



The Norwegian Support to Women's Empowerment and Gender Equality in Malawi

Mapping of actors and priority issues



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THE NORWEGIAN SUPPORT TO WOMEN'S RIGHTS AND GENDER EQUALITY IN MALAWI



A review report

Mapping of actors and priority issues

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Bodil Maal
Hestern Banda

List of Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ART	Antiretroviral Treatment
CBO	Community Based Organisation
CCPWs	Community Child Protection Workers
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CELA	Centre for Legal Assistance
CHAM	Christian Health Association of Malawi
CIDA	Canadian International Development Agency
CONGOMA	Council for Nongovernmental Organisations in Malawi
CRC	Convention on the Rights of the Child
DAGG	Donor Assistance Group on Gender
DCA	Danish Church Aid
DFID	Department for International Development
DHRMD	Department of Human Resources and Development
DHS	Demographic Health Survey
DOL	Division of Labour
DPs	Development Partners
EHP	Essential Health Package
FAO	Food and Agriculture Organisation
FHH	Female headed Household
GAC	Gender Advisory Committee
GAD	Gender and Development
GBV	Gender Based Violence
GDI	Gender Development Index
GESP	Gender Equality Support Programme
GFP	Gender Focal Point
GoM	Government of Malawi
GPIC	Gender Programme Implementation Committee
GTZ	German Development Agency
HIV	Human Immunodeficiency Syndrome
ICT	Information and Communication Technology
IEC	Information and Education Communication
M&E	Monitoring and Evaluation
MAO	Ministry of Agriculture
MARDEF	Malawi Rural Development Fund
MDG	Millennium Development Goals
MFA	Ministry of Foreign Affairs
MGDS	Malawi Growth and Development Strategies
MGTT	Malawi Gender Trainers Team
MHRRC	Malawi Human Rights Resource Centre
MIE	Malawi Institute of Education
MK	Malawi Kwacha
MoGC&CD	Ministry of Gender, Children and Community Development
MOH	Ministry of Health
MoYS	Ministry of Youth and Sports
MP	Member of Parliament
NAC	National AIDS Commission
NASFAM	National Association of Smallholder Farmers in Malawi
NCA	Norwegian Church Aid
NGO GCN	Non-Governmental Organisation Gender Coordination Network
NGO	Non-Governmental Organisation
NGP	National Gender Policy
NGP	National Gender Programme
NORAD	Norwegian Agency for Development

PPE	Presidential and Parliamentary Elections
PS	Principal Secretaries
RNE	Royal Norwegian Embassy
RT	Review team
SADC	Southern African Development Community
SRH	Sexual and Reproductive Health
STIs	Sexually Transmitted Infections
SWAP	Sector Wide Approach
SWG	Sector Working Group
TA	Technical Assistance
UN	United Nations
UNAIDS	United Nations AIDS Agency
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's' Fund
UNIFEM	United Nations Fund for Women
WFP	World Food Programme
WID	Women in Development
WLSA	Women and Law in Southern Africa
WRGE	Women's Rights and Gender Equality

EXECUTIVE SUMMARY

This document is a report of a review to appraise the current situation regarding the work on women's and gender issues in Malawi. Commissioned by the Royal Norwegian Embassy in Malawi (RNE), the review was done between February and March 2010 by Bodil Maal, senior gender adviser from Norad and Hestern Banda¹, a Malawian consultant. Based on the recommendations of this review, the RNE will make decisions concerning its focus and priorities for its support in Malawi. The review is the first step in a process of exploring ways in which the Embassy could work on women's rights and gender equality (WRGE) in Malawi, and how to raise the issue to a higher level on the political agenda.

Malawi is a highly patriarchal society where women's rights are weak and women score low on all the development indicators. Indicators like the maternal mortality rate and HIV/AIDS put women in Malawi among the worse off in the world. The risk of dying as a result of being pregnant is 1 in 7, compared to 1 in 3800 for women in the developed world. The difficult situation for women implies the need for high efforts in the field of women's rights and gender equality. However, the development partners, civil society, and government admit that efforts are fragmented and that the Ministry of Gender, Children and Community Development has institutional challenges in fulfilling the mandate of being the overall coordinator, and in providing policy guidance in this work.

RNE in Malawi is one of the seven pilot embassies for work on Women's Rights and Gender Equality. In 2007/2008 fifty nine percent (59%) of the Embassy's portfolio, according to OECD², had women's rights and gender equality as a goal. This was one of the highest percentages obtained by Norwegian embassies in Africa. Having the status of a pilot embassy would imply closer follow-up and support, both technical and financial, from MFA/Norad.

RNE has been central in providing support to the government and civil society organisations on gender issues in Malawi. According to the Malawi Aid Atlas, Norway is now the only bilateral donor left, along with Iceland, supporting *Gender, Youth and Sports Development*, which is defined as one of 16 sectors of ODA support by the GoM.

The Review Team (RT) found that development partners, civil society organisations, government and Malawian politicians view Norway as a central player on gender issues in Malawi. In the discussions with the different groups of stakeholders, several suggestions on priority areas for strategic, effective, and more focused support to WRGE were raised. The recommendations below are based on these suggestions. The RT has tried to single out issues considered as central to each of the groups of stakeholders, as presented below.

a) Parliament

Following the general elections on May 19, 2009, the number of female parliamentarians increased to 43. However 39 out of the 43 MPs are new to Parliament. The new MPs need training in order to know their roles as MPs and gain more knowledge about issues crucial to women in Malawi. RNE will start ongoing training of female parliamentarians by the end of May 2010. This training could in the future be anchored in the MoG, which already has a programme officer responsible for training of parliamentarians.

b) Government Ministries

The Department of Gender within the MoGCCD is mandated to coordinate Malawi's Gender Machinery; however, the lack of resources, both human and financial, has slowed down this work. New leadership in the Department of Gender has created some opportunities and it is important to

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² Aid to gender equality and women's empowerment- Thematic study by the DAC Secretariat, April 2010

seize this opportunity. Before RNE starts providing new support though, the ministry needs to put a financial management system in place. This work had already started at the time of this review.

The Department of Gender should be enabled to take the overall coordinating role and give policy direction in the work on women's rights and gender equality in Malawi. RNE could later support the establishment of a SWAP within MoG. This would help the MoG and also RNE in reducing its number of projects/programmes.

c) Civil Society

The NGO Gender Coordinating Network (NGOGCN) is a loose coalition of organisations mobilising themselves to have a common voice, and implement programmes that address issue of gender in Malawi. This group has had funds channelled through it for its institutional secretariat capacity building and for its member programmes. But, the model of having NGOGCN as a grant mechanism has not functioned well. This dual role has been a source of conflict between the secretariat and its members.

The political development in Malawi stresses the need for support to civil society. Norway could take a lead, among the DPs, in supporting the establishment of an independent grant making and financial management agency (like the Foundation for Civil Society in Tanzania (see appendix). A mechanism like the Foundation for Civil Society would be able to channel funds to a larger number of organisations and thus reduce the strain on all the DPs in Malawi for providing small grants. NGOGCN could consequently return to their original mandate of coordinating the NGOs working on gender and women issues.

d) Development partners

The Development Partners in Malawi maintain that there is a need for a group on women's rights and gender issues among the bilateral and multilateral development partners. At present there is one large group (DAGG) in which NGOs, DPs and GoM participate. In the discussions, it was proposed that Norway should take a lead in setting up a group among the development partners to give an impetus to work on promoting women's empowerment and gender equality in the country.

e) RNE in Malawi

RNE wants to ensure that WRGE continues to be a main pillar in its cooperation with Malawi. At present, Norway is the only strong bilateral DP supporting the "Gender, Youth Development and Sports" sector. There are 16 Sector Working Groups that provide the basis for donor involvement. The groups are expected to generate a more efficient division of labour (DOL) amongst development partners. According to the Paris Declaration, each development partner should focus its assistance on areas where it can add most value, given what others are doing. In discussions with DPs, NGOs, and GoM it was underlined that Norway possesses a comparative advantage on gender issues.

RNE focuses its work on women's and gender issues both within *health* and *agriculture* - two of the largest ODA recipient sectors in Malawi. Gender issues are considered to be an area of strength for RNE, due to Norwegian competence and political priorities, and could therefore be expanded.

SECTION ONE

1. Introduction

This report presents a review of the work on women's empowerment and gender equality in Malawi commissioned by the Royal Norwegian Embassy. The consultant Hestern Banda and Bodil Maal, senior gender adviser, Norad, carried out the review between February and March 2010.

1.2 Objective of the review

The overall objective of the review was to analyze the current status of the women's rights and gender equality (WRGE) and explore how the Royal Norwegian Embassy can prioritize and focus its support on women's and gender issues in Malawi.

1.3 Scope of Review

- a. Describe the major issues and challenges in achieving WRGE in Malawi.
- b. Make recommendations on how the RNE can focus its efforts and programme in providing strategic support to WRGE in Malawi.
- c. Make recommendations on how the Embassy could build-up its main pillar on WRGE.

1.4 Methodology

The review was carried out as a consultative process and included the following implementing and support partners of the women empowerment and gender equality program in Malawi:

- a. **Female parliamentarians**
- b. **Government:** Ministry of Gender, Children and Community Development, Ministry of Finance, Ministry of Health, Ministry of Economic Planning and Development Corporation, Ministry of Agriculture, Office of the President and Cabinet, and the Department of Human Resource Development and Management
- c. **Civil society:** NGO Gender Coordination Network, CELA, OXFAM, NCA, Action Aid, TROCAIRE, WILSA and DCA.
- d. **Development partners:** EU, Irish Embassy, GTZ, UNDP, UNFPA, WFP, FAO, UNICEF

The Review Team (RT) also had a desk review of key documents from the different stakeholders, in addition to Malawi's CEDAW report and shadow report (**ANNEX 3**).

