
**GENDER POLICIES IN SOUTHERN
AFRICA AND BEYOND:
a selected bibliography**

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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 bibliogra-

phy. 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 policies. 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; Malawi; 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

This bibliographic reference of gender policies was extracted from the gender database, a product of long and dedicated service by various documentalists who worked for WIDSAA since 1995. The generation of the gender database could not have been possible without the input of the documentation staff at WIDSAA, which is acknowledged and appreciated. Particular acknowledgement go to Thembile Phute for extracting, updating and generating all the entries from the gender database; Bookie Kethusegile, Head of Programme, WIDSAA who gave editorial input and guidance; Hugh McCullum for design and editing; Phyllis Johnson, Executive Director of SARDC for supporting the process and; the people in other SARDC departments who assisted in many ways.

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Sabelo Mapasure, Chief Documentalist
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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.

Women in Southern Africa

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).

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