

**BASELINE/ANALYSIS OF CIVIC ORGANIZATIONS IN MALAWI
PARTICULARLY THOSE WHOSE POLICIES AND PRACTICES PROMOTE
WOMEN IN LEADERSHIP**

Final Report

March, 2018

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Table of Contents

Table of Contents.....	ii
List of Figures	iv
List of Tables	v
Acknowledgements	vi
Executive Summary	ix
Chapter 1.....	1
Background to the Study.....	1
1.0 Introduction.....	1
1.1 Programme Description	1
1.2 Overview of Programme Context	2
1.3 Objectives of the Study	4
1.4 Specific Tasks	4
1.5 Approach and Methodology	5
Chapter 2.....	7
Results and Analysis.....	7
2.1 Legal, Policy and Institutional Framework.....	7
2.1.1 Legal Framework	7
2.1.2 Policy Framework.....	9
2.1.3 Institutional Framework	9
2.2. Contextual Analysis	13
2.2.1 Socio-Cultural Context	13
2.2.2 Institutional Context	20
Chapter 3.....	21
Gender Distribution Analysis	21
3.1 Basic Socio-economic Indicators.....	21
3.2 Women in the Public Sector	24
3.2.1 Cabinet Ministers.....	24
3.2.2 Civil Service and Public Service	26
3.2.3 Judiciary.....	28
3.2.4 National Assembly	29

3.2.5 Local Government.....	32
3.2.6. Parastatals	36
3.2.7 Chiefs in Malawi.....	38
3.2.8 Labour Unions	39
3.2.9 Professional Bodies.....	41
3.2.10 Selected Civic Organizations	41
3.2.11 Political Parties.....	42
3.2.12 The Media	47
Chapter 4.....	51
Conclusion and Recommendations	51
4.1 Conclusions	51
4.2 Recommendations	51
4.2.1 Lobbying and Advocacy Strategy	51
4.2.2 Capacity Building Strategy	52
4.2.3 Innovation and Engagement Strategy.....	53
REFERENCES.....	54
Annex I: Consultancy ToRs for Baseline of Civic Organizations in Malawi.....	56
Annex II: List of Media Articles Related on Women Empowerment (Feb, 2017-Jan 2018)	59
Annex III: List of Civic Organizations/Partners Analysis.....	62
Annex IV: List of Participating Institutions	72

List of Figures

Fig.1 Afrobarometer Survey: Handling Promoting Equal Rights/Opportunities for women	Pg. 12
Fig.2 Afrobarometer Survey: Compared Gender Based Discrimination in the past year	Pg. 13
Fig.3 Ibrahim Index Gender Trends for Malawi[2007-2016]	Pg. 16
Fig.4 World Economic Forum GGGI for Malawi and Rwanda Compared	Pg. 17
Fig. 5 World Economic Forum GGGI for Malawi and Rwanda as a proportion of a whole	Pg. 17
Fig.6: 2015 GII: Malawi & Selected Countries	Pg. 18
Fig. 7 Malawi Male/Female Population Ratio[1950-2017]	Pg. 20
Fig.8 Service Commissions by Sex Composition	Pg. 25
Fig.9 Ambassadors and Consular Generals	Pg. 26
Fig.10 Parliament Secretariat	Pg. 27
Fig.11 2014 Parliamentary Results by Sex	Pg. 28
Fig.12 Constitutional Parliamentary Committees	Pg. 29
Fig.13 Standing Parliamentary Committees	Pg. 29
Fig.14 Departmentally Related Committees	Pg. 30
Fig.15 District Commissioners and Chief Executive Officers	Pg. 31
Fig.16 Parastatal Composition by sex	Pg. 35
Fig.17 Female Chiefs	Pg. 36
Fig. 18 MCTU and its affiliates by sex	Pg. 37
Fig.19 Boards of Selected CSO Networks by sex	Pg. 39
Fig.20 Approved 2014 Parliamentary Candidates by sex	Pg. 44
Fig.21 Approved Local Government Elections by sex	Pg. 44
Fig.22 Gender Disaggregated Data for selected media houses	Pg. 47

List of Tables

Table 1 Hivos Local Partners	Pg. 2
Table 2 Baseline Framework	Pg. 5
Table 3 UN Agencies in Women Leadership Impact Area	Pg. 11
Table 4: Men only as Leaders Vs Women Leaders	Pg. 14
Table 5 Ibrahim Index Gender Trends for Malawi	Pg. 15
Table 6 Ibrahim Index Gender Detailed Analysis for Malawi	Pg. 15
Table 7 Selected Women Statistics	Pg. 20
Table 8 Women in Cabinet and Cabinet Committees	Pg. 23
Table 9 Mainstream Public Service [Grades A-E]	Pg. 25
Table 10 Female Judges	Pg. 27
Table 11 Inter-Parliamentary Organization Committees	Pg. 30
Table 12: 2014 Local Government Election Results by sex	Pg. 31
Table 13 Council by Council and Ward	Pg. 32
Table 14 Female Councillor Leaders	Pg. 33
Table 15 MCTU Distribution of Decision-making by sex	Pg. 38
Table 16 Selected Professional Bodies by sex	Pg. 39
Table 17 IDEA: Political Party Analysis for Malawi	Pg. 40
Table 18 Gender Provisions in Manifestos of Major Political Parties	Pg. 41
Table 19 Women in Political Party NECs	Pg. 43
Table 20 MISA Malawi Membership by sex	Pg. 46

Acknowledgements

This baseline study would not have been possible without the contribution, cooperation and support of several individuals and institutions.

Cornerstone Consulting Services (CCS) would like to thank in a special way Nicola Ndovi and Veronica Kaitano who are Hivos Southern Africa Women's Empowerment Regional Programme Development Manager and Project Manager - Malawi, respectively for their facilitative role during the period the baseline was being conducted as well as the invaluable input and guidance on the inception and preliminary baseline reports.

Special acknowledgement is due to NGO Board, Malawi Congress of Trade Union, MISA Malawi and heads of relevant state and non-state actors for providing up-to-date baseline information.

List of Acronyms

AFORD	Alliance for Democracy
CEDAW	Convention on the Elimination of Discrimination Against Women
GGJDC	Governance Gender, Justice and Development Centre
CEWAG	Coalition for the Empowerment of Women and Girls
CMD	Centre for Multiparty Democracy
CSOs	Civil Society Organisations
DaO	Delivering as One
DHRMD	Department of Human Resources Management and Development
DPP	Democratic Progressive Party
FAWEMA	Forum for African Women Educationalists Malawi
GEA	Gender Equality Act
GEWE	Gender Equality and Women Empowerment
GEGMS	Gender Equality and Gender Mainstreaming Strategy
GOM	Government of Malawi
HDI	Human Development Index
HDR	Human Development Report
IEC	Information, Education and Communication
IHRMS	Integrated Human Resource Management Information System
KII	Key Informant Interviews
LRC	Legal Resource Centre
MAMWA	Malawi Media Women Association
MCM	Media Council of Malawi
MCP	Malawi Congress Party
MDA	Ministries, Departments and Agencies
MDHS	Malawi Demographic Health Survey
MEC	Malawi Electoral Commission
MGDS	Malawi Growth and Development Strategy
MHRC	Malawi Human Rights Commission
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare
MoLGRD	Ministry of Local Government and Rural Development
MLC	Malawi Law Commission

NEC	National Executive Committee
NGOGCN	Non-Governmental Organization Gender Coordination Network
NICE	National Initiative for Civic Education
NLGFC	National Local Government Finance Committee
NSO	National Statistics Office
OPC	Office of the President and Cabinet
PP	Peoples Party
PWC	Parliamentary Women Caucus
RNE	Royal Norwegian Embassy
SADC	Southern Africa Development Community
SADC PF	Southern Africa Development Community Parliamentary Forum
SDGs	Sustainable Development Goals
ToRs	Terms of Reference
UDF	United Democratic Front
UNDP	United Nations Development Programme
UNDP GII	United Nations Development Programme Gender Inequality Index
UNFPA	United Nations Population Fund
UN Women CO	United Nations Women Country Office
WEF GGGI	World Economic Forum Global Gender Gap Index
WOJAM	Women Judges Association of Malawi
WOLREC	Women Legal Resources Centre

Executive Summary

This Executive Summary provides a snapshot of the main findings and recommendations of the baseline study which Cornerstone Consulting Services (CCS) carried out between November 2017 and January 2018 in Malawi. The study was commissioned by Hivos - a Dutch development Organization to provide baseline data on civic organisations for its five year (2016-2020) Women Empowered for Leadership (WEFL) Programme. The goal of the WE4L programme is collaboration for increased and effective participation by women in politics and public administration. Hivos intends to achieve this goal by promoting women's leadership at the political level, in public administration and within civic organizations. In the context of Malawi, civic organizations include CSOs, Labour Unions and parastatals. The activities include: -

- capacity development of women who have political ambitions and leadership qualities;
- networking, coalition building and cooperation between aspiring women leaders and women's rights Civil Society Organizations (CSOs) are organized;
- empowered women leaders and organizations convince civic organizations, public institutions, community leaders and political parties of the added value of having both women and men in politics and the importance to have women in leadership.

In line with the WE4L programme objectives, the study was expected to map civic organizations whose policies and practices promote women in leadership; seriously reflect on the Malawi context as it relates to WE4L programme and explore innovative ways of engagement with them to ensure that women are present in decision-making positions and participating in the governance of such structures.

Based on this understanding of the assignment, the consultant methodically reviewed and analyzed various gender indices, local and international reports in order to understand the context of civic organizations and current circumstances of women in leadership positions in Malawi. These include Afro Barometer Survey Round 7; the Ibrahim Index of African Governance; the World Economic Forum Global Gender Gap Index (WEF GGGI); the United Nations Development Programme Gender Inequality Index (UNDP GII); the Human Development Index (HDI); Local Governance Performance Index for Malawi and other credible institutions that compile gender related statistics such as the National Statistical Office (NSO); the Food and Agriculture Organization (FAO); Gender Links and the Southern African Development Community (SADC). The consultant also arranged meetings with various key informants from state and non-state institutions. The meetings involved substantive discussions regarding the policy and legal environment, women participation as well as the work of civic organizations in Malawi. With regard to political parties, information was collated through content analysis of manifestos and constitutions and consultations with senior party officials. The data collected was compiled using Ms-Excel spreadsheet to generate tables and graphs. A Validation Meeting was held on 15th March, 2018.

Key Findings on the main Objectives

Main Objective	Summary Findings
<p>Mapping of civic organizations in Malawi particularly those whose policies and practices promote women in leadership.</p>	<ul style="list-style-type: none"> ▪ The analysis has established that there are 8 Civic organizations/networks that sit in the Permanent Committee on Women in Politics and Decision Making under the Non-Governmental Organization Gender Coordination Network (NGO GCN). These are the Pan African Civic Educators (PACENET); Gender Support Programme (GSP); Centre for Human Rights and Rehabilitation (CHRR); Civil Liberties Committee (CILIC); National Elections Systems Trust (NEST); Association of Progressive Women (APW); National Women's Lobby and Rights Group (NWLRG); and Mbaweme Women's Group. ▪ The analysis has also established that out of 670 civic organizations that are registered with the Non-Governmental Organization (NGO) Board and the Council for Non-Governmental Organizations (CONGOMA) about 90 plus are working in thematic area of Gender equality and economic empowerment that directly or indirectly contribute to the WE4L Programme. In addition, there are several UN Agencies and bilateral donors such as the UN Women CO; the Royal Norwegian Embassy (RNE); Swedish; the German Agency for Technical Cooperation; The Danish Church Aid; Canadian International Development Agency (Gender Equity Support Project); United Nations Population Fund (UNFPA); Oxfam-Great Britain (Oxfam GB) and Action Aid that are actively providing substantial financial and technical support toward the Women in Leadership Programme in Malawi.
<p>An understanding of the context for civic organization women's participation in politics and public administration in Malawi</p>	<ul style="list-style-type: none"> ▪ The analysis has established that women are not yet allotted a fair share in decision making and governance structures in the country. Women continue to face serious constraints to compete for political office and appointment of women into decision-making structures continue to be oblivious to the requirements of the law