The RT focused on identifying issues, challenges, and gaps in women's empowerment and gender equality in Malawi. Findings and recommendations are presented in the sections that follow.

1.5 BACKGROUND

The poverty situation in Malawi

The 2009 UN Human Development Report ranks Malawi as the 22nd poorest country out of 182 countries in the world, with over 65% of the population living below the poverty line, 28 % of these being the "core poor". Women account for the majority of those living in absolute poverty. Ninety percent (90%) of households are engaged in agriculture, with 81% of the active rural population classified as subsistence farmers. Only a third of households have household enterprises.

Two thirds of households have moved into or out of poverty over the last decade. The most common factors that push households further into poverty are droughts or floods, increases in the price of food, and health related shocks such as illness, injury, or death of a household member.

HIV and AIDS have played a significant part in this pattern of vulnerability - at 12% prevalence Malawi has one of the highest HIV rates in the world. Caring for HIV/AIDS affected people and orphans places a heavy burden on women. Many women have less time to spend on cultivation since they have to care for the sick. Inequalities have changed little in 10 years. People in rural areas are more than twice as likely to be poor, and almost half the poor people in Malawi live in the rural South. Female headed households and households headed by someone over 56 are poorer.

The gender gaps

Malawi is a strongly patriarchal society where women's rights are weak, and where violence and abuse against women and children, especially girl children, is widespread. Many of the millennium development goals and targets are related to women and will be difficult to reach, if women's and girls' empowerment and equal rights (MDG 3) are not enhanced.

Women take care of all the vulnerable groups: elderly, orphans, people with AIDS, and disabilities. If women are not reached, there is a chance that all the other vulnerable groups will not be reached.

Malawi's score on the World Economic Forum Global Gender Gap Index has shown some progress over the past few years. In 2009 the index for Malawi was 0.674 compared to 0.644 in 2006 (0.00 is inequality and 1.00 equality). Malawi is ranked particularly low on "educational attainment" and "health and survival" compared to other countries. On the indicator "Healthy life expectancy" Malawi ranks as 123 out of 134 countries, 11 places from the bottom. The health and survival situation is severe both for women and men.

The gender gap within Malawi is highest within the sub-indexes "economic participation and opportunities", and "political empowerment". Women seem to have limited access to, and control over, production factors such as land, agricultural inputs, and technology. Women also spend considerably less time than men on income-generating activities, but spend more time on reproductive and unpaid work, making them more dependent on men for income. On the indicators "literacy level", "enrolment in tertiary education", "women in parliament", and "women in ministerial positions" the inequalities between women and men are highest.

Violence against women and children is pervasive in Malawi, both in the workplace and in the domestic arena. The situation is exacerbated by an unresponsive legal system. Women and girls are generally less able to negotiate safe sex because of their lower status and fear of violence. Traditional rituals, involving risky sexual practices, contribute to increasing rates of sexually transmitted infections (STI) and HIV/AIDS (first and foremost).

The ratio of literate women to men is increasing but remains unequal (56% of women and 79% of men). There is an acute shortage of teachers, (the pupil to qualified teacher ratio is 84 to 1, one of the worst across Africa) and basic infrastructure (only 20% of pupils have access to desks and chairs). This contrasts with very high expenditure per student, in higher education, by African standards.

Women give birth to an average of 5.6 children, one of the highest fertility rates in the Sub-Saharan region. Child mortality, fertility, and malnutrition rates are strongly associated with mothers' level of education and wealth. The maternal mortality rate was estimated to be 807 per 100,000 by NSO and UNICEF, in 2006. Up to 30 percent of mortality is likely to be related to unsafe abortions.

1.6 The Malawi Government

a. The Vision 2020

This policy framework sets out a long-term development perspective for Malawi. It emphasizes long-term strategic thinking, shared vision and visionary leadership, participation by the population, strategic management, and national learning. The Malawi government and all its institutions face

the challenge of engaging programmes and strategic actions that will contribute to the achievement of the desired future through a deliberate planning process.

b. The Malawi Growth and Development Strategy

The Malawi Growth and Development Strategy (MGDS) is an overarching strategy for the country over a five year period (2006/07 to 2010/2011 fiscal year). It provides a policy framework that addresses both economic growth and social policies, and how these are balanced to achieve the medium term objectives for Malawi. The Malawi Growth and Development Strategy (2006-2011) (MGDS) is the single reference document for all the development partners.

1.7 The National Gender Policy and Programme

First developed in 2000 and revised in 2005, the National Gender Policy (*still in draft form in March 2010,*) and National Gender Programme 2004-2009 (NGP), form the guiding framework for a coordinated response to gender inequality. The overall goal of the policy is *to mainstream gender in the national development process to enhance participation of men, and women, boys and girls for sustainable and equitable development for poverty eradication.*

The NGP has eight policy areas: institutional strengthening; education and training; health; HIV/AIDS; food and nutrition security; natural resources and environmental management; governance and human rights; poverty eradication, and economic empowerment.

The NGP programme investment of US\$ 11.2 mill (€7.8 mill), is based on the twin-track strategy of giving women a voice towards their empowerment, and integration of gender concerns throughout the development process to bring about gender equality (“gender mainstreaming”).

At present the NGP is being reviewed. With limited monitoring and baseline data, it is difficult to assess its implementation and achievements. The implementation of the first NGP objective on women’s empowerment was led by the MoGCCD through the provision of soft loans through the Malawi Rural Development Fund (MARDEF) and other Microfinance Institutions (MFIs) through business training, the adult literacy programme, education support to orphans and vulnerable children (OVCs), and a social cash transfer scheme. All these programmes reach the poorest, and more women than men. While women empowerment interventions are fraught with difficulties, e.g. demonstrating that credit for women is claimed by men, the main challenge rests with the mainstreaming component of the NGP.

1.8 The Development Assistance Group on Gender (DAGG)

The Ministry (MoGCCD) has been heading the DAGG, a tripartite network of DPs, NGOs and government. DAGG has 30 members and meets on a monthly basis. The women’s parliamentary caucus is a member of the DAGG.

1.9 International treaties and instruments

The notable international instruments and conferences that provided concrete strategies for action towards gender equity and equality included: the 1987 Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) - Malawi ratified CEDAW in 1987; the 1991 Convention on the Rights of the Child (CRC); the 1993 Vienna Conference on Human Rights; the Fourth International Conference on Women held in Beijing in 1995; the Southern African Development Cooperation (SADC) Declaration on Gender and Development, 1997, and the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa.

1.10 Norwegian policy on Women's rights and gender issues

Norway places high priority on the issues of women's rights and gender equality in its development cooperation.

The Action Plan for Women's Rights and Gender Equality emphasises both women's rights and targeted measures to increase women's control of their lives, and to promote women's rights to participate in all areas of society. In the Action Plan, the MFA instructs all Embassies to analyse partner country's own competence, targets, and plans relating to WRGE and identify strategic partners and agents of change among the authorities, in civil society, and among other development cooperation partners. Based on this analysis the embassy should prepare a plan or a strategy for how to promote WRGE in line with the thematic priorities areas. The plan will take a dual approach through **targeted measures** and **mainstreaming** the gender perspective in the rest of the development cooperation portfolio³.

Increased reporting from embassies is now expected. In addition, gender issues should constitute an element of the overall policy dialogue with partner countries, including dialogue with multilateral organizations and non-governmental organizations.

1.11 Malawi as a pilot country for women's rights and gender equality

One of the main areas for Norwegian assistance to Malawi has over the years been the promotion of women's rights and gender equality. This area of cooperation is also laid down in the MOU between Malawi and Norway. The RNE intends to ensure that this continues to be one of the main pillars of development cooperation in addition to mainstreaming of gender issues in the other pillars of support. Due to the Embassy's good work in the field of women's rights and gender equality, Malawi has been selected as one of MFA's 7 pilot embassies on WRGE. This implies that the Embassy may draw on more resources and technical support from MFA and Norad/Oslo in the future.

Another pointer from MFA to all Embassies is the embassies need to concentrate their portfolio, and work with fewer agreements in order to reduce the administrative burden on the Embassy's staff. In addition, Embassies should follow up on the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action, emphasising the division of labour as a mechanism for reducing fragmentation.

The review team has tried to let both these pointers from MFA, direct its work.

³ Action Plan for WEGE

SECTION TWO

2. REVIEW FINDINGS

This section presents findings from interviews with the different stakeholders within women's rights and gender equality in Malawi.

2.1 Ministry of Gender, Children and Community Development (MoGCCD)

The MoGCCD exists to promote the causes of women and child development. This mandate is derived from relevant Acts, Government directives, policies and practices; international as well as regional protocols and conventions to which Malawi is a party. (ANNEX 5).

The MoGCCD lacks the capacity and the leadership to coordinate gender mainstreaming into most sectors as foreseen in the National Gender Policy (NGP). Mainstreaming efforts are limited to the training of gender focal points in line ministries. The focal points have been reported to be junior officers with a high staff turn-over, who, although possibly trained, have limited influence in mainstreaming gender into the planning, budgeting and implementation of sector activities. Thus, the recently created Gender Focal Points (GFP) Forum Platform, which assembles all these focal points, is not very effective. The MoGCCD developed good gender budgeting guidelines, but as they are not yet embraced by the Ministry of Finance and lack technical support, these have not yet been disseminated and implemented by sectors.

