect Widows during the women's week in Zambia. This discussion was a form of lobbying for the passing of the proposed Wills and Inheritance Bill. The Bill has met with a great deal of resistance in Parliament.

ZARD
The Effects of SAP-Structural Adjustment Programme on the Lives of Low/No Income Women in Lusaka: Summary Report of Focused Group Discussions
Lusaka, Zambia ZARD 1995.

The discussions in this book are a reflection of the dimensions and results of an economy under structural adjustment. The cross sectional effects of SAP in the income deterioration, health, agriculture and transport are covered.

Davies, Rob; Saunders, David
Stabilisation Policies and the Effects on Child Health in Zimbabwe
Sheffield, UK: Roape Publications, 1987

The purpose of this article is to assess the likely impact of stabilisation policies on the health of children in Zimbabwe. It begins with a discussion of some of the general methodological issues before going on to outline Zimbabwe's recent stabilisation experiences. It considers how adopted policies have affected general determinants of health status and secondly, health inputs. Finally it attempts to assess the extent to which these factors have affected the health status of children.
Keywords: Health; Children
Source: University of Zimbabwe, P.O. Box MP167, Mount Pleasant, Harare, Zimbabwe.

Government of Zimbabwe, Ministry of National Affairs, Employment Creation and Co-operatives
The Zimbabwe Report on the United Nations Decade for Women: 1985-1995
Harare, Zimbabwe: Ministry of National Affairs, Employment Creation and Co-operatives, 1995

An overview of the present status of women, the policies that have been put in place to encourage women and effectively empower them to articulate their lives in as much democratic and unhindered way as men. The report shows that the government and people of Zimbabwe still have a lot of things to do to make sure that the existing gender gaps are eliminated quickly.
ZWRCN was set up in 1990 by a group of women with the main objective of enhancing the position of women in Zimbabwe through collection and dissemination of materials and information of Gender and Development issues. The group also aimed at facilitating the work of development planners, implements and beneficiaries.
Keywords: Empowerment; Poverty; Decision-Making
Source: Ministry of National Affairs, Employment Creation and Cooperatives, Zimbabwe.

Gwaunza, Elizabeth C
The Implications of the Legacy and Post-Apartheid Transformation in Southern Africa for Family Life, the Position of Women and Prospects for Democracy and Participatory Development - with Particular Reference to Zimbabwe
Switzerland: IUCN, 1993

This paper is about the effect on family life of colonial policies, the liberation struggle and post-colonial transformation and how this has impacted on women and children, the ideological philosophy that

prompted calls and influenced policies for the advancement of women and what form such policies have taken at both government and non-government levels. Also looks at women's participation in development and the democratic processes, the influence of the UN agencies and NGO's in facilitating such participation.
Keywords: Democracy; Law
Source: WLSA P.O. Box UA171 Union Avenue, Harare, Zimbabwe.
Email:wlsa@mweb.co.zw

Made A. Patricia; Matambanadzo, Isabella
Beyond Beijing: Strategies and Visions Toward Women's Equality
Harare, Zimbabwe: SADC Press Trust, 1996

This publication calls for policy change and every day practice, so that women and girls live a better life. Women in Zimbabwe have been marginalised from the mainstream of development. More so, the worthy cause that is being fought - the recognition of the role of women in the economy is critically looked at by many Zimbabwean men and women alike.
Keywords: Domestic Violence; Abuse
Source: Gender and Media Development Project, P.O. Box 6290, Harare Zimbabwe.

Manzini, Nomcebo
Gender Violation and Peace
Harare, Zimbabwe: Southern African Regional Institute for Policy Studies, 1995

The author of this document advocates for a world free of gender violation. She argues that gender violation is a state where women are often subjected to unjust discrimination on the grounds of sex and not competence.
Keywords: Democracy; Conflict
Source: Southern African Regional Institute for Policy Studies, 4 Deary Avenue, Belgravia, Harare, Zimbabwe.