	<p>and international agreements. As a result, Malawi's commitment to the 1995 Beijing Conference; the African Union (AU) Solemn Declaration on Gender Equality in Africa, SADC Protocol on Gender and Development and Sustainable Development Goals (SDGs) is greatly undermined. In this connection, major constraints include-</p> <ul style="list-style-type: none"> - relevant policies and legal instruments are not being fully implemented. - candidates for elected positions are predominantly chosen not on the basis of their potential but their economic or financial status because campaigns are mostly not based on issues but the ability to pay and sustain handouts- a criteria which the majority of women do not meet at the moment - lack of effective monitoring of outcome targets at national and institutional level - capacity constraints on the part of the Ministry of Gender and other civic organizations to properly coordinate and advance the pro-gender agenda - a key and growing perception that gender is about women, for women and by women. The implication is that whilst Government may have succeeded to create necessary structures and institutions, underlying factors that are hindering high women representation in public life have largely remained intact. - women and girls are lagging behind in most of key development statistics, namely education, skills, income levels to compete and vie for leadership positions - minimal incorporation of gender issues in political party internal policy making structures and nomination processes thereby perpetrating a men's club atmosphere in political parties.
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	<p>As a result, a good proportion of women end up contesting on the independent ticket.</p> <ul style="list-style-type: none"> ▪ The study has also established that- <ul style="list-style-type: none"> - gender trends have, in the past five years, declined suggesting serious challenges in policy implementation. - On a positive note there is statistical evidence that stereotypes that fuel gender based discrimination are also on the decline in Malawi as well as other countries in the region. This is attributed to various policy interventions by the government, and its various partners that include multilateral and bilateral agencies as well as local and international NGOs. The overall environment is quite conducive further buoyed by the recognition of President Arthur Peter Mutharika, in 2015, as a promoter of the United Nations He-for-she campaign. However the declining gender trends suggest that written commitments and changing attitudes have not resulted in changed behaviour and practices.
<p>An analysis of the Malawi context of civic organizations in relation to the objectives of Hivos WE4L programme.</p>	<p>The analysis shows that: -</p> <ul style="list-style-type: none"> ▪ the number of civic organizations that are specifically working in the impact area of women leadership is inadequate to cover all corners of the country and comprehensively deal with the problem. Many places are potentially underserved. ▪ a few gender institutions including the parent Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) and some civic organizations that sit in the Permanent Committee on Women in Politics and Decision-Making such as the National Women's Lobby and Rights Group (NWLRG) and the Civil Liberties Committee (CILIC) have coordination

	<p>and capacity constraints as well as lack necessary tools to aid programme delivery. For instance, its 2016 outcome targets in terms of women participation in politics and public administration were not met despite attracting reasonable support and dedication from the UN Women CO, other UN agencies and international NGO's.</p> <ul style="list-style-type: none"> ▪ indicators that constitute the Gender Inequality Index including women's political and Labour Force Participation, gender equality in education are either worsening or stagnating. In the same vein, deep-seated social inequalities against women as well as gender insensitive or gender blind mechanisms and processes for recruiting and appointing people into decision-making structures are prevalent.
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Key Findings on the Specific Tasks

Specific Task	Summary Findings
Do civic organizations demonstrate a significant change in their policies and practices on full and equal participation of women in leadership positions.	The analysis has established that change in policies and practices differ from one civic organization to another. For instance, most public entities including boards (e.g. ESCOM), have on paper embraced gender policies and even established gender coordination mechanisms within their structures. However, in practice appointments still favour male over females. Board appointments are regulated by laws that do not necessarily emphasize on gender balance despite the existence of a law on gender equality when making public appointments. The consultations revealed that most programmes that this category of civic organizations are implementing are about raising awareness on sexual harassment and gender based violence in the work place. This pattern is more or less also evident in professional bodies where gender policies and practices are undermined by realities on the ground. For this grouping, whether gender equality is achieved or not depends who is representing which organization at that point in time. However, the situation is encouraging for most CSOs that seem to have mainstreamed gender. There are deliberate efforts to achieve a 50:50 gender balance in appointments of Boards of Trustees, staff as well as volunteers. Donors seem to have a crucial and growing role in sustaining this positive trend as long as gender balance continue to be part of due diligence and capacity checks when providing financial and technical support. This finding call for the need to strengthen the responsive capacity of public sector bodies and civic competencies on the need for gender inclusion.
Is there existence of internal organizational procedures to	The analysis has revealed that four out of the eight CSOs' networks that were analysed have internal organizational procedures intended

provide for equal participation of men and women in organizational leadership structures (in numbers of civic organizations with procedures adopted)	to provide for equal participation of men and women in organizational structures. In the same vein, twenty-six of the mapped civic organizations reported having such mechanisms. Although these were not verified the claim seem to be supported by the fact that in most of the CSO's gender mainstreaming is one of the major considerations when making staff or board appointments.
What tools and manuals are developed by CSOs on women participation?	<p>The analysis has established that only most of the CSOs are operating under umbrella bodies and are using tools commonly developed tools on women participation. The frequently cited tools are as follows: -</p> <ul style="list-style-type: none"> ▪ Training Manual for Women Aspiring for Leadership Positions in Local Council and National Assembly in Malawi- by PACENET in 2011 ▪ Gender Transformative Training Manual for grassroots engagement towards women political participation- by PACENET in 2017 ▪ Increasing Women Representation in Politics: A Training Manual for Women Aspiring for Leadership Positions in Local Authorities and National Assembly in Malawi- Government of Malawi/GIZ <p>Other manuals/tools include: -</p> <ul style="list-style-type: none"> ▪ Manual on Social Accountability-Centre for Governance and Public Administration ▪ Women in Politics Newsletter- Centre for Multiparty Democracy ▪ Functional Skills Development Manual targeting Women-Civil Society Education Coalition ▪ ADC Glossary Book on Elections- NEST ▪ Chichewa Leaflet on Issue based messages-NEST ▪ Manual on Professional Monitoring of the Electoral Process- NEST (under development) ▪ Manual on the 50:50 Campaign-NEST ▪ Mentorship Manual-Coalition for the Empowerment of Women and Girls (CEWAG) (under development) ▪ Female Teacher Role Model Manual-Forum for Africa Women Educationalists in Malawi ▪ Mother Group Manual-UNICEF ▪ Journey of Life-Malawi Girls Guides Association
Percentage of women in board positions in selected social organizations (including National Assembly, Public Administration, and Local Councils) and political parties.	<p>The Analysis has established the following: -</p> <ul style="list-style-type: none"> ▪ Female Cabinet Ministers: 22% ▪ Cabinet Committees (Average Membership): 19% Cabinet Committee Female Leadership: 14% ▪ Mainstream Service (Grades A-E): 29% ▪ Service Commissions (against filled positions): 34% ▪ Service Commissions (against establishment): 30% ▪ Ambassadors & Consular Generals: 26%

	<ul style="list-style-type: none"> ▪ Judiciary (JU PI-JU P4/S4): 37% ▪ Parliamentary Secretariat: 18% ▪ Female Parliamentarians (2014): 15.6% Candidates: 20.7% ▪ Parliamentary Committees- Constitutional Committee (n=4):18% Standing Committee(n=4):11% Departmentally related Committee(n=13):12% Inter-Parliamentary Organization Committee(n=6): 26% ▪ Local Government- District Commissioners (n=28):17.9% Chief Executive Officers (n=7):16.7% Local Counsellors (2014):11.6% Candidates (2014): 20.6% Northern Region: 8% Central Region:15.12% Southern Region: 10% Leadership positions in Local Councils (in numbers)- Mayor: 33% Deputy Mayor: 16% Chairperson: 7% Vice-Chairperson: 21% ▪ Selected Board of Parastatals (n=43): 20% ▪ Traditional Leaders (Paramount to Chief): 8% ▪ Labour Unions (n=24)- (MCTU & its affiliates) = 20% Unions in compliance with the law(figure): 9 Leadership of Unions (in numbers)- President: 13% Vice-President: 38% General Secretary: 29% Vice-General Secretary: 46% Treasurer General: 21% ▪ Professional Bodies (n=10): 27% Leadership: (20%) ▪ Political parties- Democratic Progressive Party-23% Malawi Congress Party-20% Peoples Party-45% Alliance for Democracy-46% United Democratic Front-26%
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Based on these findings as well as the stakeholders' input during the validation workshop, the study recommends that Hivos should refocus its lobbying and advocacy strategy and re-strategizing its interventions in order to increase the number of women in politics, public administration and civic organizations.

With regard to its advocacy and lobbying strategy, Hivos and its implementing partners should refocus by: -

- Incorporating the OPC and the Department of Statutory Corporations in its work because of their influence to promote women inclusion through affirmative action by executive powers. This seems to be one of the most direct means for increasing the number of women in public administration;

- Expanding the list of stakeholders to include appointing service commissions and oversight bodies mainly Constitutional Committees of Parliament in order to influence compliance with the law and Policy. Future law reform should numerically specify male female compositions in governance structures;
- Partnering with UN Agencies, Malawi's bilateral agencies and other local and international NGOs that are already supporting interventions aimed at promoting women in leadership through skills acquisition, mentorship programmes, economic empowerment and capacity enhancement that have been noted to have positive impact on the career advancement of women;
- forge links with public training and research institutions in order to increase access to reliable information and data for targeted advocacy and assessment of WE4L programme impacts;
- when engaging the five political parties and, in collaboration with CMD, lobby for the urgent creation of women data at the national, regional, district and constituency levels; the strengthening of women directorates as well as compliance with gender specific provisions in political party manifestos; and
- Collaborate with CMD and other stakeholders that are advocating for swift and full implementation of the recently enacted Political Parties Act of 2017. This has potential to entrench issue based campaigns during the electioneering period.

Pertaining to its capacity building efforts, Hivos and its implementing partners should: -

- lobby with Government for increased allocation to MoGCDSW and MHRC that are key to the effective implementation of the gender policy and law;
- fully involve the traditional leadership structures particularly female chiefs when sensitizing stakeholders including girls who are in and outside the formal education system and lobbying female representation at subnational level;
- collaborate with Women Judges Association of Malawi (WOJAM) and Female Lawyers' Association to adequately empower CSOs that are advocating for the swift implementation of the GEA and other applicable laws; and
- work with MCTU to create an enduring network of female unionists and activists who can effectively advocate for increased women representation within labour union sector in Malawi.

In order to ensure an innovative and engagement approach to its programming, the study recommends that Hivos should-

- Collaborate with MISA Malawi on the possibility of-

- creating an Editors Forum that will focus on increasing the visibility of WE4L programme,
- resuscitating Media Council of Malawi and MAMWA in the short to medium term,
- Cultivate working relationship with Media Owners Association for gender friendly media policy;
- adopt a regional approach to its sensitization meetings to ensure that councils that do not have elected female representation are also reached. The study has established that these councils are Chitipa and Likoma in the Northern Region; and Balaka, Chiradzulu, Mwanza, Luchenza and Mangochi Town in the Southern Region;
- adopt a flexible approach by working with other partners working in areas other than the WE4L programme for maximum and holistic impact. Issues to consider should include the CSO's capacity to deliver and influence to increase programme goals in the short, medium and long term programme goals; and
- In collaboration with the DHRMD reach out and mentor female public servants who about to retire and willing to join politics and serve in governance structures after retirement.

Chapter I

Background to the Study

I.0 Introduction

Cornerstone Consulting Services (CCS) was on 9th November, 2017 contracted by Hivos to conduct a Baseline/Analysis of Civic Organizations in Malawi particularly those whose policies and practices promote women in leadership. This includes a mapping exercise of civic organizations that are working to promote women in leadership and a thorough contextual analysis of civic organizations and women participation in politics, public administration as well as civic organizations in Malawi. This Report details findings and recommendations in line with the Terms of Reference (ToRs) for the Study. The findings and recommendations are based on the substantive discussions with Key Informants (KI) and a comprehensive analysis of information and data which CCS collected to establish and understand the contextual situation in Malawi. Much of this information and data is presented throughout this Report. The findings and recommendations are carefully synthesized to provide baseline information and help Hivos understand actions it can take to maximize impact in its bid to promote women in leadership in Malawi in the next five years.

I.1 Programme Description

Hivos is implementing Women Empowered for Leadership (WE4L) Programme in five countries, including Malawi. The other countries are Zambia and Zimbabwe in Southern Africa, and Lebanon and Jordan in the Middle East. The WE4L programme is funded by the Dutch Government through the Ministry of Foreign Affairs. The Programme responds to the Flow II thematic priority “Participation by Women in Politics and Public Administration” and will run for five years from 2016 to 2020. The goal of programme is collaborating for increased and effective participation by women in politics and public administration. The programme aims to promote women’s leadership at political level, in public administration and within civic organizations. The key underlying assumptions are that women presence in politics ensures that priorities and ideas of women are addressed in the political arena. In the same vein, women’s presence in senior management of influential civic organizations and public administration is vital for leadership development, offering opportunities for further political engagement and ensuring that their needs and concerns are taken into account in public policies. Ultimately, through the WE4L programme, Hivos desires a situation where women have equal opportunities and the capacity to fully participate in political and societal decision-making processes. In line with the envisaged Programme’s Theory of Change (ToC), women must be recognized in politics and society as both leaders and agents of change.