Although the MoGCCD has not been able to effectively drive gender mainstreaming, this has not necessarily meant a complete stand still. Some line ministries, NGOs and community based organisations (CBOs), and private sector organizations have incorporated gender in their policies. Notable examples are the Ministries of Education, Defence, Agriculture and Food Security, and the Department of Human resources (DHRMD), and the efforts of the NGO Gender Coordination Network. The health sector is less well mainstreamed, though maternal mortality and family planning, where there is a major gap of unmet family planning needs, are priority areas. There are no known mainstreaming interventions in the natural resources and environment sector, and few pertaining to human rights and governance.

2.2 Government of Malawi's Aid Atlas

GoM's Aid Atlas is organised around 16 sectors. "*Gender, Youth Development and Sports*" is defined as one of the sectors. There are ongoing efforts to institutionalise the Sector Working Group (SWG) and SWAPs as the basis for donor involvement. The plan is to have pooled funding mechanisms, joint missions, joint sector reviews, silent partnerships, joint analytical work, and advisory services by development partners.

Through SWGs and SWAPs one expects to generate more efficient Division of Labour (DOL) amongst development partners. The Paris Declaration, on the effectiveness of development aid, underlines that donors should confine their assistance to two sectors in which they offer the best comparative advantage as recognised by the government of the partner country and the other donors. Apart from these two sectors, donors can provide budget support and finance programmes related to civil society, research and education.⁴

In the discussions with DPs, NGOs and GoM it was maintained that Norway possesses a comparative advantage on gender issues, due to the strong political backing from GoN for the issue. In the future RNE needs to concentrate on fewer sectors in Malawi. Since Norway is the only strong

⁴ Code of Conduct on Complementarity and the Division of Labour in Development Policy.

bilateral donor left in the “Gender, Youth Development and Sports” sector, it has a crucial role to play in helping the sector to establish a SWAP.

Norway focuses its work on women’s and gender issues both within *health* and *agriculture* - two of the largest ODA recipient sectors in Malawi. Within both these sectors there are 10-15 other DPs. According to the Code of conduct for the DOL agenda (Division of Labour), DPs should analyse and expand areas of strength. If gender issues are considered as an area of strength for the RNE, this could be expanded in various ways:

- Competence on women’s and gender issues could be part of the job description for diplomatic programme staff within health and agriculture at the embassy
- Sector experts within health and agriculture could be locally recruited, while diplomatic staff from Norway have gender competence and work cross-cutting. (At present, gender experts at embassies usually are locally recruited and find it difficult to work cross-cutting, influencing diplomatic staff.) Routines and strong leadership at the Embassy may, of course, help locally recruited gender experts to function, but as long as the work burden on the Embassy staff is high, the horizontal cross-cutting work usually suffers.

2.3 The parliament

The 2009 general elections increased the number of women representatives in the Malawian Parliament from 25 (14%) in 2004, to 43 (22%), in 2009. This was done through the campaign, dubbed 50:50, and was initiated by the Ministry of Gender, Children and Community Development. The campaign brought together various stakeholders, including CSOs such as NGOGCN, PACENET, CCJP and development partners (UNDP, UNFPA, the Royal Norwegian Embassy, Oxfam GB, Action Aid, GTZ and CIDA-GESP).

The RT interviewed female parliamentarians who are members of the women’s caucus in parliament.

Eight months into office, the MPs indicated that “their take-off” in parliament has been slow and difficult. Their concerns have first and foremost been with local women in their constituencies and they have tried to obtain funds for projects to assist poor female-headed households, since the election.

The parliamentarians underline that they need assistance from a gender expert. They need assistance in getting access to information that can be used in the different committees and during the sessions. They informed the RT that there are many policy documents they do not know about.

The MPs also underlined the important role of the leadership in the caucus (the leadership was recently changed). The leader has to be active in drawing up a strategy for the caucus. It is critical that the women in parliament have a common voice. The female parliamentarians desire a strong, active, and visionary leadership.

It was noted that the vice-president of the Republic of Malawi is one of the champions of WRGE within parliament.

The women’s caucus

The women’s caucus is an informal group, and does not operate as a formal constitutional parliamentary committee. The caucus has funding only for one meeting per quarter, while the 13 other ordinary committees meet 2-3 times per quarter. Since each female parliamentarian is a member of 2-3 ordinary committees, in addition to the women’s caucus, they meet up to 16 times in committees and the caucus, in addition to the 3 sessions of parliament every year. The women’s caucus is a member of DAGG. The work in the committees is thus an important arena for the female MPs.

2.4 Gender in Malawi Government Ministries

The Malawi government institutional framework for national gender response has various levels, as follows:

- The Cabinet, through its Cabinet Committee responsible for Gender (Cabinet Committee on Public Sector Reforms and Good Governance), provides the policy oversight and direction of the NGP.
- Parliament and the Parliamentary Committee responsible for gender issues.
- The Gender Advisory Committee (GAC) comprising Principal Secretaries.
- The National Gender Machinery, coordinated by the MGCCD, particularly the Department of Gender Affairs, with gender focal points in line ministries.
- The Gender Focal Points platform (GFP) mainly consisting of gender focal points, meeting quarterly to coordinate interventions and to address challenges.
- The Governments Ministries, Departments and Statutory Corporations.
- Development Partners with the Development Assistance Group on Gender (DAGG), currently chaired by the MoGCCD and co-chaired by UNFPA. DAGG consists of NGOs, GoM and DPs.
- Civil Society, including the media and trade unions; and,
- The private sector.

In relation to the implementation of the National Gender Policy, the MoGCCD mandate is:

- i) **To lead the national coordination of gender mainstreaming in cooperation with other line ministries and,**
- ii) **To take responsibility for enforcement of the women's empowerment objective.**

The Department of Gender is situated within MoGCCD. At present, the Department of Gender has seven staff in two sections; one section working on women's rights, and one on gender mainstreaming. The principle secretary (PS) mentioned the following areas of work:

- a. The MoG has a special officer that works with "women in politics" and is involved in the training of members of Parliament.
- b. The Department assists the Law commission in drafting bills with the support of UNFPA. There are many laws in the pipeline (family, inheritance, GBV, child protection, HIV/AIDS). Many laws have been in the pipeline for years. All the social laws are pending.
- c. The Department has review meetings every quarter, and training once a year, for the Gender Focal Point (GFP) in line Ministries. These trainings focus on gender mainstreaming. There are still no GFP in parastatals and the private sector. The PS maintains that it would have been better to have gender committees in the Ministries, instead of Gender Focal Points.
- d. The Department of Gender supports advocacy linked to maternal health issues. NGOs have implemented programmes where radio and drama are used, in order to encourage men to allow their pregnant wives to access service.
- e. Economic empowerment is a main issue for the department and it receives funding from UNDP for this area of work.
- f. The Ministry also heads the Development Assistance Group on Gender (DAGG), a tripartite network of DPs, NGOs and government. DAGG has 30 members and meets on a monthly basis. The women's parliamentary caucus is also a member of the DAGG.
- g. Statistics on gender issues are inadequate and the Ministry does not have the capacity to generate and publish gender statistics.

The PS maintained that the ministry needs more staff and gender experts who could work as change agents inside the Ministry, and promote gender mainstreaming in other line Ministries.

However, the MoGCCD has very limited resources to adequately fulfill its gender mandate. According to an EU report, the budget allocation for FY 2009/10 is Malawian Kwacha 682 million (€ 3.4 million), of which 40% goes to personal emoluments. The human resource challenge is equally critical.⁵ In response to this situation, the MoG wants to establish a SWAP in order to be able to attract more funds.

Conclusions:

- a. The Ministry has an important role to play, but lacks capacity, financial resources, and political influence.
- b. Financial management has been an ongoing problem for the Department of Gender. The present PS is trying to get the department back on track. Financial mismanagement is reported to date back to before 2005 and is probably linked to collusions between staff in the department.
- c. The Department of Gender wants to establish a SWAP.

Other parts of Malawi's gender machinery

The Department of Human Resource Management and Development, the line Ministries, the Office of the President and Cabinet, and other public sector institutions are directly involved in gender mainstreaming.

Department of Human Resource Management and Development

- a. Provides overall direction in gender mainstreaming in human resources in the sectors.
- b. Reviews all policies related to human resource management and development related to gender aspects.
- c. Consolidates and disseminates all data on gender mainstreaming in human resource management functions.
- d. Collaborates with the MoGC&CD on all aspects of gender mainstreaming in human resource management.

Office of the President and Cabinet

- a. Approves and adopts gender mainstreaming for use by all public sector institutions.
- b. Secures political will and commitment towards gender mainstreaming.
- c. Monitors compliance with the gender mainstreaming guidelines in human resources by all public sector institutions.
- d. Develops and enforces mechanisms for the implementation of the gender mainstreaming guidelines.

Line Ministries

- a. Implement gender mainstreaming guidelines in human resource procedures and practices.
- b. Report on progress on the implementation of gender mainstreaming to the department of human resource management and development, and other stakeholders.
- c. Maintain, disseminate and utilise data on gender mainstreaming in human resources within the public sector.

2.5 Meetings with Civil society

The review team had meetings with the NGO Gender Coordination Network (NGOGCN), CELA, OXFAM, NCA, Action Aid, TROCAIRE, WLSA, and DCA. Presented below are some NGO perspectives on issues, challenges, gaps and recommendations in the field of WR&GE. Detailed outcomes of the series of meetings with NGOs are described in **ANNEX 4**.

⁵ EU report

The NGO Gender Coordinating Network (NGOGCN)

The NGO Gender Coordinating Network is a loose network and not an autonomous organisation. The NGOGCN works through five committees. The *women in the “decision making committee”* were active during the election. There is also an active committee within agriculture.