Matshalaga, Neddy
The Gender Dimension of the Urban Informal Sector: the Case of Zimbabwe
Harare, Zimbabwe: Institute of Development Studies, 1995

A paper on gender and development looking at empirical evidence on gender dimensions of informal sector, gender relations at household level and policy recommendations on gender development in Zimbabwe.
Keywords: Democracy; Entrepreneurship
Source: Institute of Development Studies, P.O. Box MP 167, Mt Pleasant, Harare, Zimbabwe.

Mazambani, D and Gumbo, D J
Report of the Proceedings of The South-South Environment Linking National Workshop: Zimbabwe
Harare, Zimbabwe: ENDA- Zimbabwe, 1992

This report outlines the positions of most of the African Governments with focus on the Zimbabwe scenario.
Keywords: Environment; Policies
Source: Enda Zimbabwe, Box 3492, Harare, Zimbabwe.

Moyo, Sam; Mutuma, PM.; Mangonya, S
An Evaluation of Agricultural Extension Services Support to Women Farmers in Zimbabwe with Special Reference to Makonde District
Harare, Zimbabwe: Zimbabwe Institute of Development Studies, (ZIDS) 1989

This report presents the results of an investigation of the nature and patterns of agricultural extension services to women and their effectiveness in Zimbabwe. It is based on a detailed survey of Makonde District in Mashonaland West province, focusing on the relationship of agricultural extension services to the various socio-demographic, resource structure, economic, organizational, and perceptual features of women farmers. It also assesses the activities, practices and perceptions of agricultural extension workers and administrators as part of a broader attempt to evaluate agricultural extension policy within the framework of government overall agricultural policy.
Keywords: Gender; Agriculture; Research; Media
Source: ZIDS, P O Box 880 Harare, Zimbabwe.

Mpofu, Noma; Mpande, Roger
Coping Strategies of the Tonga Women in Zimbabwe: a Prize for Innovation

It is evident from the study that Government policy has to a very large extent contributed to the marginalisation of the Tonga people by disrupting their way of survival and forcibly settling them in harsh environment. Despite all this negative trend, the Tonga women have fought back and managed to create survival strategies for their families.
Keywords: Women In Development; Culture
Source: c/o SARDC, Box 5690, Harare, Zimbabwe.

Ncube, Welshman [et...al]
Paradigms of Exclusion: Women's Access to Resources in Zimbabwe
Harare, Zimbabwe: WLSA – Zimbabwe, 1997

The book highlights that the family, customary practice, tradition, state laws and local authorities all play significant roles in excluding women from direct access and control over resources within and outside the family.
Keywords: Resources; Women In Development
Source: WLSA, PO Box UA171, Union Avenue, Harare, Zimbabwe.

Powell, G.M.; Morreira, Dr. S; Rudd, C. Ngonyama, R P
Child Welfare Policy and Practice in Zimbabwe
University of Zimbabwe, December 1994

So many young adults are dying of AIDS in Zimbabwe leaving a large number of orphans who will need care and assistance in their lives. It is estimated that by year 2000 there will be about 600,000 orphans as compared to the annual 60,000 during which time one in every six children may be an orphan. This unprecedented number of children who may require care and support indicates an urgent need to examine whether current policies, practices, resources and models of child care are capable of handling a long-term problem of this proportion. This study was undertaken in 1993/4 in an attempt to answer this question.
Keywords: Care; Birth; Rights; Welfare
Source: The University of Zimbabwe, MP 167 Mt Pleasant, Harare, Zimbabwe.