In Malawi Hivos is implementing the programme in collaboration with three local partners namely; Women Legal Resource Centre (WOLREC) in the Southern Region; Governance, Gender, Justice and Development

Centre (GGJDC) in the Central Region; and Tovwirane in Northern Region. The programme covers ten out 28 districts in Malawi as follows: -

Table 1: Hivos Local Partners

Region	Actor	Districts of Focus
<i>Southern Region</i>	WOLREC	Nsanje, Zomba, Blantyre
<i>Central Region</i>	GGJDC	Kasungu, Mchinji, Nkhotakota, Lilongwe
<i>Northern Region</i>	Tovwirane	Mzimba, Rumphu, Nkhatabay

Source (Hivos Malawi team)

The programme strategy is anchored on four main areas of focus namely: - women agency; sub-national level where decisions are made and policies are implemented; innovative campaigns and digital tools as well as usage of the media and creative sectors. Under the programme political parties, civil society organizations (CSOs) and the media are being sensitized and capacitated to create an environment which supports and values women leadership. In the medium term, the programme would like see women's CSOs and women leaders collaborating more closely and influencing political and societal developments and opinions; civic organizations demonstrating a significant change in their policies and practices on full and equal participation of women in leadership positions; a significant increase in women elected officials and new appointees at sub-national political level, participating fully and effectively as well as a general public which increasingly recognizes and supports women in leadership positions. The expected outputs are as follows- 5 political parties initiated conversations and processes on quota for women at local council level; gender training political empowerment of women curriculum designed; 4 media houses and 50 journalists produced gender sensitive articles and positive public view of women leadership in general.

1.2 Overview of Programme Context

Gender inclusion is a principle globally acknowledged in development by UN agencies, regional bodies and national governments alike. A review of literature nonetheless suggests that problems and challenges facing women's participation in politics and leadership positions in public administration are enormous, deep-rooted and heavily skewed towards the male gender (Appold et. al 1998, Klaveren et. al. 2009, Burton 1997, Tiessen 2008, White 2007). For a long time, societal attitudes toward women have not been helpful. Women have been perceived as an inferior sex and, as a result, they have been or are still being relegated to the background in decision making processes (FAO 2011, Johsson 2013). Information and data from credible

sources including The World Bank, the International Labour Organization, The World Economic Forum (WEF), the Commonwealth, the African Union and the Southern Africa Development Community (SADC) reveal that a lack of gender balance in political leadership and decision making still persists globally and is more prominent in Africa (Nhundu 2013). The experiences suggest that women progress in reaching senior management positions in politics and public administration remains a huge challenge with substantial rises recorded in appointive positions rather than elective posts. This is despite the fact that the male/female population ratio is now almost at par.

The prevailing status of women in leadership positions is therefore such that the majority of the countries are yet to meet the 50-50 ideal requirements as pronounced in various international agreements including, in case of Malawi, the SADC Protocol on Gender (Bauer 2008). It further suggests that policy and legal provisions on gender equality and women empowerment are just enablers. Instead actual success is largely dependent on several factors, including most importantly, highest possible levels of political will (Chirwa 2014, Kayuni and Muriaas 2014, Kayuni and Chikadza, 2016).

The deliberate push to increase participation of women in all spheres of human endeavours, particularly in political and leadership roles where decisions are made ought to be understood from a broader context. Firstly, it is now quite appreciated that leadership potentials and competencies cut across genders. Examples abound where women have excelled in various positions of leadership in politics, public administration and civic organizations both in Malawi and elsewhere (Amundsen and Kayuni 2016). This has proved that all women need are space and support to participate equally with men in decision-making and public dialogue. In addition, research has also shown that participation of women in decision-making processes is symbolic and inspirational with so many ripple effects. Chiweza (2016) acknowledges the positive impact that the Parliamentary Women's Caucus (PWC) has had since its inception in Malawi in 1996. Using its ability to coordinate views and maintain consensus mainly because of its advocacy efforts and the aptitude to work and collaborate with actors outside Parliament, several pro-women and children legislation have been enacted in past ten years or so.

According to Meier and Lombard 2010 (cited in Mastracci 2017) involvement of women at the sub-national level also helps to create a pool of talented women who are ready to progress in large numbers into positions of power at the highest levels of decision-making. Mastracci (2017) in her regression analysis intended to estimate factors which affect a country's Global Gender Gap Index argues with empirical evidence that women in public sector management, administration and politics explain a substantial portion of gender inequality. She also establishes links between women in public sector management to long term political representation of women. Going by this, women should be accorded vantage positions in society as this is necessary for inclusivity and effective delivery of public services (The Commonwealth Secretariat 2013). Literature seems to support this approach as being critical in eliminating gender gaps and fostering

equality across diverse cultures and contexts. The bottom line is that women must be among those individuals who “determine, formulate, direct or advise on government policies, as well as those of special-interest organizations. They must also act on their behalf besides participating in formulating laws, public rules and regulations, representing government, overseeing the interpretation and implementation of government policies and legislation, or planning, directing, and coordinating the policies and activities of enterprises or organizations, or their internal departments or sections. Thus by, intent and design, the approach is consistent with the Sustainable Development Goals (SDGs) that aspire to leave no one behind.

1.3 Objectives of the Study

The overall objective of this study was conduct a Baseline/Analysis of Civic Organizations in Malawi particularly those whose policies and practices promote women in leadership.

The specific objectives were as follows:

- i. Mapping of civic organizations in Malawi particularly those whose policies and practices promote women in leadership;
- ii. An understanding of the context for civic organization women’s participation in politics and public administration in Malawi;
- iii. An analysis of the Malawi context of civic organizations in relation to the objectives of Hivos WE4L programme;
- iv. Recommendations on what the Hivos WE4L programme, in collaboration with identified partners, can do to address the issues identified in the context; and
- v. Understand and explore innovative ways to stimulate more engagement with the sector.

1.4 Specific Tasks

In order to attain the objectives of the assignment, the following were the specific issues that the Consultant was expected to address: -

- i. Do civic organizations demonstrate a significant change in their policies and practices on full and equal participation of women in leadership positions?
- ii. Is there existence of internal organizational procedures to provide for equal participation of men and women in organizational leadership structures (in numbers of civic organizations with procedures adopted)?
- iii. What tools and manuals are developed by CSOs on women participation?
- iv. Percentage of women in board positions in selected social organizations (including National Assembly, Public Administration, and Local Councils) and political parties?

- v. Analysis of internal procedures and policies which ensure women's equal participation in decision-making and leadership in their own organizations?

1.5 Approach and Methodology

In a bid to generate the necessary baseline information, the study mostly relied on qualitative information data collection methods. The process entailed conducting an extensive review of programme documents and content analysis of relevant documents that included local and international policy and legal instruments as well as political party constitutions and manifestos. A series of meetings with Key Informants (KI) drawn from relevant Government Ministries, Departments and Agencies (MDAs), participating UN agencies and CSOs; targeted institutions and prominent women were also held. Where possible, formal data sources were consulted to corroborate and support the findings of this baseline survey. The data collected was compiled using Ms-Excel spreadsheets to generate tables and graphs. The Key Informant Interviews (KII) had the following sub-questions-

Table 2: Baseline Framework

Main Baseline Question	Sub-Questions
Do civic organizations demonstrate a significant change in their policies and practices on full and equal participation of women in leadership positions?	<ul style="list-style-type: none"> • What is the composition of women in civil society boards and management? • Do CSOs constitutions have a provision to address gender equality in management and on boards • If yes, how have they ensured that this is being implemented?
Is there existence of internal organizational procedures to provide for equal participation of men and women in organizational leadership structures?	<ul style="list-style-type: none"> • What are these? • What are numbers involved? • If none, why are civic organizations failing to adopt such procedures?
What tools and manuals are developed by CSOs on women participation?	<ul style="list-style-type: none"> • What are the tools? • How effective are these tools and what is their scope?
How are women fairing in board and management positions in selected social organizations (including National Assembly, Public Administration, Local Councils) and political parties?	<ul style="list-style-type: none"> • what is the current composition of women parliamentarians, judicial officers, mainstream public service etc.? • which committees are currently headed by women?
Analysis of internal procedures and policies which ensure women's equal participation in decision-making and leadership in their own organizations?	<ul style="list-style-type: none"> • Overall are internal procedures and policies culminating in increased number of women?
To what extent is the environment supportive to women leadership?	<ul style="list-style-type: none"> • How does the public perceive the role of women as leaders? Or how are women seeking political or leadership positions

	<p>viewed?</p> <ul style="list-style-type: none"> • Is the political climate favorable for the successful promotion of "women empowered for leadership?" • Which opportunities and threats exist for the promotion of "women empowered for leadership?"
What is the gender media landscape for Malawi?	<ul style="list-style-type: none"> • What role does the media play to enhance women's political and leadership debates? • How do women feature in the media industry in the country? (Managers, Editors, Reporters, etc.) • Indication of media coverage of women. What % of that was positive coverage and % that is negative • % of women sources quoted in media in period under review

Chapter 2

Results and Analysis

2.1 Legal, Policy and Institutional Framework

The baseline is, amongst other objectives, intended to provide an understanding of the context for civic organizations women participation in politics and public administration in Malawi. In line with this objective, the study identified and assessed the main laws, policies, strategies as well as manifestos of major political parties that govern or are supposed to regulate women participation in public administration and politics. The Study also looked at policy and legal contradictions and specific provisions that seek to give necessary support to women and allow them a fair share in decision making and governance structures.

2.1.1 Legal Framework

The analysis has revealed that the legal framework on gender equality is generally sufficient and constitutionally enshrined. For instance, Section 20 of the Constitution the country's supreme law upholds the principle of equal rights for men and women whereas section 24(1) prohibits discrimination on the basis of gender or marital status. Under section 24(2) customs and practices that discriminate against women are also invalidated. These include sexual abuse, harassment as well as discrimination in the work, business and public affairs. Pursuant to section 12 and section 13 of the same Constitution, the country's policy and legislative framework is supposed to promote and achieve gender equality by, among others, ensuring that there is full participation of women in all spheres of Malawian society on the basis of equal opportunities with men, and through the implementation of policies to address social issues such domestic violence, security of the person, lack of maternity benefits, economic exploitation and rights to property.

Beyond the constitution, Government has also developed or amended several pieces of legislation to ensure that the rights of women are fully promoted and protected. Notable among these include the Gender Equality Act which creates broader legal framework for taking action and addressing inequalities that exist between men and women. Enacted in 2013, the Act according to its memorandum seeks to promote gender equality and equal integration of men and women in all aspects of daily life. The Act provides a specific operating principle or a quota for ensuring the inclusion of women in significant proportions in decision-

making structures besides prohibiting and providing redress for sexual discrimination, harmful practices and sexual harassment. With regard to the quota, the law stipulates that an appointing or recruiting authority in the public service shall appoint no less than forty per cent (40%) and no more than sixty per cent (60%) of either sex in any department in the public service subject to specific conditions including meeting minimum educational qualifications and competencies.

The analysis and consultations have however established that this particular law provision is not being implemented in full at the moment. Firstly, from the practical point of view the dilemma often starts with trying to balance between principles of affirmative action and merit simultaneously. Some of the interviewees lamented that there are times when the quota cannot be fully met because the numbers on the part of female employees are not there. Secondly, the responsibility to enforce the law as well as monitor and evaluate the policies and practices of the Government Organs and the private sector as it relates to the GEA is given to the Malawi Human Rights Commission (MHRC). Until now, this responsibility has not been fully executed owing to capacity constraints on the part of MHRC and lack of necessary regulations.

Over and above the GEA, there are also many other laws that reflect a gender perspective. These include the Prevention Domestic Violence Act of 2006; the Penal Code (as amended in 2010); Child Care (Justice and Protection) Act of 2010; Deceased Estates Act (Wills, Inheritance and Protection) Act of 2011; the Marriage, Divorce and Family Relations of 2015; The Trafficking in Persons Act of 2015; Criminal Procedure and Evidence Code (as amended in 2010); the Land Act of 2016; the Customary Land Act of 2016, the Deceased Estates, Wills Inheritance and Protection Act of 2011, Employment Act of 2000, the Education Act of 2015 and the more recently enacted HIV and AIDS (Prevention and Management) Act of 2017 (2016 Malawi Country Report on the Implementation of the United Nations Security Council Resolutions on Women, Peace and Security in East and Southern Africa).

Furthermore, Malawi has also ratified most of the major international and regional conventions, charters, protocols and treaties that have relevance for gender. At the global level notable ones include Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1987), The International Covenant on Economic, Social and Cultural Rights (1993), the Beijing Platform of Action (1995) which recommended 35% allocation for women in political positions, power and decision making; the UNSCR 1325 on women, peace and security and, more recently, the Sustainable Development Goals (SDGs). At the regional level, Malawi has ratified, signed or is implementing the Maputo Protocol on the Rights of Women in Africa (2005), the African Union Heads of State's Solemn Declaration on Gender Equality in Africa (2004), the Southern Africa Development Cooperation (SADC) Gender Equality (2004), the SADC Protocol on Gender and Development (2013) and the African Union Agenda 2063 (2015). Most of these international instruments have already been domesticated. Common to these legal instruments is an acknowledgement of the need to promote gender equality and strengthen criminal justice systems to better reflect the invaluable

contributions and needs of women. They collectively seek to put in place a framework to ensure that women are adequately represented in public service appointments and provided greater opportunities in education, job creation and economic opportunities.