The NGO Gender Coordinating Network’s original role was to coordinate all the NGOs working on women’s empowerment and gender issues. The role was then changed when DP made it a grant mechanism. Today NGOGCN channels funds to 40 NGOs that are members in the network. The double role - as both financier and coordinator - has created problems for the NGOs and for NGOGCN. There is governance issues linked to how grant making is organised. The Board that handles funds consists of NGO members of NGOGCN. Some NGO-staff maintain that there should have been an external board for grant making.

NGO staff stressed that the network’s main function should be to assist its members with capacity building and information. NGOGCN should be able to react if member organisations, that have received funding, do not work effectively.

NGO staff also stressed that NGOGCN should take an active role in the monitoring of national budgets, using the the gender budget method.

NGOGCN should go back to its original mandate of coordinating all the NGOs to strengthen their voice.

The International NGOs

International NGOs are not entitled to be members of NGOGCN, but their staff operate as resource persons for the network. The INGO staff uphold that NGOGCN needs to have skilled staff. When INGOs pick staff from NGOGCN, this has a negative impact on the work on WEGE.

It is also maintained that many INGOs start out as “donors” working through local NGOs, but end up as implementers, competing with the same local NGOs. Another issue is that too much of the funding to NGOs is used at central level and does not reach rural areas.

The “gender language”

It was underlined by NGO staff that the academic language within the area of gender is highbrow, and needs to be more suitable for ordinary people to understand. Laws and policies should be made user friendly. The academic language used in training was also mentioned.

2.6 Meeting with Development Partners and UN Agencies

Development partners’ understanding of issues, challenges, gaps and recommendations in the field of WRGE are presented below:

The coordination of the “gender sector”

Since the “gender sector” remains uncoordinated, development partners intervene and take initiative to improve the situation. The MoG should not be an implementer, but rather, should have a

coordinating role at policy level and provide the national leadership and institutional framework for gender.

Coordination is also a problem among civil society organisations. Whilst there is a lot of capacity building, it is unknown how much of this benefits the poor women.

SWAP in agriculture

The RT was informed that DPs that are members of the SWAP in agriculture (AfDB, DfiD, EU, FICA, FAO, ICEIDA, Ireland, Japan, Norway, UNDP and USAID), often discuss yields, numbers, cattle heads and so forth, but forget to discuss people. They do not talk about women and men, a DP told. Division of labour (DOL) inside the sector working group could mean division of competence. A specialist raising gender issues in the sector working group on agriculture would be of benefit to the work in the agriculture sector where 90% of the population of Malawi works.

Other women's issues of concern

- Women's economic empowerment is a challenge. Too little is done in this field. Most women are small scale farmers and lack linkages to the market.
- Gender budget analysis and tracking is useful in order to influence the policy; women should receive 50% of the resources.
- There is a need to move beyond the numbers (female parliamentarians), and focus on what they achieve. In parliament there are several bills concerning the situation for women, which have not moved over the last 10 years.

SECTION THREE

3. CONCLUSIONS AND RECOMMENDATIONS

In this section we present conclusions from the review arising from the extensive and comprehensive desk study of documents, from one-on-one meetings, and focus group discussions with stakeholders; MPs, GoM, Civil Society and DPs.

3.1 Areas where there is need for action on WRGE in Malawi

- Improved women's literacy through adult education.
- Improving women's health, particularly to reduce the high maternal mortality rate in Malawi.
- Culture and cultural practice change – break cultural barriers that impinge on women and girls.
- Women's economic empowerment – improve access to credit, increase control of economic resources, improve linkages to markets.
- Strengthen coordination of gender programming in Malawi – strengthen SWAP and sector working groups especially the one for Gender Youth and Sport.
- Improve the systematic nationwide gender data collection, analysis and utilisation. The National Statistics Office should be supported and strengthened for this role.
- Improve gender budgeting, tracking and analysis.
- Improve and increase evidence based advocacy to influence changes in policies and laws.
- Lobby for increased resources allocated to women.
- Improve gender coordination at national level among government ministries, development partners, and civil society organisations.
- There is a need to take practical action to address gender issues and track changes over time (that is, measure the impact).
- There is a need fill the gap between policy and legislation establishment at the top level, and what is happening on the ground at community level. This is where civil society can, and should, play an important implementation role.
- Improve information sharing on gender – there seems to be a need for setting up an alternative body for more specific information, and a gender specific database. This will increase the availability and credibility of national information.

3.2 The National Assembly (Parliament)

Parliament has a vital role to play in promoting women's empowerment and gender equality in Malawi. There are many bills that affect women and children that have been outstanding for up to 10 years. Women's lobby groups and human rights organisations have been putting pressure on parliament to enact these bills into law as a matter of urgency.

Although training on various topics has been provided for MPs earlier, the high turnover in parliament after the new general elections means that the training has to be repeated for new members.

Recommendations

- a. *The parliamentarians need training. They need to know why they are in parliament, particularly with regard to their role as national legislators.*
- b. *The training should be relevant to particular issues, and provided on an ongoing basis, prior to sessions in the parliament.*
- c. *Parliament should get support from a gender expert for at least 6 months to equip them with the necessary knowledge and skills they need in the committees and during the sessions.*
- d. *They need to have knowledge about all the bills concerning women that have been outstanding for the last 10 years. The outstanding bills, including the Wills and Inheritance Bill, have been highlighted in Malawi's CEDAW shadow report.*
- e. *The governance issues around allowances and constituency development funds need to be discussed, in order for parliamentarians to be cost-effective and efficient in their work. This could be taken up in the training.*

3.3 Ministry of Gender (MoG)

The MoG has a crucial role in coordinating the “women’s rights and gender equality sector”. However, the MoG has institutional weaknesses and very high turnover of senior level staff. The Ministry is not effectively coordinating gender in the public sector. The development partners and implementing agencies working within WRGE underline the need for coordination inside the fragmented sector, which exists now.

There are clearly identified financial management and accountability weaknesses within MoG that need to be urgently addressed. Development partners’ funding pipeline for the ministry is blocked; therefore, financially, it is resource poor. However, it seems as though there is a political will for working on gender issues at present, and this opportunity should be seized by the DPs.

Recommendations

- a. *Strengthen financial management and accountability – let the anti-corruption bureau investigate the Ministry.*
- b. *Provide technical assistance to set up credible financial systems and procedures for accountability, and technical assistance to support the accounts department in responding to audit queries and recommendations.*
- c. *Conduct financial audits for 2006-2009.*
- d. *Support the Ministry in having the National Gender policy approved.*
- e. *Strengthen the coordination role of the MoG- support the establishment of a SWAP and a Sector Working Group (SWG).*

3.4 Malawi Government Line Ministries

The Department of Human Resources Management and Development is strengthening gender mainstreaming in human resources in all government line Ministries. Gender focal point persons have been identified and charged with responsibility of streamlining gender in policies and programmes and institutionalising gender tools. Some line Ministries such as agriculture and health are implementing programmes specifically focused on targeting women (within a SWAP). It is maintained, however, that members of SWGs mainly have technical sector competence, and that

these groups could be strengthened by members who have competence and networks within the field of women's empowerment and gender equality.

Recommendations

- a. *Put the SWAP in health or agriculture under the WRGE pillar within the Embassy. An infusion of competence on women's rights and gender equality into these working groups could enhance the results and the accountability towards poor women in Malawi, something which is in line with the Paris Declaration.*
- b. *Conduct a review of women's economic empowerment interventions done by NGOs, and support scaling up of successful initiatives.*

3.5 Civil Society

NGOGCN is a loose association of national NGOs working on gender and has five permanent committees working on various gender issues. There are governance problems related to the network secretariats making grants, and also supporting its members.

Malawian civil society organisations are poorly resourced and have a fragmented approach to issues. However, the advocacy role of civil society in Malawi is increasingly becoming effective and across the country; there are many NGOs involved in the work of promoting women's rights and access to justice. Many of these are working on GBV.

It is maintained that the watchdog role of civil society is not appreciated by the GoM, and there are indications that some NGOs may be clamped down when they speak out on various issues.

Recommendations

- a. *Civil society organisations in Malawi need to be supported financially in order to strengthen their capacities and programmes on women's empowerment and gender equality.*
- b. *The NGOGCN should separate grant making from its mandate in order to have checks and balances; this would also prevent destroying the mandate of the network.*
- c. *It is strongly recommended that a mechanism for grant making to NGOs should be established. This could take the form of a similar set up in Tanzania called the "Foundation for Civil Society" that is successful and effectively managing a grants facility for civil society organisations in that country.*

3.6 The Royal Norwegian Embassy

RNE to consider the following elements in the design of its women's empowerment and gender equality programme of support in Malawi:

- a. *RNE should continue to maintain WRGE as a main pillar for development cooperation with Malawi.*
- b. *RNE should take a lead in setting up a gender group among development partners and facilitating joint learning among development partners and civil society organisations. This would enhance joint programming in sector working groups.*
- c. *Strengthening of the NGOGCN secretariat, and a separation of its role, and the roles of the network members.*
- d. *The RNE should explore the possibility for setting up an organisation like the Tanzanian "Foundation for Civil Society" together with the other DPs. The organisation could channel the*

support to both women's organisations and environmental organisations and thus assist the RNE and other DPs Embassies in reducing the number of agreements with CSOs. The new entity could also mentor new upcoming NGOs.

- e. If Norway clusters health under a WRGE pillar, it could champion WRGE in the health basket and SWAP with particular focus on MDG 4 & 5, and use opportunities to take up the abortion issue.