Tichagwa, W; Maramba, P
Beyond Inequalities: Women in Zimbabwe
Harare, Zimbabwe: Zimbabwe Women's Resource and Network (ZWRCN) and SARDC-WIDSAA, 1998

The profile is part of a 13 part series *Beyond Inequalities* publication which profiles the status of women in Southern Africa and the initiatives being made to mainstream gender in development processes in the region. The document analyses information along themes drawn from the critical areas of concern identified in the Beijing Platform for Action (PFA) and derived from what the countries of the region consider to be priorities. Zimbabwe identified the following national priority areas: economic empowerment; education and training and political participation of women.
Keywords: Human Rights; Country Profile; Policy
Source: ZWRCN,P.O. Box 2198, Harare and SARDC-WIDSAA, Box 5690, Harare, Zimbabwe.
Email: sardc@sardc.net or zwrcn@zwrcn.org.zw

Women and Law in Southern Africa Research Trust (WLSA)
Beyond Research: WLSA in Action
Harare, Zimbabwe: WLSA, 1995

This working paper is a result of a week long meeting organised by WLSA with a view to documenting its experiences with respect to the "action" component of its research into laws affecting women in southern Africa, as well as the broader, post-research activities undertaken by WLSA's action wings in Zimbabwe, Zambia and Botswana. WLSA's action activities relate mainly to legal education, lobbying for law reform and the repackaging and dissemination of research findings to communities, NGO's and development agencies, government departments, donor organizations and others.
Keywords: Research; Education; Policy
Source: WLSA P.O. Box UA 171, Union Avenue, Harare, Zimbabwe.

Women and Law in Southern Africa Research Trust (WLSA)

Women and Land Rights in Resettlement Areas in Zimbabwe

Harare, Zimbabwe: WLSA, 1994

A booklet based on the results of a two-year research project on women's rights. The study found that several aspects of current resettlement policy discriminate against women.

Keywords: Legislation; Land

Source: WLSA P O Box UA 171 Harare, Zimbabwe.

Zimbabwe Women's Resource and Network (ZWRCN)

The Gender Dimensions of the Land Question in Zimbabwe: Paper Presented on Land Policy in Zimbabwe after Lancaster House Conference, 13-15 February, 1990

This paper discusses women's access to land in Zimbabwe. Case studies with specific reference to the land question and related issues are included.

Keywords: Land; Land Rights

Source: ZWRCN, P.O. Box 2198, Harare, Zimbabwe.

Zimbabwe. Email:zwrcn@zwrcn.org.zw

Commonwealth Secretariat
Incorporating Gender into Food Security Policies in the Commonwealth
(Africa: Phase 1, Report of a meeting of Consultants Kampala, Uganda)
London: Commonwealth Secretariat, July 1995

There is indisputable evidence that women are over-represented amongst the poor and hungry of the world. Moreover, women play a dominant role in the food-cycle, in terms of household food production, storage, marketing, preservation, preparation and consumption, throughout most of the developing world and thus most Commonwealth nations.
Keywords: Gender; Food Security Policies
Source: Economic Affairs Division, Commonwealth Secretariat, Marlborough House, Pall Mall, London SW1Y 5HX, UK.

Emeagwali, T. Gloria
Women Pay the Price: Structural Adjustment in Africa and Carribean
Trenton, New Jersey: Africa World Press, 1995

The contributors argue that IMF/World Bank policies have wrecked havoc on a large percentage of humanity, in Third World Countries. These studies have further shown that IMF/World Bank policies have induced or intensified the feminization of poverty and have reversed a great deal of the socio-economic gains of the post-colonial era of the last thirty years.
Keywords: Structural Adjustment; Child Health; Health Care; Employment
Source: Africa World Press, Inc., P.O. Box 1892, Trenton, New Jersey 08607, U.S.A.

Family Care International
NGO Participation in Improving Women's Reproductive Health in Africa
New York, USA: Family Care International, Nov. 1989

This paper reveals that thousands of women die each year from pregnancy-related complications. Also looks at the contribution of NGO's in launching policies and programs to address the root causes of maternal health.
Keywords: Reproduction; Health
Source: Family Care International, 588 Broadway, Suite 510, New York, N.Y.10012, USA.

The Hunger Project
Give a Woman a Place at the Policy Table
New York, USA: The Hunger Project, April 1994

Highlights that women play a pivotal role in food production, but they have little voice as Africa's majority producers of food. Also shows how structural adjustment overburdens women by relying on them to replace the collapsed public sector in African countries.
Keywords: Management; Agriculture
Source: African Hunger Project NY, NY 10010 USA.