2.1.2 Policy Framework

The analysis has established the existence of several policies to support gender and socio-economic gains for women and girls in Malawi. The National Gender Policy updated and adopted in 2016 regards attainment of gender equality as a prerequisite for the achievement of equitable and sustainable development. The Policy focuses on eight themes that aim to tackle all issues that have gendered implications such as Gender, Literacy, Education and Training; Gender and Reproductive Health; Agriculture, Food Security and Nutrition; Governance and Human Rights; Poverty Eradication and Economic Empowerment; Gender and HIV and AIDs and Gender Based Violence (GBV).

There are also several sectorial policies and national strategies that are guiding the implementing environment relating to gender equality and women's empowerment. Notable policies include the National Labour and Employment Policy (2017); National Youth Policy (2013); National HIV and AIDS Policy (2011); National Population Policy (2012); National Early Childhood Development Policy (2017); National Sexual Reproductive Health Rights Policy (2009); the National Education Policy (2013), and National Peace Policy (2017). The strategies include the National Education Girls Strategy (2014); the Agriculture Sector, Gender, HIV and AIDS Strategy (2012-2017); the National Education Sector Plan (2008-2017); the School Health and Nutrition Strategy (2009-2018); Health Sector Strategic Plan II (2017-2022); National Youth Friendly Health Service Strategy (2015-2020); the Girls Education Communication Strategy (2014), the National HIV Prevention Strategy (2015-2020) and the Malawi Growth and Development Strategy III (MGDS III)(2017-2022). The MGDS III, in particular, maintains gender as a cross-cutting issue and includes specific approaches for addressing gender inequality; increasing the representation of women in politics and decision-making positions; and strengthening gender based violence service delivery systems as well as legal and regulatory frameworks.

2.1.3 Institutional Framework

The analysis has established that there is a national gender machinery in place with a mandate which extends to breaking barriers against women representation in politics and promote women's interests. This is led by MOGCDSW which, from time to time, develops Joint Integrated Work Plans for the effective coordination and sustainability of all gender initiatives in the country. The Ministry has,

together with its partners, that include Parliamentary Women's Caucus, development community as well as local and international Non-Governmental Organizations (NGOs), implemented wide-ranging programmes to engender gender equality and ensure that there is full and effective participation as well as equal opportunities for women in leadership at all levels. These programmes include the National Gender Programme (2004-2009); the National Platform for Action (1997); the Gender Mainstreaming Guidelines (2005); the 50-50 Campaign (2013- to date); the National Response to Combat Gender Based-Violence (2016-2021; and the Gender Equality and Women Empowerment Programme (GEWE 2012-2016). Within the Ministry's Department of Gender Affairs there is a Women in Politics and Decision-Making Unit that specifically advances the women in leadership agenda. Among the Ministry's stated outcomes which have not been realized include; i) gender mainstreamed in nine sectors by 2016, ii) 30 % of women participate in politics in Parliament by 2016, and iii) 28 % of women in public sector attain decision-making positions by 2016.

A largest proportion of institutional and technical support is coming from the donor community. United Nations (UN) agencies and many other Malawi's bilateral partners are relentless in their quest to promote women in leadership in Malawi. A key informant confirmed that most of MoGCDSW's budget is from donors for specified projects. Within the context of the United Nations Development Assistance Framework (UNDAF), the UN Women Country Office (UN Women CO) has forged partnerships with UN agencies as part of larger programmatic initiatives and policy dialogue to ensure that gender equality, women's empowerment, and women's rights are adequately promoted, mainstreamed, and resourced. The donor agencies are using a "delivering as one" modality in order to minimize transactions costs in the delivery of the various strategic interventions. In the past three years, UN agencies led by UN Women CO have supported a number of interventions that are in line with WE4L programme focus as follows: -

Table 3: UN Women Supported Related Interventions: 2014-Todate

Description	Partners	Year started
The passing and implementation of the Gender Equality Act	CSOs, Government partners, and UN agencies	2014
Support on CEDAW, Beijing Declaration and Platform for Action, UNSCR 1325	MOGCDSW and CSOs	2015
Constitutional review on the age of marriage	Parliament, LRC	2016
Marriage, Divorce, and Family Relations Act	LRC, PWC	2016
Trafficking in Persons Act	LRC, PWC	2016
Localization SDG5 in MGDS III	MOGCDSW	2016
Launch of the National Girls Education Strategy	All partners concerned with child marriage	2014
International Day of Rural Women	MOGCDSW, Action Aid	2014-2017
Lobbying for the enforcement of the Gender Equality Act	PWC and LAPC	2014
National Gender Conference	For government & CSO actors	2014 and 2015
Joint Annual Work Plan and Joint Funding	MOGCDSW, UNICEF, UNWOMEN, UNDP, UNFPA, UNAIDs, WFP & UNHCR	2015,2016, 2017
Gender strategies for key governance bodies	CMD, MEC, & NICE	2016-2017
Awareness on Gender related laws for female parliamentarians	PWC	2016-2017
Unite Campaign	Overall Campaign	2014
He for She campaign	OPC, traditional leaders	Launched ongoing 2014-

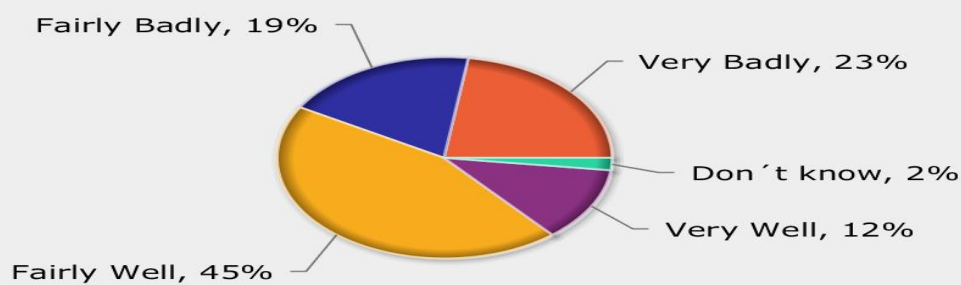
Analysis of the Gender Ministries allocation and other government votes in expenditure on gender	MOGCDSW	2015 and 2017
Needs assessment of PWC carried out and development of the PWC Strategy	PWC	2015 and 2016
Gender Audits	MoAIWD, and DAES	2016 and 2017
Cost of Gender Gap Report	MOGCDSW	2016

Source: (UN Women CO/UNDP/MoGCDSW)

All in all, the analysis reveals that the exigencies of women empowerment; causes of gender inequity and possible ways to ameliorate the situation are issues that have continued to receive attention from government, development partners and civil society in Malawi. In policy terms, women empowerment is considered as a human rights and social justice issue which requires increasing collaboration from various stakeholders. The recognition of President Arthur Peter Mutharika, in 2015, as a promoter of the United Nations *He-for-She* Campaign for women empowerment has further helped to make the environment even more conducive in addressing gender imbalances (State of the Nation Address, 2016).

If the recent Afro Barometer survey is anything to go by, the public is generally pleased with the prevailing institutional and legal environment pertaining to women empowerment in Malawi. As Fig 1 shows, 679 out of 1,200 respondents (or 57 %) were generally satisfied with the manner in which the national gender machinery's handling of promoting equal rights/opportunities for women.

Fig 1: Handling promoting equal rights/opportunities for women



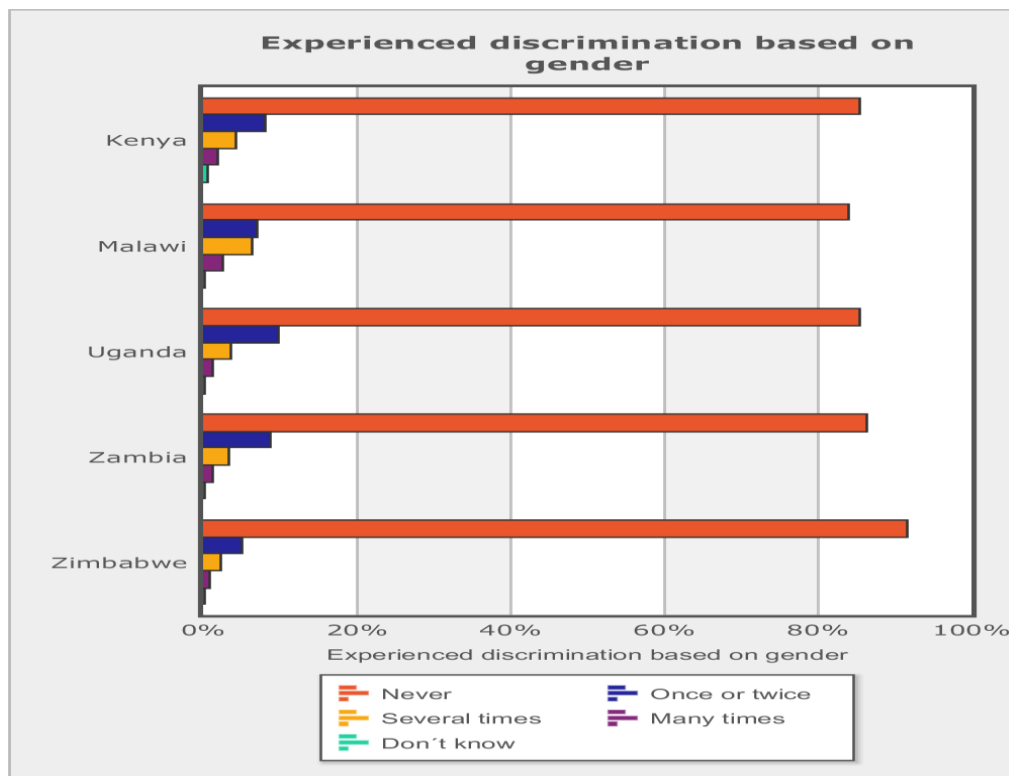
Data source: Afro barometer R7 2016/2018 (Malawi)

2.2. Contextual Analysis

2.2.1 Socio-Cultural Context

The analysis has nonetheless established that the reality on the ground defies the favourable legal and policy environment. The participation of women in politics and decision making remains fairly low in the country (Local Governance Performance Index for Malawi 2016, PACENET 2011). Women continue to be side-lined in most decision-making processes on account of gender (White 2007). This smacks of policy implementation failure because, whilst stereotypes that fuel gender based discrimination seem to be on the decline in Malawi and in other countries within the region, participation levels remain low.

Fig 2: Comparative Gender Based Discrimination in the past Year



Afro barometer R 2017/2018 (Kenya, Malawi, Uganda, Zambia, Zimbabwe)

In this survey a total of 6, 374 respondents in the five countries were asked whether they had experienced discrimination on the account of gender in the past year. As Fig. 2, shows, except for Zimbabwe (91.5 %), the difference among the rest of the countries on the never category is negligible with Malawi (84.1%), the lowest. Malawi is nonetheless leading when it comes to “Several times” and “Many times” categories

Similarly, when they were asked on the electability of men and women over three Rounds, the responses were largely positive.

Table.4 Men only as Leaders vs. Women Leaders

In another survey, respondents were asked to agree with the following two statements:

Statement A: Men make better political leaders than women and should be elected rather than women

Statement B: Women should have the same chance of being elected to political Office as men

Category	Total	Round						
		R1	R2	R3	R4	R5	R6	R7
Total	7,207	-	-	1,200	-	2,407	2,400	1,200
Country - Malawi								
Agree very strongly with A	56.6%	-	-	75.7%	-	66.3%	56.0%	19.6%
Agree with A	7.0%	-	-	4.3%	-	11.4%	4.8%	5.3%

Agree with B	5.6%	-	-	3.3%	-	5.8%	3.1%	12.1%
Agree very strongly with B	28.9%	-	-	15.7%	-	15.0%	34.1%	59.5%
Agree with neither	1.4%	-	-	0.4%	-	0.8%	1.6%	2.9%
Don't know	0.5%	-	-	0.7%	-	0.5%	0.4%	0.5%
(N)	7,207 (100%)	- (100%)	- (100%)	1,200 (100%)	- (100%)	2,407 (100%)	2,400 (100%)	1,200 (100%)

Data source: Afro barometer R 2017/2018 (Malawi)

Table 4 is showing that the percentage of respondents who strongly agree with the statement that women should have the same chance of being elected to political office has risen gradually from about 15% in Rounds 3 and 5 to 34.1 % and 59.6 %, in Round 6 and 7. In contrast, the percentage of those in strong agreement with the first statement has declined sharply from 75.7 % and 66.3 % in Round 3 and Round 5 to 56 % and 19.6 % in Round 6 and Round 7.

The declining gender trends are corroborated by several sources of statistical information. The Ibrahim Index of African Governance ranks Malawi number 20 out of 54 countries with a gender score of 64.6 percent. In its classification, whilst gender trends in Malawi show an annual improvement over the decade, there has been a decline in the last five years, hence the pink colour as depicted in Table 5 below.