ANNEX 1:

LIST OF PEOPLE AND PARTNERS CONSULTED

Gender Mission to Malawi 7th-17th March 2010 Programme

Date	Activity	Audience	Place
Sunday 7.03.10			
12.45	Arrival	Sunbird Capital Hotel	Lilongwe
Monday, 8.03.10			
9.00-10.00	Briefing	Unni and Solrun	RNE
10.00- 16.00	Deliberations and planning	Bodil, Solrun and Hestern	RNE
Tuesday, 9.03.10			
08.30-09.30	Meeting	Ministry of Gender Olive Chikankheni (PS), Mr. Kazima (Chief Gender officer)	MoG
12.00-13.30	Lunch		
14.45-17.00	Group Meeting	Other Implementing Partners (MHRRC, Mankhambera, OXFAM Naile Salima)	
Wednesday, 10.03.10			
10.00- 11.00		SOIR – Alexandra Tolstoy	
12.00-14.00	Lunch		
15.00-16.00	Meeting	NCA Kari Øyen	
Thursday, 11.03.10			
09.00- 12.00	Group meeting	Donors; DFID, EU, GTZ, UNFPA, WFP, UNICEF, Action Aid, TROCAIRE, The Irish Embassy, , NCA and DCA	
12.00-14.00	Lunch		
14.00-15.30	Group meeting	Members from the Women's Caucus of Parliament and Clerk of Parliament Hon Gladys Tembo, Hon Joyce Azizi Banda, Hon Eunice Napolo COP – Mrs Katopola, Gladys – Desk officer	Parliament
Friday, 12.03.10		Government	
08.00 – 09.00	Meeting	CELA –Charles Kasamba	RNE
09.00- 10.00	Meeting	Office of the President and Cabinet- PS	Tikwere

		for Public Reform Unit (Mr. Samute) and Department of Human Resource and Development (Martha Mtenje)	House
10.10-11.10	Meeting	Ministry of Development Planning and Cooperation (Director of planning, Mr. Kamphale)	Capital Hill
11.20-12.20	Meeting	Ministry of Finance (Senior Economist Kattie Msukwa, and HR Manager, Mrs. Chingeni)	Capital Hill
12.20-14.00	Lunch		
14.00-15.00	Meeting	Ministry of Agriculture (Mrs Kamkwamba) – Deputy Director – Nutrition and HIV/AIDS)	Capital Hill
15.10-16.10	Meeting	Ministry of Health (Mrs. Mkhamba – HR Manager, Gender focal point person, Mr. Kalilangwe, PHRPO)	Capital Hill
19.30	Reception/dinner	PS Gender, UNDP, UNFPA, NGO GCN, NCA, Bodil, Hestern, Solrun, Unni	Unni's residence
Saturday and Sunday	Report writing	Bodil and Hestern	Capital Hotel
Monday 15.03.10			
8.00-17.00	Follow up and assimilation	Bodil and Consultant	RNE
	Meeting	FAO	RNE
	Meeting	NGO GCN	RNE
Tuesday 16.03.10			
8.00-17.00	Debriefing and Departure	Unni and Solrun	RNE Airport
Wednesday 17.03.10			
Friday 9.04.10	Meeting	WILSA: Seodi White	Blantyre

ANNEX 2: FINAL TERMS OF REFERENCE

THE NORWEGIAN SUPPORT TO WOMEN'S EMPOWERMENT AND GENDER EQUALITY IN MALAWI

1. Background

Malawi is a strongly patriarchal society where women's rights are weak, and where violence and abuse against women and children, especially girl children, is widespread. Three of the millennium development goals and targets related to women will be difficult to reach, if women's and girl's situations are not improved. Women in Malawi scores low on all development indicators, some indicators like the maternal mortality rate (980/100 000) and HIV/Aids (12%) put the women in Malawi among the worse-off in the world.

The Malawi government is a signatory to a number of international and regional instruments that promote gender equality in all spheres of life: The Convention on the Elimination of All Forms of Discrimination Against Women, the Vienna Declaration on Human Rights and Rights of Women, the Millennium Development goals (particularly goal 3 which calls for women equality and women empowerment), the African Union Solemn Declaration on Gender Equality and the SADC Declaration on Gender and Development. The Malawi constitution promotes equality between women and men. Furthermore, the National Gender Programme produced in 2004 to operationalize the National Gender Policy and ensure that it is in line with the national development objectives outlined in the first Malawi Poverty Reduction Strategy and the subsequent Malawi Growth and Development Strategy.

One of the main areas for Norwegian development assistance to Malawi has over the years been the promotion of women's rights and gender equality (WRGE) and the Embassy wants to ensure that this continues to be one of the main pillars of development cooperation with Malawi in addition to mainstreaming of gender equality in the other pillars of support.

The Embassy has received positive feedback from MFA for all the good work it is doing on WRGE and has been selected as one of 6 pilot countries for WRGE, something that means that the Embassy will receive extra support from MFA/Norad, both economically and technically. This is in line with the follow up of the Action Plan for WRGE.

However, the pillar of "WRGE" at the Embassy needs to continue in a way where the number of agreements is reduced and concentrated. The DOL-agenda (Division of Labour) between the DPs on sectors and within Sector Working Groups also creates opportunities for the Embassy in the work on gender issues. The Embassy wants to identify priority areas for strategic, effective and more focused support to initiatives that can bring women's empowerment and gender equality higher on the political agenda and in the political dialogue.

The Embassy's support to **mainstreaming** of women and gender issues in Malawi has primarily been expressed through fighting maternal mortality and protection of women's reproductive rights. In addition strengthening of women's role in agriculture has been a key area for gender mainstreaming.

The support towards women as **targets for** and **partners in** development cooperation has been supported through different initiatives, implemented by Malawian and Norwegian partners.

The review is the first step in a process where the Embassy's will explore how to work on women's right and gender equality, and put the issue higher on the agenda.

Further assessments to complete the objective of this review will be necessary.

1.1. Partners work on gender-issues

In Malawi the efforts by the development partners' community in the field of women's rights and gender equality are fragmented. In addition the Ministry of Gender, Children and Community Development "The Ministry of Gender" has institutional challenges in fulfilling its mandate with low budget, low skills and little political influence. Internal incentives in the ministry encourage a project rather than a strategic programme approach.

In order for the team to meet the objective of this consultancy they will meet with partners from Civil Society and Government as well as other development partners.

2. Objectives

The overall objective of the review is to analyze the current status of the women empowerment and gender equality and make recommendations on how the Embassy can prioritize and focus its support in Malawi.

3. Scope of Review

- d. Describe the major issues and challenges in achieving WRGE in Malawi.
- e. Make recommendations for how the RNE can focus its efforts and program in providing strategic support to WRGE in Malawi.
- f. Make recommendations for how the Embassy could build-up its main-pillar on WR&GE

In order to achieve the above objective and fulfill the scope of work, the consultants will, based on review of documents and interviews:

a) The Parliament

- Review the work of the parliament, especially the female parliamentarians, in following up on the legislation and bills related to women.
- Assess where there is gaps and need for assistance.

b) The Malawi Government

- Review the progress Malawi is making in relation to the goals in the MGDS
- Review the current status of women empowerment and gender equality in Malawi with respect to the National Gender Policy and programme
- Describe the institutional framework of the implementation of the policy and programme including the Sector Working Groups
- Assess the issues, challenges and gaps in Malawi government's work on women empowerment and gender equality

c) Civil Society

- Assess how are civil society organisations supporting the National Gender policy and programme
- Assess the issues, challenges and gaps in their work on women empowerment and gender equality

d) Development partners

- Review what the different development partners are doing and map out the support they are providing in the work on women's empowerment and gender equality
- Assess the issues, challenges and gaps in their work on women empowerment and gender equality

4. Composition of the Consultancy Team in Malawi

The Consultancy team consists of Bodil Maal an adviser from NORAD and Hestern Banda a Malawian consultant.

Solrun Maria Olafsdottir a representatives from the Embassy in Malawi will coordinate the assignment and support the consultants.

5. Outcome of the Consultancy and timeframe

- A preliminary debriefing addressing all the above subjects shall be made to the Embassy on 16 March 2010 at 1 pm before the departure of the adviser from NORAD where a preliminary report is submitted and discussed.
- A draft report shall be submitted to the Embassy by 31 March 2010.
- The final report (20 pages) shall be submitted to the Embassy by 23 April