Husain, Ishrat Farugee, Rashid
Adjustment in Africa: lessons from country case studies
Washington, U.S.A: World Bank, 1994

This report provides an assessment of structural adjustment policies undertaken by seven African countries in the mid 1980's. This report emphasises the specific economic and social circumstances of each country that led to the adoption of an adjustment programme. It measures and analyses the extent to which the adjustment policies were in fact implemented in each country. Finally the report attempts to assess economic performance in relation to the strength of the implementation of policy reforms. This research was initiated to supplement the main study, which is more aggregated and covers a cross section of twenty nine countries. The motivation behind the research was to capture the diversity of experiences in implementing reforms.
Keywords: Structural Adjustment; Country Profile
Source: c/o SARDC, P.O. 5690, Harare, Zimbabwe.

Ker Conway, Jill; Bourque, C. Susan (Eds.)
The Politics of Women's Education: Perspectives from Asia, Africa, and Latin America
Michigan, USA: Michigan University Press, 1996

In the last 25 years, women have made remarkable progress in access to the class-room and broken new ground in educational opportunities, yet educational equity remains elusive and politically contested. This is a collection of essays that reveal the complex changes in women's education throughout the world and together offer the first comprehensive assessment of what has been attempted, what remains to be done, and what the options are for reform.
Keywords: Policy; Education
Source: The University Of Michigan Press, USA.

Organistion of African Unity (OAU)
African Platform for Action: African Common Position for the Advancement of Women, Adopted at the Fifth African Regional Conference on Women
Addis Ababa, Ethiopia: OAU, 1994

The African Platform for Action is a synthesis of regional perspectives and priorities as well as a framework for action for the formulation of policies and implementation of concrete and sustainable programmes for the advancement of women. It is developed in consonance with the Nairobi Forward-Looking Strategies, the Abuja Declaration and the Kampala Action Plan.
Keywords: Equal Rights; Gender; Human Rights
Source: Organisation of African Unity, Addis Ababa, Ethiopia.

Southern African Development Community (SADC)
Gender and Economic Reforms in Africa Program: a System in Peril
Ottawa, Canada: North-South Institute, 1999

Looks at gender insensitive economic policies and develops effective strategies leading to economic justice and social and political emancipation for African women.
Keywords: Gender; Development
Source: North-South Institute, Ottawa, Canada

United Nations Economic Commission for Africa (UNECA)
Fifth African Regional Conference On Women 16-23 November 1994
Dakar, Senegal (Vol. 2 Conference Papers on Priority Issues. Part III:
Economic Empowerment of Women)

The principal objective of this paper is to examine some of the most salient gender issues as they relate to some of the macro economic policies currently affecting women's lives in Africa. Covers structural adjustment programmes and their gender implications.
Keywords: Women; Affirmative Action
Source: United Nations Economic Commission, Addis Ababa, Ethiopia.

UNFPA/CST
Operationalising Advocacy as a Thematic Area: Experiences and Lessons from sub-Saharan Africa
Addis Ababa, Ethiopia: UNFPA/CST, 1997

The UNFPA post-International Conference on Population and Development (ICPD) instituted Advocacy as a thematic area, along with Reproductive Health (RH) and Population and Development Strategies (PDS). Advocacy is conceived to play three roles, i.e. to foster a favourable climate for the implementation of national RH and PDS programmes;

to promote issues that impact directly or indirectly on population but are not covered by core RH and PDS interventions and to raise the profile of the population domain and its main actors at global and national levels.
Keywords: Population; Policy
Source: UNFPA, P.O. Box 4775, Harare, Zimbabwe.