Table 5: Malawi Gender Trends [Ten Year Overview 2007- 2016]

Classification	Characteristic
Increasing Improvement	Annual average improvement over both periods, accelerating in the last five years
Slowing Improvement	Annual average improvement over both periods, losing momentum in the last five years
Warning Signs	Annual average improvement over the decade, but decline in the last five years * (MALAWI)
Bouncing Back	Annual average decline over the decade, but improvement in the last five years *
Slowing Deterioration	Annual average decline over both periods, decelerating in the last five years

Increasing Deterioration

Annual average decline over both periods, worsening in the last five years

Where trends are static (show no change), the following classifications are applied: Static (over ten years) to decline (over five years): 'Warning Signs' | Improve (over ten years) to static (over five years): 'Warning Signs' | Decline (over ten years) to static (over five years): 'Bouncing Back' | Static (over ten years) to improve (over five years): 'Bouncing Back'. A 'No Change' classification is applied in three instances. 1. When the annual average trend is exactly the same in both periods (if annual average trend appears the same but a classification is given, differences will exist beyond the second decimal place). 2. When a country/group achieves the best possible score (100.0) in 2012 and in 2016. 3. When a country/group achieves the worst possible score (0.0) in 2012 and 2016. In these latter two, no classification can be applied as scores cannot go higher or lower.

Source (2017 Ibrahim Index, <http://iiag.online>)

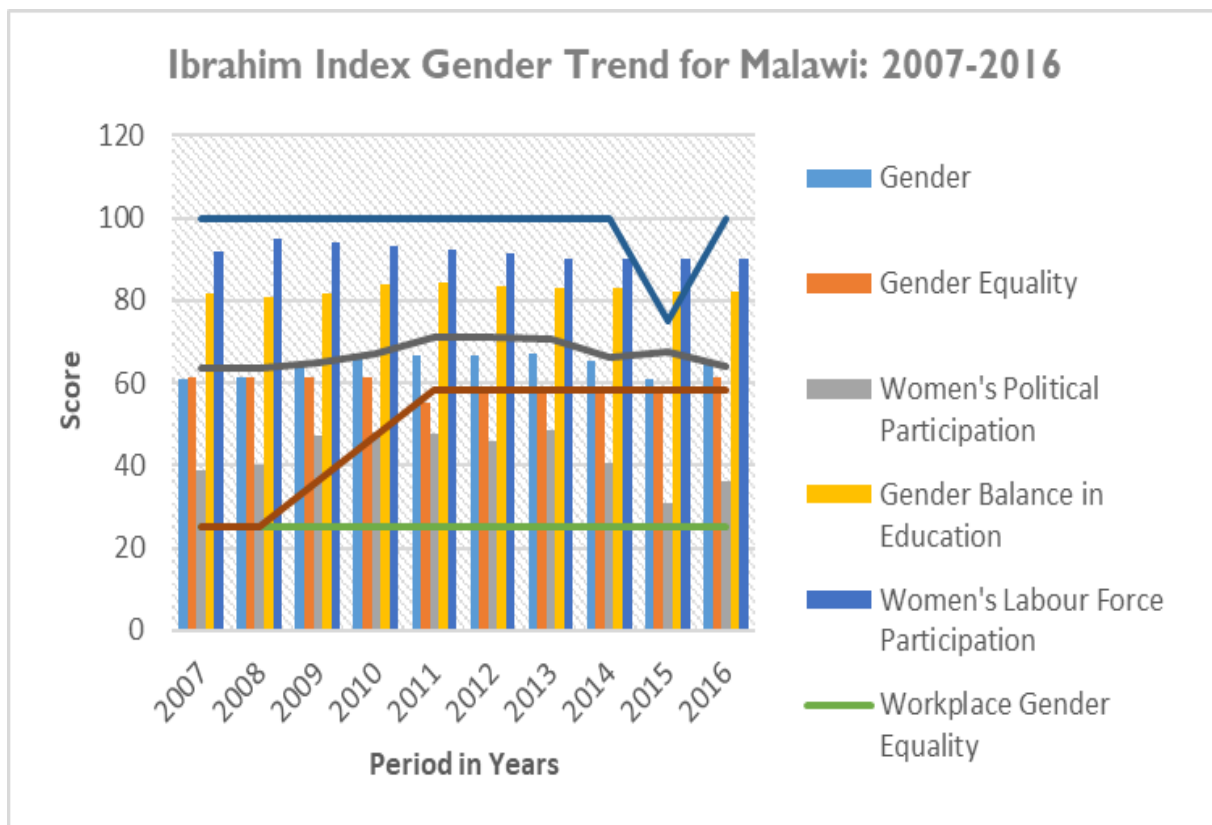
Minimal progress has been made on virtually all the gender equality indicators as reproduced in Table 5 below: -

Table 6: Ibrahim Index Detailed Analysis for Malawi Gender Trends

Indicator	Sub-indicator	Classification
Women's Political Participation	Women representation in the legislative and executive.	Increasing deterioration
Gender Balance in Education	Progress towards gender parity in primary and lower secondary school enrolment.	Warning signs
Women's Labour Force Participation	Proportion of the female population aged 15 and older that is economically active i.e. All women who supply labour for the production of goods and services.	Increasing deterioration
Workplace Gender Equality	The extent to which women receive equal pay and benefits to men for performing the same job; have equal opportunities to be hired or promoted; and are not fired, demoted or in any other way discriminated against as a result of pregnancy.	No change
Women in the Judiciary	This indicator assesses the extent to which at least a third of the members of the highest branch of the judiciary are women.	No change
Laws on Violence against Women	The existence of women's legal protection from domestic violence, rape and sexual harassment. It is based on three components: (a) laws on domestic violence; (b) laws on rape; and (c) laws on sexual harassment.	Warning signs
Women's Political Empowerment	The extent to which women are politically empowered. Three dimensions are incorporated: fundamental civil liberties, women's open discussion of political issues and participation in civil society organisations, and the descriptive representation of women in formal political positions.	Warning signs

Source (2017 Ibrahim Index, <http://iiag.online>)

FIG 3: Ibrahim Gender Trends for Malawi [2007-2016]

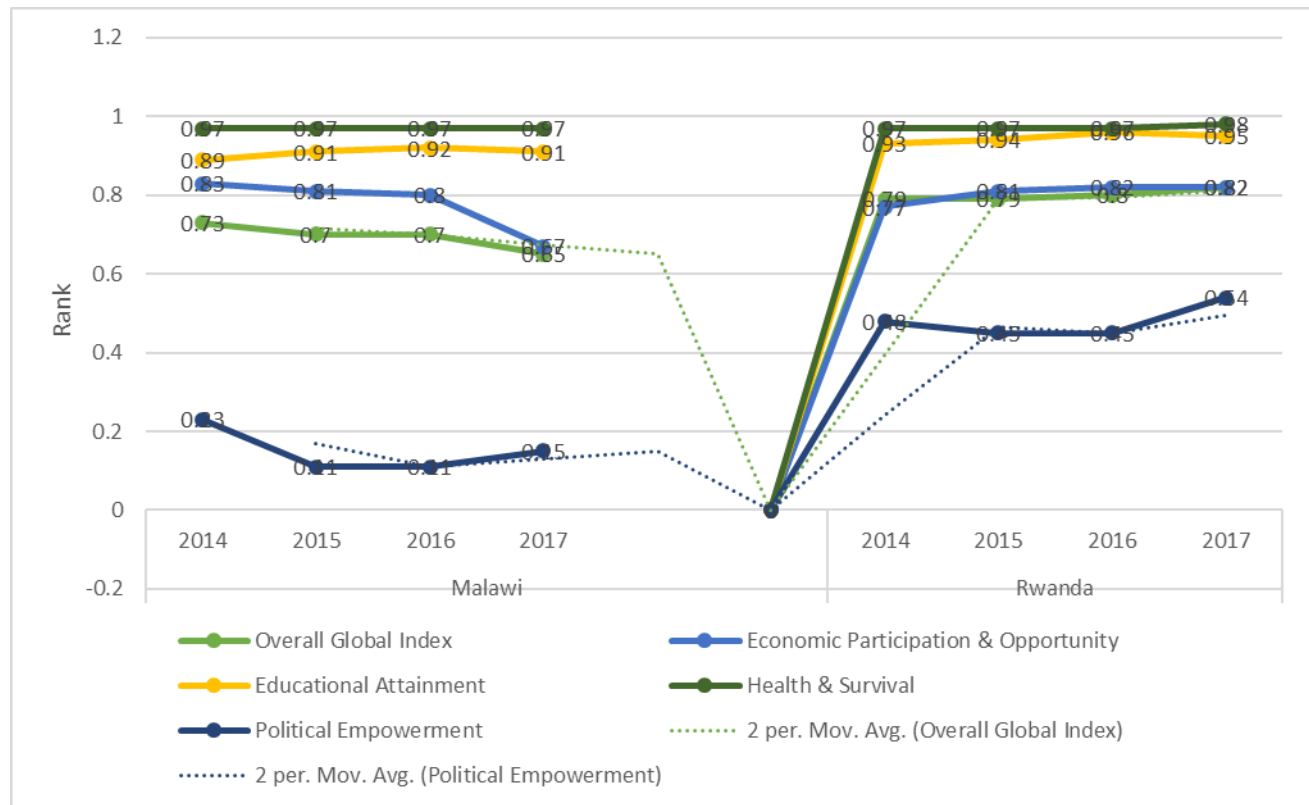


Source (2017 Ibrahim Index, <http://iiag.online>)

In line with Table 6 and Fig. 3 above, Malawi and development partners need to focus on virtually all the indicators of this index. This is because the sub-indicators have in the past five years either backslidden or stagnated rendering the overall effort under threat.

The Global Gender Gap Index (GGGI) compiled annually by the World Economic Forum looks at gender gaps from the economic, political, education and health fronts. Under this index, the gender trends for Malawi are also declining. Fig 5 compares Malawi and Rwanda for the period 2014 to 2017. The two countries are ranked 101st and 4th respectively in 2017.

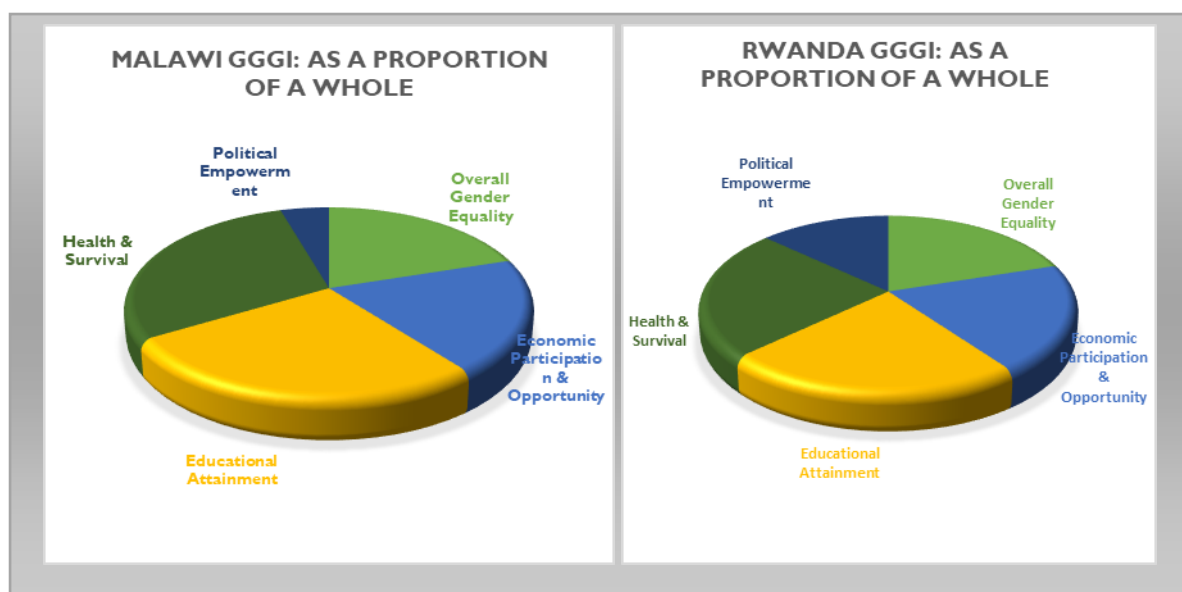
Fig 4: WEF GGGI: Malawi and Rwanda Compared [2014-2017]



(WEF online <https://knoema.com/GGGI2015/global-gender-gap-index>)

As shown by Fig 4, whilst most of Malawi's indicators seem to be increasing at a decreasing rate, Rwanda's case is markedly the opposite. For Rwanda there is concrete progress in all the indicators. The key lesson is that the various indicators are affecting each other and inevitably pushing the indicator on political empowerment as clearly shown in Fig. 5 below.