ANNEX 3: LIST OF REFERENCE DOCUMENTS REVIEWED

1. A shadow report to the Malawi Government sixth periodic report on the implementation of the convention on the elimination of all forms of discrimination against women WLSA Malawi 2009
2. Arise Monty Thunde 2007 –Aug/Sep
3. Arise Monty Thunde 2007- May/Jun
4. Arise Monty Thunde 2007- Nov/Dec
5. Arise Monty Thunde 2008 Mar
6. Arise Monty Thunde 2008 Sep
7. Arise Monty Thunde 2009 Dec
8. Arise Monty Thunde 2009 Jun
9. Arise Monty Thunde 2009 Mar
10. Arise Monty Thunde 2009 Sep
11. Bill of Rights – the simplified version of chapter iv of the constitution of the republic of Malawi
12. Breaking the silence Joseph Chilamba/M'theto Lungu 2009- Oct-Dec
13. Breaking the silence Joseph Chilamba/M'theto Lungu 2008 –Dec
14. Breaking the silence Joseph Chilamba/M'theto Lungu 2008- Sept
15. Breaking the silence Joseph Chilamba/M'theto Lungu 2009 – Jan-Mar
16. Breaking the silence Joseph Chilamba/M'theto Lungu 2009- June
17. Concluding comments of the Committee on the Elimination of Discrimination against Women: Malawi
18. Convention on the Elimination of All Forms of Discrimination against Women 2003
19. Country report 2009
20. Current and planned donor support to the National Assembly 2009
21. DAGG Planning Retreat – Summary results and indicators by theme
22. DFID Malawi – country assistance plan 2008 – 2011 2008
23. Gender assessment for Malawi Astrid Mathiassen, Rhoda, Eliasi, Mylen Mahowe, David Chunga, Gunvor Iversen, Siv Irene Pedersen and Dag Roll-Hansen 2007
24. Gender audit report The Malawi Government 2010
25. Gender Equality and Social Institutions in Malawi
26. Gender equality assessment in Malawi Auxilia Ponga, Cecilia Ncube 2009
27. Gender needs assessment of the Malawi growth and development strategy (MGDS) Olivia Mchaju Liwewe, Dr. Naomi Ngwira, Bright Sibale 2006
28. Gender, Climate change and health
29. Government of Malawi- Ministry of Gender, Youth & Community Services 2000, National Gender policy for 2000-2005
30. Government of Malawi- Ministry of Women and Child Development, 2008: National response to Combat Gender Based Violence for 2008-2013.
31. Government of Malawi, 2005: Women, Girls, and HIV/AIDS Programme and National Plan of Action, MoGCCD
32. Government of Malawi, 2006; District development Plan for 2006-2009 “Lilongwe District”
33. Government of Malawi, 2006; Prevention of Domestic Violence Act “No. 5 of 2006”
34. Government of Malawi, Malawi Growth and Development Strategy : From poverty to prosperity 2006-2011
35. Government of Malawi, Malawi HIV/AIDS Extended National Action Framework, (NAF), 2010-2012 Draft
36. Government of Malawi, Ministry of Gender, Child Welfare and Community Services; Ministry of Finance: Gender in public budgeting; guidelines and checklist

37. Government of Malawi, Ministry of women and child development: Training and development strategy
38. Government of Malawi. Ministry of Economic Planning and Development. First Draft November, 2008. The public expenditure tracking survey 2008: The Education and Health Sectors.
39. Government of Malawi. Ministry of Education Science and Technology, August 2009. Towards Quality Education: Implementing the National Education Sector Plan 2009 – 2013
40. Government of Malawi; Bill of Right, The simplified Version of Chapter iv of the Constitution of the Republic of Malawi
41. Government of Malawi; Debt and Aid Division, Ministry of Finance ; October 2007: Annual Debt and Aid Report, July 2006 – June 2007
42. Guidelines for Civil Society Support Anders Inglestam, Cecilia Karlstedt 2007
43. Halvarsrapport, pr. 2010
44. Hope 2008 Dec
45. Hope 2008 Jun
46. Hope 2008 Sep
47. Hope 2009 Dec
48. Hope 2009 Jun
49. Hope 2009 Mar
50. Hope 2009 Sep
51. Joint Initiative to reduce maternal and child mortality in Malawi through result-based financing (RBF)
52. Malawi draft NGO Law – A critical review by international experts National Democratic Institute
53. Malawi Human Rights Commission, 2007: Annual Report for 2007
54. Management letter and audit report on the financial statements for the thirty months period ended 31st August 2005 The Malawi Government 2009
55. Managing Human Resources within the Government of Malawi Government 2007
56. Meeting with members of the women’s caucus Solrun Maria Olafsdottir 2010
57. Mgwirizano wa malamulo pa ufulu wachibadidwe wa mwana UNICEF 1989
58. Ministry of women and child development ; Monitoring and evaluation plan of HIV/AIDS programmes in Ministry of women and child development, 2007 – 2011
59. National AIDS Commission, September 2007: National HIV and AIDS monitoring and evaluation plan 2006 – 2010
60. National Gender Policy Malawi Government
61. National Gender Programme (priorities for gender mainstreaming for equality and empowerment) The Malawi Government 2004-2009
62. National Statistical Office and ORC Macro, December 2005. Malawi Demographic and Health Survey, 2004
63. National Statistical Office, UNICEF. Monitoring the Situation of Children and Women: Malawi Multiple Indicator Cluster Survey, 2006
64. Noen erfaringer med kvinnebevingningen 2007-2008
65. Norad assistance to rapid assessment on gender mainstreaming in Malawi Liss Schanke, KS 2005
66. Operational plan for UNAIDS action framework: Addressing women, girls, gender equality and HIV UNAIDS 2009
67. Pangano la mayiko a m’bungwe la SADC pa nkhani za jenda ndi chitukuko 2008
68. Prevention of Domestic Violence Act Malawi Government 2006
69. Protocol to the African charter on human and peoples’ rights on the rights of women in Africa

70. Recommended Organisation Chart for the Ministry of Gender, Children and Community Development Malawi Government
71. Republic of Malawi - National Aids Commission, 2009: National HIV Prevention Strategy
72. Republic of Malawi, 2009 : National gender policy
73. Republic of Malawi; Ministry of gender, child welfare and community services : National gender programme: Priorities for gender mainstreaming for equality and empowerment December 2004-December 2009
74. SADC Protocol on Gender and Development, 2008
75. SIU – Project catalogue 2010
76. Statement by H.E. Mr D. Matenje, SC 2009
77. Statement by Hon. Mrs Mary Kaphwereza Banda 2000
78. Statistics Norway, Oslo; Reports 2007/25, Gender Assessment for Malawi, A. Mathiassen et al.
79. Strategic Plan (MHRRC) The Malawi Human Rights resource centre (MHRRC) 2007-2009
80. Strategic Plan 2010-2016
81. Strengthening gender machinery in Malawi 2009
82. Support towards the gender, youth and sports sector working group The Malawi Government 2009
83. The Gender, Youth and Sports Development Sector Working Group – Institutional Arrangements
84. The Lilongwe Declaration Malawi, May 2009: Economic Empowerment of Women - a Call to Action towards Gender Equality
85. The Norwegian support to women empowerment and gender equality in Malawi The Royal Norwegian Embassy 2010
86. The Norwegian support to women’s rights and gender equality in Malawi
87. The Royal Government of Norway, The Government of the Federal Republic of Germany
88. UNAIDS/UNDP, 2008 ; Essential Actions on Gender and AIDS”
89. UNFPA Country programme document for Malawi 2008- 2011

ANNEX 4: DETAILED FINDINGS FROM INTERVIEWS WITH WOMEN'S RIGHTS AND GENDER EQUALITY STAKEHOLDERS

Ministry	What is done and what is needed
Ministry of Gender	<ol style="list-style-type: none"> 1. Recognises gender as a cross-cutting issue and as a sub-theme in the MGDs for gender sensitivity and inclusiveness. 2. Ensures that each line Ministry has a gender focal point person. 3. Has not focused on private sector and parastatal agencies. 4. Needs agents of change, and to promote women in the forthcoming local government elections. 5. Women's empowerment component is supported by UNDP. 6. The women's directorate is well supported by UNFPA, UNICEF and DFID. 7. The Ministry of finance has a perception that the Ministry of Gender has adequate financial support from development partners and therefore gets low funding from the Treasury. 8. Technical support for gender budgeting and generating gender statistics is required. 9. There is a need for human resource development at all levels of the Ministry staff (<i>utilising the Magomero College – needs improved capacity and curriculum</i>). 10. The Ministry's work with the Women's Parliamentary Caucus has included training and requires more funding to give more training to women MPs. 11. Wants to continue the promotion of women in decision making positions and will continue working on ensuring more women MPs in each election.
Ministry of Agriculture	<ol style="list-style-type: none"> 1. According to the Director for HIV/AIDS, Nutrition in MOA, the Ministry has a mandate to secure food security at national and local level (increased production and value-added). 2. Since the literacy rate of women is low, the MoA has to pack the extension messages in an understandable manner. 3. MoA empowers women through IGA e.g. production of livestock. 4. Nutrition education for women and men focuses on improving the diet through production and utilisation of a variety of foods including traditional vegetables. 5. In MoA there are six technical departments, each with a gender focal point officer. 6. Due to HIV/AIDS, MoA encourages labour saving technologies. 7. Use of pesticides to kill weeds. 8. MoG has been the expert in training inside the MoA where a TOT for pool of trainers started in 1999. These trainers continue to train others in MoA. 9. Targeted inputs are mostly provided for resource-poor farmers, mostly women in FHH, HIV/AIDS affected families that are headed by children and households where the head is old. 10. MoA has an HIV/AIDS programme for the staff. HIV/AIDS positive staff receive 5000 Kwacha extra per month to support their treatment, including ARV-medicine. 11. The Minister of Agriculture is also the Head of State. He is highly committed to women's empowerment.
Ministry of Health	<ol style="list-style-type: none"> 1. Has a gender focal point person. 2. Special focus on maternal health. 3. Planning on a gender sensitisation workshop for all staff. 4. Requires technical assistance for gender mainstreaming.
Ministry of Finance	<ol style="list-style-type: none"> 1. The Ministry has a gender focal point, with a mandate to identify and analyse gaps in the ongoing work. 2. There are 225 employees – 75 women. Twenty-five of these are professional women, mostly economists. 3. The Ministry needs more training on gender issues.

	<ol style="list-style-type: none"> 4. Working on disparity in decision making. 5. Working on mainstreaming gender in day-to-day work activities. 6. Needs technical assistance on gender sensitive budgeting and spending analysis.
Ministry of Development Planning and Corporation	<ol style="list-style-type: none"> 1. Gender included as a sub-theme in the MGDS and a cross-cutting issue. 2. Requires support to achieve and institutionalise gender mainstreaming in the Ministry. 3. The Ministry needs to get women and gender issues into planning, sector plans and the budget. 4. The Ministry needs gender analysis of the different sectors. 5. Has no expenditure review on women's and gender issues. 6. Has no baseline data. 7. Would like to see a deliberate policy on girls and young women's education in Malawi.
Office of the President and Cabinet - Reform Unit and Department of Human Resource and Development	<ol style="list-style-type: none"> 1. The Department of Human Resources and Development with MoG has conducted a gender audit of women/men in decision making positions. 2. The Department has a training course in Blantyre, together with MoG on gender mainstreaming. 3. The Department has trained the eight committees that participate in hiring staff for public sector. 4. Needs a handbook (a checklist) and guideline these committees can follow. 5. Needs to train women who hold a lower grade, in order to qualify more women for leadership positions. 6. Would like to recruit more women in parastatal agencies. 7. Would like to provide more scholarships for women. 8. MoG do the training of GFP, but they need more specialised competence. 9. MoG needs to be able to use a simple language to operationalise women's rights and gender issues in the training, and in their circulars.