UNESCO
Women and Economic Policies in Africa
New York: UNICEF, 1994

Too old for toys, too young for marriage and childbirth, the adolescent girl often falls between the cracks of her family understanding, her community's support and her governments programme. The study reveals that an adolescent who is compelled to marry or forced into early sexual activity finds her childhood snatched away, replaced by burdensome work and premature responsibilities. She often pays harsh personal costs in terms of her health, well-being and earning capacity.
Keywords: Economy; Policies
Source: UNICEF, Programme Publications, 3 UN Plaza, New York, NY 10017, USA.
Email:unicef@unicef.co.zw

UNESCO
Women and the Democratization Process in Africa
Windhoek, Namibia: UNESCO, 1994

Calls for more women in policy-making and for placing gender issues onto mainsteam policy agendas. Also looks at a strategy for humanizing and consolidating democracy.
Keywords: Democracy; Equality; Liberation Movements
Source: UNESCO, P.O. Box HG 435, Harare, Zimbabwe.
Email:unesco@ure.unesco.co.zw

Williams, Paula J
Women's Participation in Forestry Activities in Africa Project – Summary and Policy Recommendations
Nairobi, Kenya: Environmental Liaison Center International, September 1992

A collection of case studies that examine constraints to women's participation in forestry activities and strategies used to overcome those constraints. Constraints include limited mobility, restricted land and tree-tenure rights, limited education and training, lack of money and income-generating opportunities, women's inadequate access to resources, women's heavy workloads, lack of labour and lack of adequate organisation and groups to work with women.
Keywords: Environment; Education
Source: Environmental Liaison Centre International. P.O. Box 72461, Nairobi.
Email:undp.org

INTERNATIONAL

African Centre for Women
International Legal Instruments Relevant to Women
New York, USA: UNECA, 1995

This publication browses through the most important international laws and conventions which affect women. These include conventions on the Political Rights of Women; the Nationality of Married Women; minimum age for marriage and registration of marriages; chapter 24 of Agenda 21; CEDAW; Rights of the Child; ILO Conventions concerning Women Workers and Charter of Ratification of Conventions.
Keywords: Law; Policy
Source: United Nations Economic Commission on Africa, New York, USA.

Association of Women in Development (AWID)
Trialogue: Vol.1 No.1 Winter 1995
Washington, D.C., USA: AWID, 1995

This publication focuses on important gender and development issues, presenting the perspectives of academics, policy makers, and practitioners who make up AWID's Trialogue. The manager of the Gender Analysis and Policy Programme at the World Bank, Programme and Research Analyst at Oxfam America, present a practitioner's view, while Mario Floro, professor of Economics at the American University, provides an academic's perspective on structural adjustment and it's impact on women.
Keywords: Structural Adjustment; Gender; Economic Development; Economic Policy
Source: 1511 K Street, NW Suite 825, Washington, DC 20005 USA.

Beneria, Lourdes; Feldman, Shelly
Unequal Burden: Economic Crises, Persistent Poverty, and Women's Work
Oxford, United Kingdom: Westview Press, 1992

The book examines diverse ways in which communities, households, and intra-household relations are being transformed in light of relocation of national, local, and household resources. Also identifies the ways in which social relations structure national policy formation and mediate the expression of the crisis within specific national contexts.
Keywords: Equality; Employment
Source: Westview Press, OX2 7EW United Kingdom.

Commonwealth Secretariat
Models of Good Practice Relevant to Women and Health
London, UK: Commonwealth Secretariat, 1996

This publication deals with the Commonwealth Awards for Excellence, good practice and principles. Contributions to the publication were from a number of countries and issues treated include: Women's Centre of Jamaica Foundation; The Women's Health Project; promoting women's health; School Nutrition Programme; small families by choice; extension of family support services; the Community Health Initiative; Federation of Women's Health Initiative and women's health policy.
Keywords: Health; Family Planning; Policy
Source: The Health Department, Human Resource Development Division, Commonwealth Secretariat, Marlborough House, Pall Mall, London SW1Y 5HX UK.
Email: vale@vale-ltd.co.uk

Dundar, Halil; Haworth Jennifer
Improving Women's Access to Higher Education: a Review of World Bank Project Experience
Washington, USA: World Bank, Feb 1993

Higher educational institutions have expanded in developing countries, however rates for females at the post-secondary level continue to be considerably lower than for males. This paper reviews the disparity of enrollment in higher education in developing countries. It also focuses on policies and World Bank project which has been effective thereby increasing women's opportunities.
Keywords: Gender; Education
Source: World Bank, 1818 H Street NW Washington, DC 20483, USA.