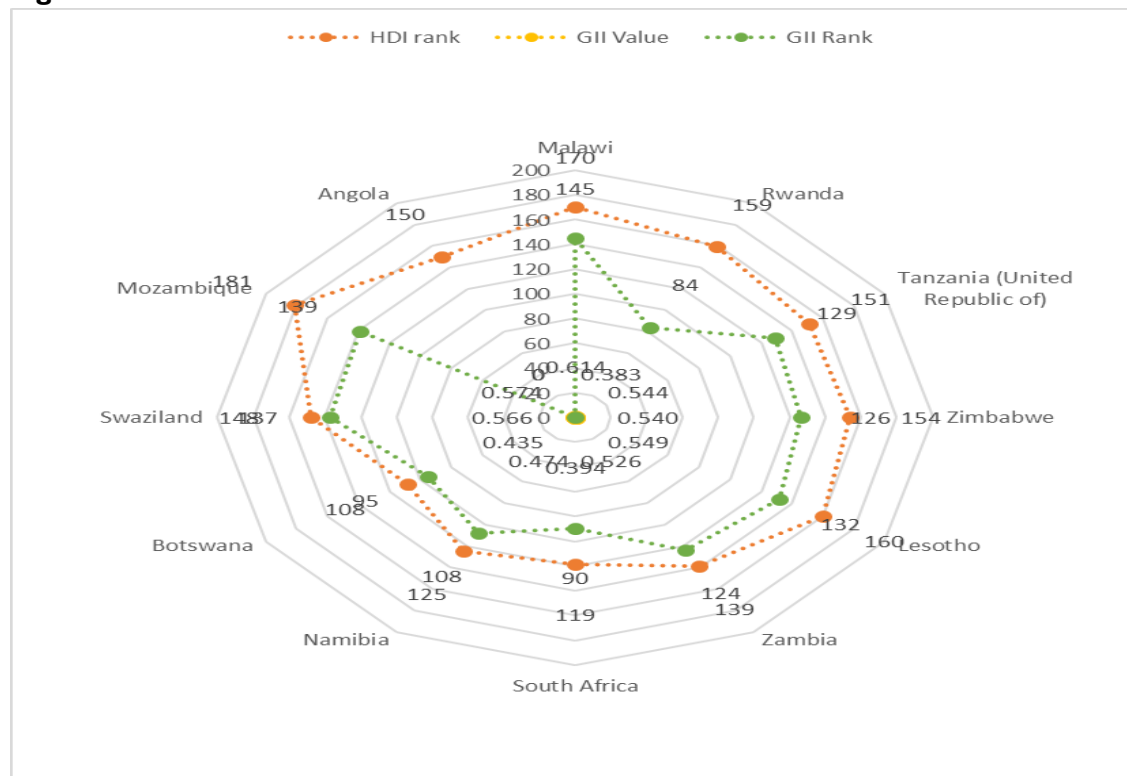
Fig 5: Malawi/Rwanda as a Proportion of the Whole



(Source <http://reports.weforum.org>)

Unlike the other two indexes discussed above, the United Nations Development Programme Gender Inequality Index (UNDP GII) measures gender inequalities in three important aspects namely; reproductive health, empowerment and labour force participation.

Fig 6: 2015 GII: Malawi & Selected Countries



Source (<http://hdr.undp.org/en/composite/GII>)

Fig. 6 compares Malawi and regional countries including Rwanda based on the 2015 data. As it can be seen, Malawi's overall Human Development Index (HDI) rank for 2015 was 170 whereas her GII value and rank were 0.614 and 145, respectively. Except for Mozambique (HDI=181) Malawi GII value and rank are the least among selected countries. According to this index, gender disparities are real and increasing at a decreasing rate in Malawi compared to the selected countries.

Several arguments have been advanced to explain why this seems to be the case. Klaveren et al. (2009:9) note inconsistencies in the country's law system owing to its dualist nature (2009:9). As a result, there are wide discrepancies between declarations in the constitution and the actual relationship between men and women mainly because customary law acts as a norm in the socialisation process. Such inconsistencies make enforcement of such laws difficult (Johsson 2013). According to White (2007:26) this mainly happens because the formal and informal structures of the justice delivery system tend to deliver justice from a male rather than a gendered paradigm; the law enforcers and the women for whom it is intended to protect do

not know or understand the contents of the law and, most importantly, there is often no political will to ensure that the law moves from the realm of a mere legal document to a tool that de facto protects survivors of domestic violence.

A Political Economy Analysis (PEA) commissioned by Tilitonse Fund in 2015 establishes widespread gender imbalances in decision-making structures in the Malawi Public Sector amidst positive policy and legal environment. The PEA identifies a number of causal factors including deep-seated social inequalities against women as well as gender insensitive or gender blind mechanisms and processes for recruiting and appointing people into decision-making structures (PEA 2015:13). With regard to appointments into the public service, the challenges are two. Firstly, the laws governing recruitment and appointment processes of most oversight, regulatory and parastatal bodies are yet to be synchronized with the section 11 of the GEA. Secondly, the inspiration behind women empowerment as well as the laws, including the GEA seem not to be widely publicized.

2.2.2 Institutional Context

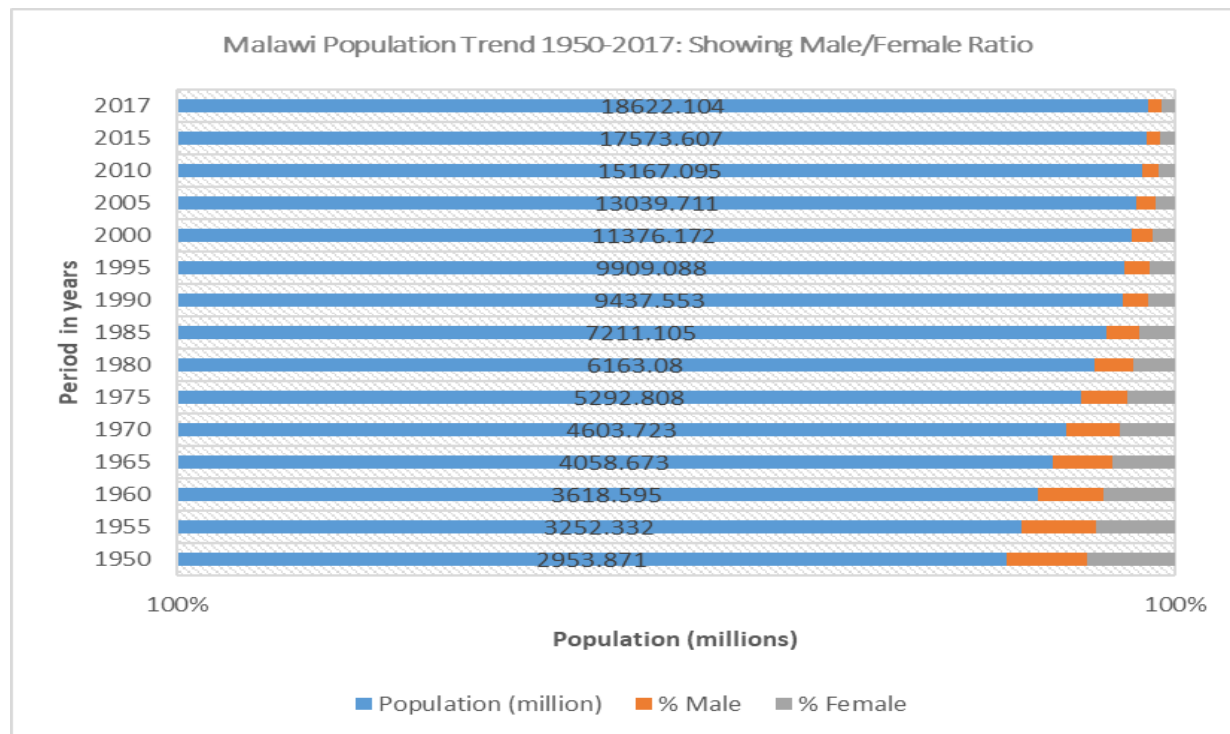
The analysis has established dissatisfaction with the current national gender machinery and institutional set up. The major concern is that, although gender machinery has, to some extent, succeeded in pushing the pro-gender agenda, it seems the current institutional framework has largely followed the *Clientele Principle* that has only helped to portray an image that gender issues are for women (Chasukwa 2016). For instance, all twelve Cabinet Ministers who have headed the gender portfolio from 1994 up to around August 2017 were female. It was not until August 2017 when a male deputy Minister was appointed.

This image has some implications on the country's overall pro- gender agenda. Whilst Government may have succeeded to create necessary structures and institutions, underlying factors that are hindering high women representation in public life have largely remained intact (Chirwa 2014). Furthermore, there is also greater likelihood that women at the grassroots are not given much attention and not every high ranking government official takes issues of gender seriously. As a matter of fact, in his analysis, Chasukwa notes that "displacement, a pursuit of non-core, peripheral interests and project funding that have made the Ministry less powerful in formulating policies, coordinating activities and monitoring of Government's overall gender policy." He thus sarcastically describes the ministry as more or less an implementation unit of the development agencies. Similarly, White once described the Ministry, despite having a Minister who sits in Cabinet, as one of the least powerful ministries with limited influence on the national agenda (2007:8). Calls from some quarters, including the leadership of the Parliamentary Women Caucus for government to establish a National Gender Commission may therefore not be entirely misplaced (The Daily Times, May 22 2017).

Chapter 3 Gender Distribution Analysis

3.1 Basic Socio-economic Indicators

Fig. 7 Malawi Male/Female Population Ratio [1950-2017]



Source Malawi Population Data Sheet, 2012

As shown in Fig. 7, for several decades the country's population ratio has been dominated by females. However, from the 1980's the gap has gradually narrowed to the extent that the male/female ratio is now almost 50:50. The high female population justifies that women ought to participate in affairs that affect them.

**Table 7: Women Statistics
Work Participation**

	Rate	Female	Male	f/m	Source
Labour force participation (% ages 15 and older)		81.2 (y=2015)	80.8 (y=2015)	Na	UNDP
Unemployed Adults		6.9	4.9	1.40	WEF
Discouraged Job Seekers		59.9	40.1	1.49	WEF
High-skilled share of labour force		0.8	2.0	0.43	WEF
Workers employed		47.1	35.8	1.32	WEF

part-time					
Contributing family workers		7.6	5.5	1.37	WEF
Estimated Earned Income (PPP, US\$)		1,005	1,337	0.75	WEF
Professional & technical workers		35.3	64.7	0.55	WEF

Education and Skills

Primary school net enrolment by sex		95.3	89.9	1.06	UNDP
Literacy Rate		55.2	69.8	0.79	UNDP
Out-of-school children		4.1	9.5	0.43	WEF
Primary education attainment, 25-54		72.2	84.4	0.86	WEF
Primary education attainment, 65+		32.9	64.7	0.51	WEF
Out- of- school youth		60.3	52.6	1.15	WEF
Secondary education attainment, 25-54		14.5	28.5	0.51	WEF
Secondary education attainment, 65+		2.0	9.9	0.20	WEF
Population with at least some secondary education(% ages 15 and older)		14.948 (y=2015)	24.2 (y=2015)	Na	UNDP
Tertiary Education Attainment, 25-54		1.0	1.7	0.57	WEF
Tertiary Education attainment, 65+		0.2	1.0	0.26	WEF

Health

Mortality, childbirth	634	--	--	--	UNDP/WEF
Mortality, children under age 5		18.3	21.6	0.85	WEF
Mortality, non-communicable diseases		24.0	23.9	1.00	WEF
Mortality, infectious and parasitic diseases		29.4	31.5	0.94	WEF

Employment by Occupation

Indicators		Value		
% of employed persons age 15-64 years by type of work they normally do		Total	Male	Female
Managers		0.6	1.0	0.2
Professional		3.2	3.9	2.4
Technical & associated professional		0.3	0.4	0.1
Clerical and support		1.1	1.2	0.9
Service and sales workers		19.1	19.0	19.1

Skilled agricultural, forestry and fishery workers		44.9	39.0	50.9
Craft and related trade workers		4.2	7.3	1.0
Plant and machine operators, and assemblers		5.2	6.3	4.1

Source (NSO Malawi Labour Force Participation Survey 2013)

Employment by sector

Percentage of employed personage 15-64 years working in the specified sector of the economy	Total	Male	Female
Agriculture	64.1	58.1	69.9
Wholesale and retail	16.2	15.1	17.4
Manufacturing	4.1	4.5	3.6
Construction	2.6	4.2	1.0
Education	2.2	2.8	1.6
Health	1.4	1.6	1.1
Transport and Storage	2.0	3.8	0.2

Source (NSO Malawi Labour Force Participation Survey 2013)

Employed Persons by status in employment

Percentage of employed persons who were categorized into four: employee, employer, own-account worker & contributing family worker. This classification provides information on the type of employment the economically active are engaged in	Total	Male	Female
Paid employees	38.0	43.8	32.1
Employers	1.1	1.5	0.8
Own-account workers	53.6	48.7	58.7
Contributing family workers	7.2	6.0	8.4

Source (NSO Malawi Labour Force Participation Survey 2013)

Unemployment and Underemployment

Indicator	Description	Total	Male	Female
Unemployment (Broad Definition)	% of the labour force age 15-64 years which is employed (without work and available to work) during the reference period of four weeks)	20.4	14.3	25.7
Unemployment (Strict Definition)	% of the labour force age 15-64 years which is employed (without work, available to work and seeking work) during the reference period of four weeks)	6.6	5.3	7.9
Unemployed Persons by Education	% of the labour force age 15-64 years who during the reference period of four weeks were			

level	unemployed by their educational background (broad definition)			
a) No education		20.1	14.6	24.2
b) Primary Education		21.3	13.4	29.9
c) Secondary Education		21.5	16.0	30.6
d) Tertiary		13.3	12.0	16.2
Youth Unemployment Rate (broad definition)	% of youth in age 15-24 years and 15-34 years who, during the reference period of one week were unemployed (without work and available to work)			
a) Youth age 15-24 years		27.5	23.8	30.6
b) Youth age 15-34 years		23.0	16.9	28.3
Youth Unemployment Rate (strict definition)	% of youth in age 15-24 years and 15-34 years who, during the reference period of one week were unemployed (without work, available to work & seeking work)			
a) Youth age 15-24 years		8.6	8.0	9.2
b) Youth age 15-34 years		7.9	6.2	9.5

Source (NSO Malawi Labour Force Participation Survey 2013)

The above tables confirm that the context of women and girls is such that they are currently lagging behind men and boys in most development statistics. These include high skilled share of the labour force; estimated earned income; all education and employment indicators. The statistics further suggest that women are in less lucrative jobs than men both in the agriculture and non-agriculture sectors and that girls are less able to proceed with their education than boys. For instance, although the initial primary education enrolment rates are higher for girls, the completion rates are low. This means that with passage of time more girls drop out of school than boys, irrespective of level. The same trend is conspicuous with regard to employability by education level further implying that gender disparities are indeed rife in Malawi.