Civil society

Organisation	Area of Work
OXFAM 30 staff	<ol style="list-style-type: none"> 1. Works in the districts of Thyolo and Balaka. Oxfam works in four thematic pillars, two of them being : <ol style="list-style-type: none"> a. Women's Empowerment, and b. Traditional practises 2. Works with CRECOM and is funded by NORAD. 3. Would like to see more work done on issue based leadership training (beyond the 50:50 campaigns. Focus training on maternal health, education, climate change, agriculture and economic development). 4. Would like to see more work with Parliamentary committees on various issues including gender equality and women's empowerment.
Malawi Human Rights Resource Centre (MHRRC) 12 technical staff	<ol style="list-style-type: none"> 1. Funded by NORAD, among others. 2. Works on community mobilisation on GBV, HIV/AIDS. 3. Advocacy and capacity building on social justice. 4. Empower women and traditional leaders in 12 districts. Works together with eight networks and 16 CBOs. 5. Collaborates with African Voices. 6. Created radio listening clubs, men-to-men clubs, women's and girls' clubs, and Human Rights clubs in schools. 7. Uses the rights based approach to increase knowledge among rights holders and increase accountability of duty bearers. 8. Collaborates with similar regional African bodies. 9. Sees an increase in the breaking of silence about domestic violence

	<p>in Malawian society.</p> <p>10. There is a need for economic empowerment support for victims of domestic violence.</p>
<p>Action Aid</p> <p>Approx 87 staff</p>	<ol style="list-style-type: none"> 1. Action Aid works in 12 out of the 28 districts in Malawi. 2. Gender mainstreaming in all programmes. 3. Has a rights based approach, and builds movements of women and girls, e.g Women Farmers living with HIV/AIDS. 4. Women's rights are central in all Action Aid projects. Women's right to land is one area in which they work. 5. Works with traditional leaders to combat violence against women. 6. Monitoring the number that access the HIV/AIDS services in districts. There are few ARV clinics. 7. Supported the establishment of girls clubs in schools and mothers groups, in order to collect money for school fees. 8. Works on improving girls' education. 9. Fighting poverty and lack of services to keep girls in schools. 10. Works to influence policies and legislation at national level.
<p>Centre for Legal Assistance CELA</p>	<ol style="list-style-type: none"> 1. CELA is a membership organisation consisting of 30 lawyers. 2. CELA has a secretariat of eight, and 90 paralegals who work in six of Malawi's 28 districts. 3. The organisation works in six prisons. 4. CELA has been supported by the Norwegian Embassy to improve women's situation in prisons. 5. Receives funding from DFID, NORAD, Danish Institute for Human Rights, and Amnesty International. 6. NORAD supports CELA on its work on access to justice, child labour, and prisons.
<p>NGO Gender Coordination Network (NGOGCN)</p>	<ol style="list-style-type: none"> 1. A network with around 41 members. 2. The network works through five permanent committees (thematic groups). 3. Advocacy is one of the main pillars. 4. Mobilises funds for its members through the committees. 5. NGOCN has been grant making with a secretariat of three people responsible for coordination. 6. What NGOCN can do more: <ul style="list-style-type: none"> • Work on issues of access and control of resources by women. • Catalyse the women's movement. • Influence and advocate for policy and legislation changes. • Operationalise policies and laws e.g Domestic Violence Law, and • Support activities that translate into tangible benefits for vulnerable women. 7. Lobby for the enactment of outstanding bills including: <ul style="list-style-type: none"> • Wills and inheritance. • Child protection. • Birth registration, and • Adoption Bill review. 8. Recommends: <ul style="list-style-type: none"> • Capacity assessment of NGOs in order to identify a lead agency for coordinating and administering NORAD and other funding, • Capacity building of parliamentarians, NGOs (budget analysis and monitoring), and • Strengthening of the Ministry of Gender – recruit for vacant positions in the gender department, monitoring of programme quality.

Norwegian Church Aid (NCA) 19 staff	With 19 staff, central work comprises of: <ol style="list-style-type: none"> 1. Health and HIV/AIDS through faith based organisations – home based care. 2. Nutrition - assists in identifying children who need nutritional food. 3. Human trafficking pilot going on – legal framework. 4. Training and infrastructure for training of nurses. 5. Masculinity study conducted (research on men’s roles). 6. Women and governance in churches. 7. NCA cooperate with five NGOs - partners they meet monthly and try to strengthen (financial management). 8. Provide health training in nine CHAM training institutions for nurses and midwives. 9. Institutional development of training institution. 10. Works on improving quality of curricular content, skills, libraries, and student based learning. 11. Male nursing students increased from 10% to 30%.
Danish Church Aid	<ol style="list-style-type: none"> 1. Danish Church Aid disburses funds to partners on HIV/AIDS and governance. 2. Has a component on gender in all programmes. 3. The main areas of work have been: 4. Food security, <ol style="list-style-type: none"> a. Women’s capacity to produce food. 5. Governance programme. 6. Women’s economic empowerment. 7. Cultural practises. 8. Political participation. 9. Access to justice for women. 10. Increasing the number of women in decision making. 11. Advocacy based on evidence.
TROCAIRE	<ol style="list-style-type: none"> 1. Trocaire is an Irish NGO. At the moment Trocaire is conducting a mapping exercise to see what the different NGOs and DPs are doing in Malawi. 2. Trocaire is not an implementing organisation, but works through local partners and faith-based organisations. 3. Trocaire works with livelihood programmes 4. Audits gender capacity of partners.
WLSA	<ol style="list-style-type: none"> 1. Technical experts on gender, law, and socio-legal research. 2. Can spearhead a programme on gender and law with regard to advocacy for legal reform, through consultative processes and strategic litigation. 3. Specialises uniquely on gender and the law. 4. Works on research and documentation on gender. 5. Focuses on women’s empowerment and gender equality advocacy.

BILATERAL DEVELOPMENTS PARTNERS AND UN ORGANISATIONS

Organisation	Area of work
WFP	<ol style="list-style-type: none"> 1. Food assistance – responding to emergencies, school feeding, nutrition and HIV/AIDS. 2. Has a gender policy. 3. School feeding needs to be gender sensitive. 4. Buys food from smallholder farmers – a way of supporting women’s economic empowerment. 5. Gender disaggregated targeting important in food distribution.
Irish Aid	<ol style="list-style-type: none"> 1. Main areas of work are agriculture and food security. 2. According to Irish Aid, gender mainstreaming in agriculture is a problem,

	<p>Gender issues are marginalised.</p> <p>3. There is need to do more at the macro level.</p> <p>4. Support the inclusion and participation of women in decision making – supported the 50:50 campaign.</p>
EU	<p>1. Gender is not a priority area for the EU.</p> <p>2. In the process of formulating a programme where gender will be central. In 2011 this programme will be in place.</p> <p>3. At present, supports a programme on GBV, implemented by CRECOM.</p> <p>4. Euro 12 Million earmarked for gender and HIV/AIDS.</p> <p>5. Will focus on institutional capacity building for women's empowerment and gender equality.</p>
UNICEF	<p>1. UNICEF has no special gender programme, but women are central to many of their programmes.</p> <p>2. The organisation has a social cash transfer programme supporting some 2, 500 households, many of the households are headed by grandmothers.</p> <p>3. Women's health, domestic violence, access to justice.</p> <p>4. Girls' education support to ensure they continue school.</p> <p>5. UNICEF supports the Ministry of Gender in collecting sex-disaggregated data from the education sector and other sectors (EMIS, DHS, MICS).</p> <p>6. Support victims' support units and work on violence against women.</p>
UNFPA	<p>1. Gender is one of UNFPA's main areas of work. UNFPA is the lead UN agency on gender.</p> <p>2. Main partners are Ministry of Gender, MHEN, ECC and the Law Commission.</p> <p>3. Supports advocacy work on gender.</p> <p>4. Trying to push bills through in the parliament.</p> <p>5. Supports agent of change.</p> <p>6. Supports church organisations.</p> <p>7. Supported the 50:50 campaign.</p> <p>8. Supports the Government in reporting on signed conventions.</p>
GTZ	<p>1. GTZ is supporting health, education and decentralisation. Gender is not a separate programme but is mainstreamed. For example, in Access to Education - where young girls do not manage to fulfil their education because they give birth.</p> <p>2. GTZ will also start to work on maternal health together with Norway. (Political initiative).</p> <p>3. Decentralisation – improvement of service delivery is an important area for GTZ, and Ministry of Gender is one of the cooperating partners. GTZ supported the 50:50 campaign.</p>
FAO	<p>1. Agriculture is a SWAP where: WB, Norway, DFID, ADB, JICA, EU, Irish Aid, and NGOs are active.</p> <p>2. Sustainable land use and gender/HIV/AIDS are cross-cutting themes.</p> <p>3. NASFAM, of which 30 % are women, will be part of the SWAP. The plan is that Norway will fund NASFAM through the SWAP.</p> <p>4. Members of the SWAP focus firstly on issues like yields, number of cattle heads, etc. – but they often forget the people factor, particularly marginalised women.</p> <p>5. The DOL- agenda (division of labour within SWAP) has the opportunity to include gender experts that can raise the issue in the SWAP.</p> <p>6. The SWAP in agriculture will contain: Food security, nutrition, Natural Resource Management (forest); Land, water management, and soil. SWAP has passed the Cabinet.</p> <p>7. In agriculture GoM leadership is good.</p> <p>8. Farm business schools, processing of food, women's economic empowerment – successful initiatives by GoM or NGOs need to be scaled up. Norway could take a role in scaling up.</p>