The Hunger Project
Expanding Women's Economic Knowledge
New York, USA: The Hunger Project, April 1994

Article on education and economic issues and how this helps women farmers to better understand the policies that affect their lives and the ways to press for change
Keywords: Economics; Gender
Source: African Farmer Project, NY 10010 USA.

MacDonald, Mandy; Sprenger, Ellen; Dube, Ireen
Gender and Organizational Change: Bridging the Gap Between Policy and Practice
Amsterdam, The Netherlands: Royal Tropical Institute, 1997

The book provides a practical approach to change, illustrated with experiences in gender interventions. The need to address gender inequalities has become a recognised element in encouraging development; poverty and marginalisation - now clearly seen as gendered phenomena. Change is expected as organisations will have to become accountable to the needs and interests of women, not only development organizations in the South, but also northern donor organisations.
Keywords: Organisations; Gender
Source: Royal Tropical Institute, Kit Press, Amsterdam, The Netherlands.
Website: www.kit.nl

Porter, Fenella; Smyth, Ines
Gender Training for Development Policy Implementers: Only a Partial Solution
Oxford, United Kingdom: Stylus Publishing, 1998

The argument in this paper is that gender training at the implementation level must be fully informed by and relate to the specific context of implementers' lives and work. Contextual analysis of gender training at the implementation level addresses several important elements of training, and these are explored in detail in part one of this paper.
Keywords: Gender; Development
Source: Oxfam GB,274 Banbury Road, Oxford OX2 7 DZ,UK.

Sweetman, Caroline (ed.)
Gender in Development Organisations
Oxford, UK: Oxfam (UK and Ireland), 1997

Over the past decade, organizations working on development issues have taken an increasing interest in women's needs and rights, however working on promoting awareness of women's marginalization demands more than an equal opportunities policy. This book draws together the experience of organizations working to promote women's full participation in the development process, looking at the obstacles that stand in the way.

Keywords: Development; Gender
Source: Oxfam (UK and Ireland), 274 Banbury Rd, Oxford OX2 7DZ, UK.

United Nations Development Fund for Women (UNIFEM)
Bringing Equality Home: Implementing the Convention on The Elimination of All Forms of Discrimination Against Women (CEDAW)
New York, USA: UNIFEM, 1998

Analyses the CEDAW and what women can do with it. Provides case studies which are proof of what can be achieved if this instrument is used effectively, for the advancement of women. Shows that around the world the Convention has been used to define norms for constitutional guarantees of women's human rights, to enact laws, to mandate proactive pro-women policies and to dismantle discrimination.
Keywords: Equality; Legislation
Source: UNIFEM, 304 East 45th Street, New York, NY 10017, USA.
Email:unifem@undp.org

United Nations Development Programme (UNDP)
Sub-regional Conference of Senior Governmental Experts on the "Implementation of the Platform for Action Adopted by the 1995 Fourth World Conference on Women in Beijing, in Central and Eastern Europe", Bucharest, Romania 12-14 September 1996
Bucharest, Romania: UNDP, September 1996

The situation of women in Central and Eastern European countries in transition was analysed by the Division for the Advancement of Women in 1991 within the framework of the United Nations regional seminar on the "Impact of economic and political reform on the status of women in Eastern Europe". The conference agreed on the need to prepare national action plans and strategies for implementation and monitoring as soon as possible. The conference also agreed on eleven priority objectives of particular relevance to the sub-region. Most were drawn from and are consistent with the Beijing Platform for Action.
Keywords: Policy; Beijing; Platform For Action
Source: Advancement of Women, Department of Policy Coordination and Sustainable Development, 2 United Nations Plaza, DC2-12 th Floor, New York, NY 10017, USA.

Democratic
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Congo

Tanzania

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