3.2 Women in the Public Sector

3.2.1 Cabinet Ministers

Table 8

Sex	Number	Percentage
Male	14 out 18	78%
Female	4 out 18	22%

As at 31st December, 2017 (n=18)

In terms of portfolios female Cabinet ministers are heading the following portfolios': - Gender, Children, Disability & Social Welfare; Home Affairs and Internal Security; Civic Education, Community Development and Culture; and Lands, Housing and Urban Development.

Cabinet Committees

a. Defence, Security, International Relations and Emergencies

Sex	Number	Percentage
Male	8 out of 9	89%
Female	1 out of 9	11%

b. Economy and Public Sector Reforms

Sex	Number	Percentage
Male	9 out of 12	75 %
Female	3 out of 12	25 %

c. Constitutional, Legal and Parliamentary Affairs

Sex	Number	Percentage
Male	11 out of 13	84.6%
Female	2 out of 13	15.4 %

d. Sustainable Social Development

Sex	Number	Percentage
Male	8 out of 12	66.7 %
Female	4 out of 12	33.3 %

e. Infrastructure Development

Sex	Number	Percentage
Male	8 out of 12	66.7 %
Female	4 out of 12	33.3 %

f. Special Cabinet Committee on Projects (ad-hoc)

Sex	Number	Percentage
Male	6 out of 7	85.7%
Female	1 out of 7	14.3%

g. Inter-ministerial Committee on Doing Business (ad-hoc)

Sex	Number	Percentage
Male	6 out of 9	66.7%
Female	3 out of 9	33.3%

The above tables indicate that, as at 31st December 2017, female representation in Cabinet and its various Committees does not meet the GEA 40-60 quota let alone the 35% allocation by the 1995 Beijing Conference and 50 % targets set at the SADC and AU levels, respectively.

3.2.2 Civil Service and Public Service

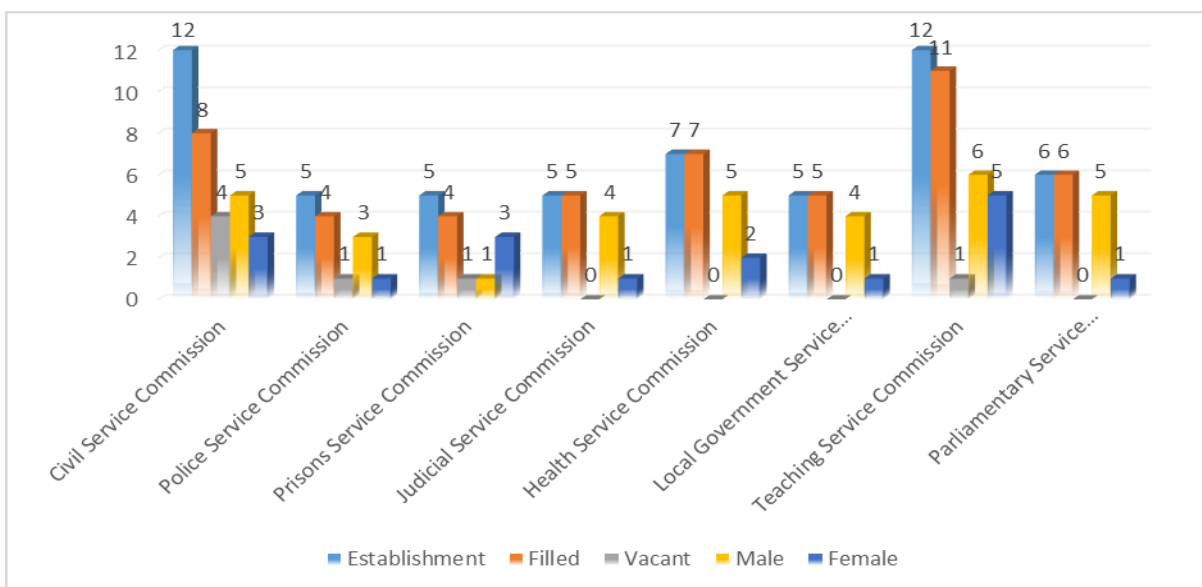
Table 9: Mainstream

Grades A-E						2018 Retirees	
Grade	Male	Female	Total	% Male	% Female	Male	Female
A	3	1	4	75%	25 %	0	0
B	6	1	7	85.7 %	14.3 %	1	0
C	37	13	50	74%	26 %	3	2
D	121	39	160	75.6 %	24.4 %	4	3
E	385	174	559	68.9%	31.1 %	26	3
Total	552	228	780	70.8 %	29.2 %	34	8

Source (IHRMIS as of 18th December, 2017)

Overall, females constitute only 29.2 % the total number of employees from Grades A to E. However, there are remarkable differences amongst the various the grades with highest female representation in Grade E. The IHRMIS further reveals that (34) male employees and 8 female employees are due for retirement in 2018.

Fig 8: Service Commissions



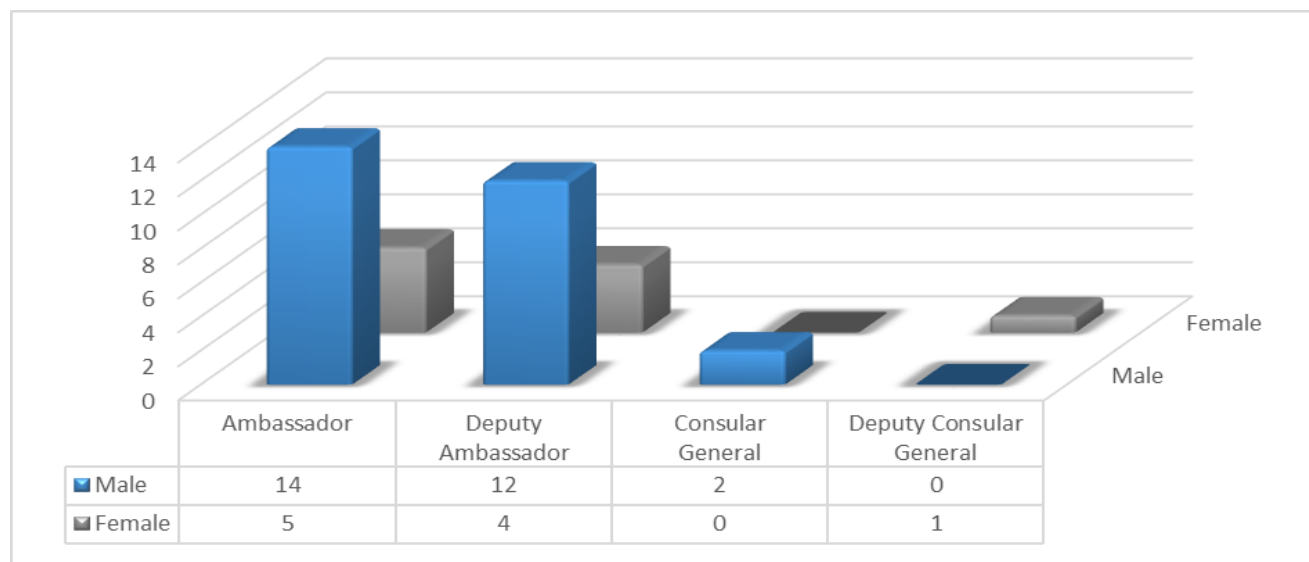
Source (Civil Service Commission Data)

There are eight (8) Service commissions in the public service that are established either by an Act of Parliament or Constitution with powers relating to the selection, recruitment, placement, disciplining and removal of public officers from the relevant service designated. These are the Civil, Judicial, Police, Prison, Health, Teaching, Local Government and Parliamentary Service Commissions. Except for the Parliamentary Service Commission, the rest of the Commissions have cross-membership in the sense that either the Chair of the Civil Service Commission or at least a Civil Service Commissioner are members.

As Figure 8 shows women are once again under-represented in these Commissions currently at 34 percent and 30 percent, respectively when filled positions and entire establishment are considered. However, when considered on a case by case basis, the status is as follows; Civil Service Commission (Male 62.5 %, Female 37.5%); Police Service Commission (Male 75%, Female 25%); Prisons Service Commission (Male 75%, Female

25%); Judicial Service Commission (Male 80%, Female 20%); Health Service Commission (Male 72%, Female 28%); Local Government Service Commission (Male 80%, Female 20%); Teaching Service Commission (Male 55%, Female 45%); and Parliamentary Service Commission (Male 83%, Female 16%). With at least four vacant posts especially in the Civil Service Commission, there is an opportunity to address the women under-representation in the service commissions.

Fig 9: Ambassadors and Consular Generals



Source (Ministry of Foreign Affairs and International Cooperation)

As Fig 9 highlights there are at the moment nineteen ambassadors and sixteen deputy ambassadors deployed in the various Malawi's foreign missions across the globe. Five (or 26%) of the ambassadors and four (or 25%) of the Deputy Ambassadors are female. With regard to Consular Generals, there are two (or 100%) male Consular Generals and only one female Deputy Consular General. The statistics also indicate that from the gender perspective the country's multilateral and bilateral interests are not equally represented.

3.2.3 Judiciary

Table 10: Female Judges

Grade	Male	Female	Total	% Male	% Female
JU-PI	1	--	1	100%	Nil

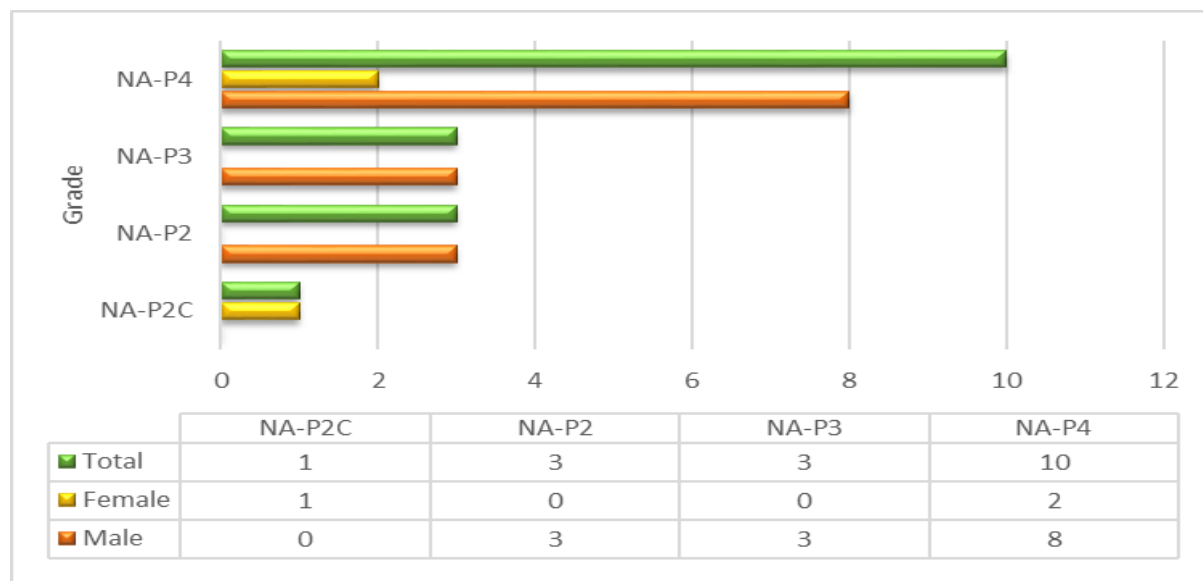
JU-P2C	7	1	8	87.5%	12.5 %
JU-P2B	17	9	26	65.4 %	34.6%
JU-P4/S4	1	5	6	16.7%	83.3 %

Source (IHRMIS as of 18th December, 2017)

As for the other judicial positions; the current situation is as follows: Registrar (female), Senior Deputy Registrar (male), Industrial Relations Chairperson (female), Deputy Chairpersons (1 male and 3 females) and Assistant Registrars (12 males and 4 females). With regard to magistrates, there are 2 male magistrates and 2 female magistrate and at some point 9 male and 6 female senior resident magistrates. There were no principal resident magistrates at the time of this survey (Email correspondence with judicial officer, December 2, 2017).