ANNEX 5 Sources of Core Mandates of Malawi Government

Mandate	Source
<p>1. <i>Provision of Women's, social empowerment, economic empowerment and gender mainstreaming services</i></p>	<p>Cabinet directive of 2006; National Gender Policy, 2000; Statement of Development Policies, 1987 – 1996; UN Charter, 1948; UN Commission on the status of women, 1946; UN Decade for women, 1976 – 1985; The Convention on the Elimination of all forms of Discrimination Against Women, 1979 (Malawi acceded 1987) ; The earth summit, 1992; The Human Rights Declaration, Vienna, 1993; The John Tien Education for All Declaration, 1993; The Beijing Conference Declaration and Plan of Action, 1995; SADC Gender and Development Declaration, 1997 and its addendum on Elimination and Eradication of Violence against Women and Children; The World Food Summit, 1996 and 2000; The Beijing +5, 2000; The Earth Summit, 2002. International Conference on Population and Development, 1994; Wills and Inheritance Act, 1998; African Charter on Human and Peoples Rights on Women, 2003; and the COMESA Gender Policy 2002.</p>
<p>2. <i>Provision of Community Development Services</i></p>	<p>Federal Government Act, 1930 and 1948. Cabinet Directive of 1964; Government Policy of 1972. Statement of Development Policies, 1971 - 1980; 1987 – 1996.</p>
<p>3. <i>Provision of Child Development</i></p>	<p>Cabinet Directive of 2006; 1965; Adoption of Children Act; Married Women Maintenance Act; Wills and Inheritance Act; OVC Policy; OVC Guidelines of 1992; Probation of Offenders Act; Children and Young Persons Act; the NGO Law; Cabinet Directive of 1994; Policy Document on Early Childhood Development. Statement of Development Policies; 1971 - 1980; 1987 – 1996.</p>
<p>4. <i>Provision of Welfare and Social Development</i></p>	<p>Presidential Directive of 10th May 2007; Malawi Growth and Development Strategy; UNDESA - The Johannesburg Ministers Declaration of 24th November 2006; AU Ouagadougou, Burkina Faso Summit 2004.</p>

The execution of these mandates has both general and specific policy requirements, and implications at institutional and management levels, which impact on the manner in which services are delivered and fulfilled.

ANNEX 6: Institutional Outline and Responsibilities of the MoGC&CD

Name of Dept/Division	Main Functional Responsibility
1.0 Technical Departments	
1.1 Gender and Women's Affairs	Gender Mainstreaming. Lobbying and advocating for women's social empowerment. Women, girls, HIV and AIDS programmes. Linking women to financial institutions. Business and credit management and training.
1.2 Social Welfare and Development	Management and provision of community skills training. Social welfare services. Social development programmes. Social security services for vulnerable groups. Administration of social security funds and social cash transfers. Provision of national service for social development.
1.3. Community Development	Community Mobilisation. Home Management and Food Utilisation and Dietary Diversification. Community Capacity Building.
1.4 Child Development	Family and Child Welfare. Integrated Early Childhood Development. Probation and After care of juvenile offenders. Generic Social Work. NGO Coordination.
2.0 General Administration and Planning	
2.1 Administration and support services	Policy Direction, Coordination and Implementation. Finance and Accounts. Human Resource Management and Development. Internal Audit. Institutional Reviews. Office Management Services and procurement. Management of Training Institutions and Facilities (Magomero College).
2.2 Planning and Research	Policy Formulation, Analysis and Review; Programme/Project Planning and Budgeting; Research, Monitoring and Evaluation; Donor Co-ordination; Statistics; Information Communication Technology.

ANNEX 7: Improving Maternal Health in Malawi

Complications of pregnancy and child birth are some of the leading causes of death and disability among women of reproductive age. Malawi requires much more improvement on antenatal care, basic emergency obstetric care, and postnatal care in order to achieve the Millennium Development Targets with respect to maternal health. Progress under this goal is measured by two indicators, namely, proportion of births attended by skilled health personnel, and maternal mortality ratio. The maternal health indicators for Malawi have generally remained poor over the last decade. Although maternal health performed poorly, there has been a general reduction in the maternal deaths over the past few years.

At the sectoral level, the introduction of Health SWAP was aimed at assisting the efficiency of health care and delivery systems. Government has also developed the Road Map for accelerating the reduction of maternal and neonatal mortality and morbidity. The strategy aims at the following:

1. Increasing the availability and accessibility of antenatal services.
2. Utilization of skilled health personnel during pregnancy, childbirth and postnatal period at all levels of the health system.
3. Strengthening the capacity of individuals and institutions to improve maternal and neonatal health.
4. Increasing the number of medical personnel.
5. Constructing and upgrading health facilities to offer essential health services, focusing particularly on rural and underserved areas.
6. Provision of ARVs and micronutrients during pregnancy.

MDG 4&5

Norway and Germany will start a project in cooperation with GoM on MDG 4&5. In this project, pay for performance and other incentive-based systems will be central. The Maternal Mortality Rate in Malawi is 980/100,000.

Gender equality is a high priority for Norway. It is not a given that the focus on MDG 4 and 5 have a gender equality perspective. Maternal mortality, which is actually pregnancy-related mortality, is a measure of reproductive health more generally. In practice it is not possible to reduce maternal deaths without providing the full range of reproductive health services (including contraception, prevention of involuntary infertility, pregnancy care, abortion care, maternity care, prevention and treatment of sexually transmitted infections and sexual enlightenment). It is important to have women's health in focus, and also focus on abortion that causes approximately 30% of the maternal mortality. Human rights can be used with advantage to support this. A newborn's life and health need special protection, particularly in the form of better observation of the newborn and faster intervention when problems occur. Norway should use the opportunities that present themselves to support the reproductive health agenda. The Norwegian government's "Action Plan for Women's Rights and Gender Equality in Development Cooperation (2007-2009)" establish that Norway will be a fearless champion of women's sexual and reproductive rights: "The rights of women to control their own bodies and to freedom from violence and sexual abuse within and outside the family are not universally acknowledged or accepted. Neither is the right to sex education or the right of teenagers and adults of both sexes to contraception. Establishing the right to safe abortion on demand was a milestone in the fight of Norwegian women for economic and political participation on the same terms as men. Far too many women die each year because they lack access to safe abortion on demand."

ANNEX 8: Model options for RNE support to NGOs in Malawi

In recent years Norwegian Embassies have tried out different models of support to civil society organisations. The aims with the different support models have been several:

- Support vibrant, pluralistic and democratic civil societies,
- build alliances between NGOs/CBOs,
- support women's empowerment and gender mainstreaming,
- promote capacity building, through mentoring, learning and exchange of ideas,
- increase outreach to rural areas,,
- find ways to reduce the transaction costs for the embassies, and
- coordinate with other development partners.

Below, is a short description of some of the models and present opportunities and obstacles of the different models?

Different support models:

	Direct support to NGOs	Through Intermediary
Unilateral funding	1	2
Joint funding through basket	3	4

In order to be able to support a wider range of NGOs and decrease transaction costs, and in addition coordinate with other development partners, the Embassies are trying to move from square 1 to 4 in the matrix.

Unilateral funding through an intermediary

For the Embassies there are different types of intermediaries for unilateral funding:

- Umbrella organisations, and
- Norwegian NGOs – strategic partners.

Umbrella organisations

The embassy in Malawi provides grants to women's organisations through a basket fund handled by the umbrella organisation NGOGCN. This type of funding saves transaction costs for the Embassy. The umbrella organisation offers an opportunity for diverse organisations to come together and learn from each other. However, the model does not create partnership between the NGOs; rather, it creates conflicts between the NGOs.

Joint funding through intermediaries

We do not have examples of joint funding through intermediary organisations mainly to women's organisations. Most of the joint funding arrangements cover a wide spectre of organisations.

The Foundation for Civil Society is a Tanzanian non-profit company, designed and funded by a group of like-minded development partners, and governed by an independent Board. The Foundation was registered in September 2002 and started operations in January 2003. The Foundation is an intermediary support mechanism for civil society organisations in Tanzania. The support mechanism is meant for NGOs, trade unions, media and networks. The Foundation addresses the capacity building and financial needs of civil society organisations in all regions of Tanzania.

The Foundation supports organisations that are run by a voluntary committee or board of directors/trustees. The Foundation also supports network building between organisations that work in the key Foundation impact areas. In all impact areas women's organisations receive funds.

The Council is the principal organ of the Foundation. The members of the Council are responsible for appointing the Board of Directors. The Council is made up of Guarantors and invited members.

The Board of Directors is the second principal organ of the Foundation. The Board consists of 7-11 members. At present there are eight members of the Board. The Board of Directors meet four times a year.

The secretariat

The secretariat is currently composed of Tanzanian employees, headed by an Executive Director. The Foundation has an administration and Finance Department, a Development section and a Grant section. There are Company Auditors, an Annual External Audit of Grants, and a Company Secretary (a legal adviser) that reports to the Council of Members.

Grant Management Activities

The Foundation has different grants:

- Rolling small grants
- Medium grants
- Strategic grants
- Registration Development Grants

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