3.2.4 National Assembly

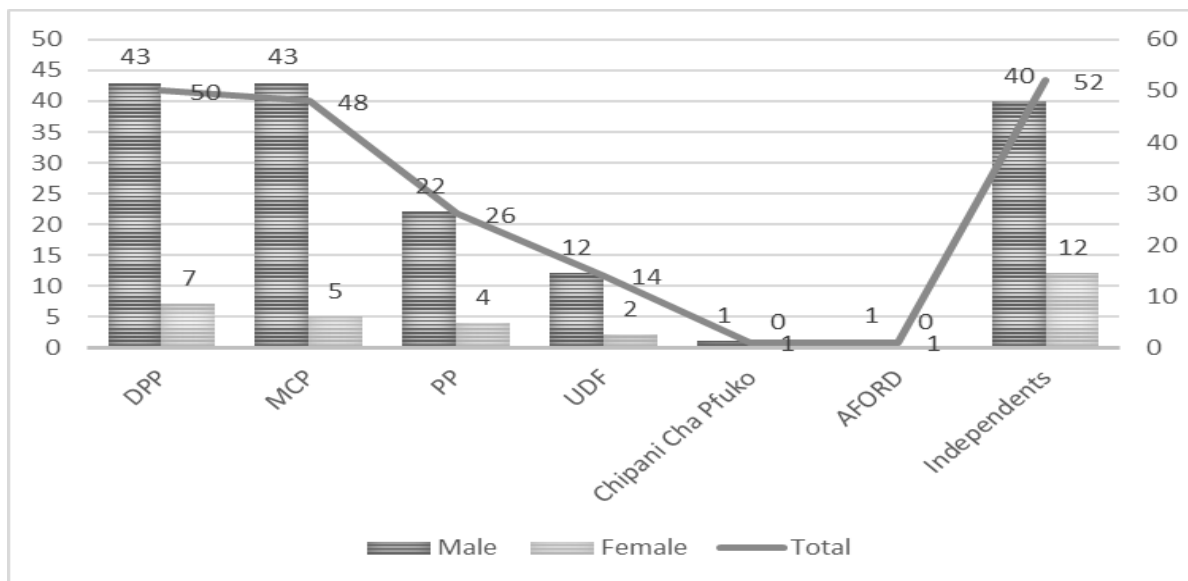
Fig 10: Parliament Secretariat



Source Parliament

As of 18th December, 2017 (IHRMIS) indicates that the secretariat is currently headed by a female Clerk of Parliament. However, out of 17 senior staff at grades P2C and P4, 14 (or 82.3 %) are male and 3 (or 17.7 %) are female.

Fig 11: 2014 Parliamentary Results



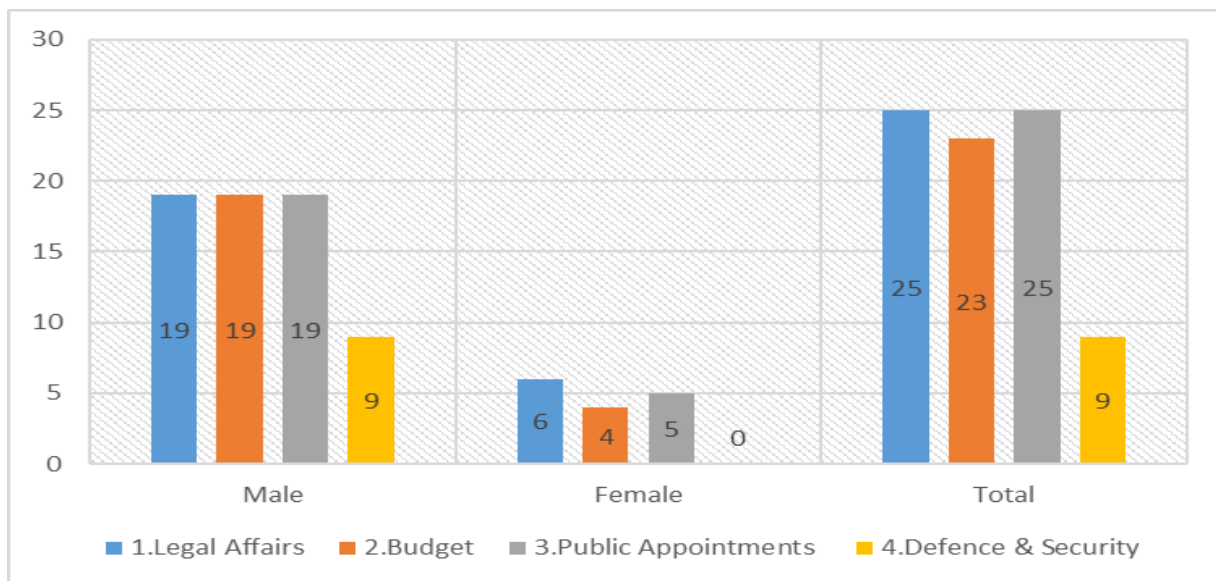
Source MEC

The results revealed that only 30 women (or 15.6%) were elected, representing 11.2 % of the women who contested for the Parliamentary seat. Out of these, 12 (or 6.25%) independent tickets; 7 (or 3.64%) DPP; 5 (or 2.6%) MCP; 4 (or 2.1%) PP; and 2 (or 1.04%) UDF. Whilst this is an improvement from the 1994, 1999, and 2004 elections which had a women representation of 5.65%, 9.38% and 11.44%, respectively (Dzimbiri, 2016), the results are a decline from the 2009 elections where women representation in Parliament was 20.83%. Chirwa (2013) posits that failure to translate the gender equality clauses in the constitution into practical measures to ensure that women are adequately represented in elective institutions as well as the first-past-the post (FPTP) system that tends to marginalize women are some of the major contributing factors.

Parliamentary Committees

Parliament has a total of twenty-eight committees at the moment. Out of these four are created by the Constitution whereas four are Standing Committees; thirteen are Departmentally Related Committees and seven are Inter-Parliamentary Organization Committees. Currently, Malawi Parliament is not represented in two Inter-Parliamentary Organization Committees namely; the Association for West Parliamentarians for Africa (AWEPA) and African Parliamentary Network Against Corruption. Below is a detailed gender composition analysis of each of Parliamentary Committees-

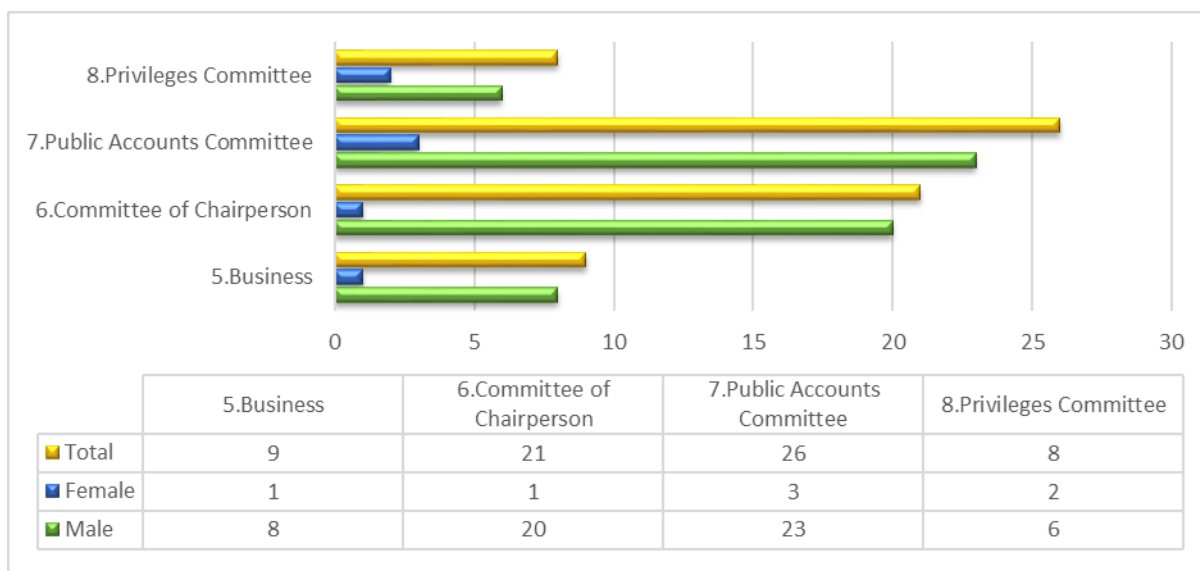
Fig 12: Constitutional Committees



Source (National Assembly Data)

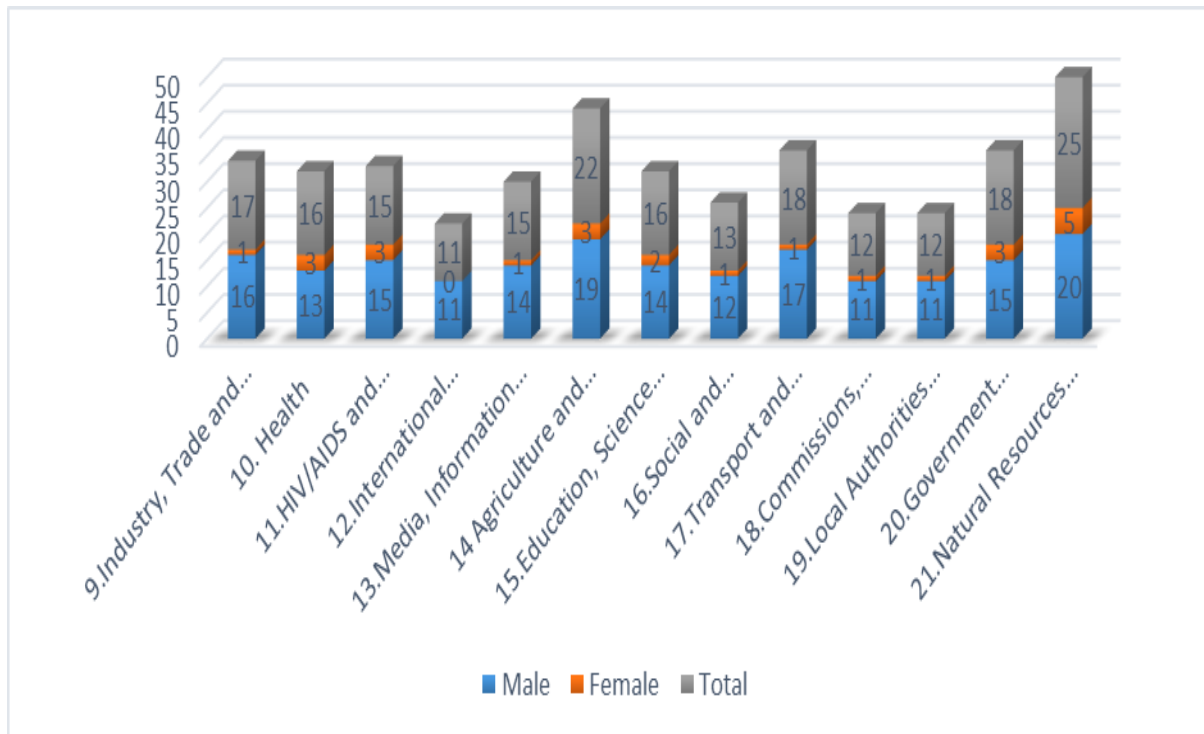
As Fig 12 above shows there are 15 (or 18%) female members of Parliament in the 4 committees that are established under constitution. In terms of their leadership, all chairpersons and vice-chairpersons are males.

Fig 13: Standing Committees



With regard to Standing Committees, there are 7 female members of Parliament, representing 11% of the total membership (n=64). Under this category, only the Privileges Committee has a female member of Parliament serving as a Vice-Chairperson.

Fig 14: Departmentally Related Committees



Under the above category, women constitute 12 % (n=25). In terms of leadership, female Members of Parliament are serving as chairpersons of the Health Commissions Committee and the Statutory Authorities and State Enterprises Committee whereas the HIV/AIDS and Nutrition Committee and Education, Science and Technology Committee also do have female members of Parliament serving as Vice-Chairpersons.

Table 11: Inter-Parliamentary Organization Committees

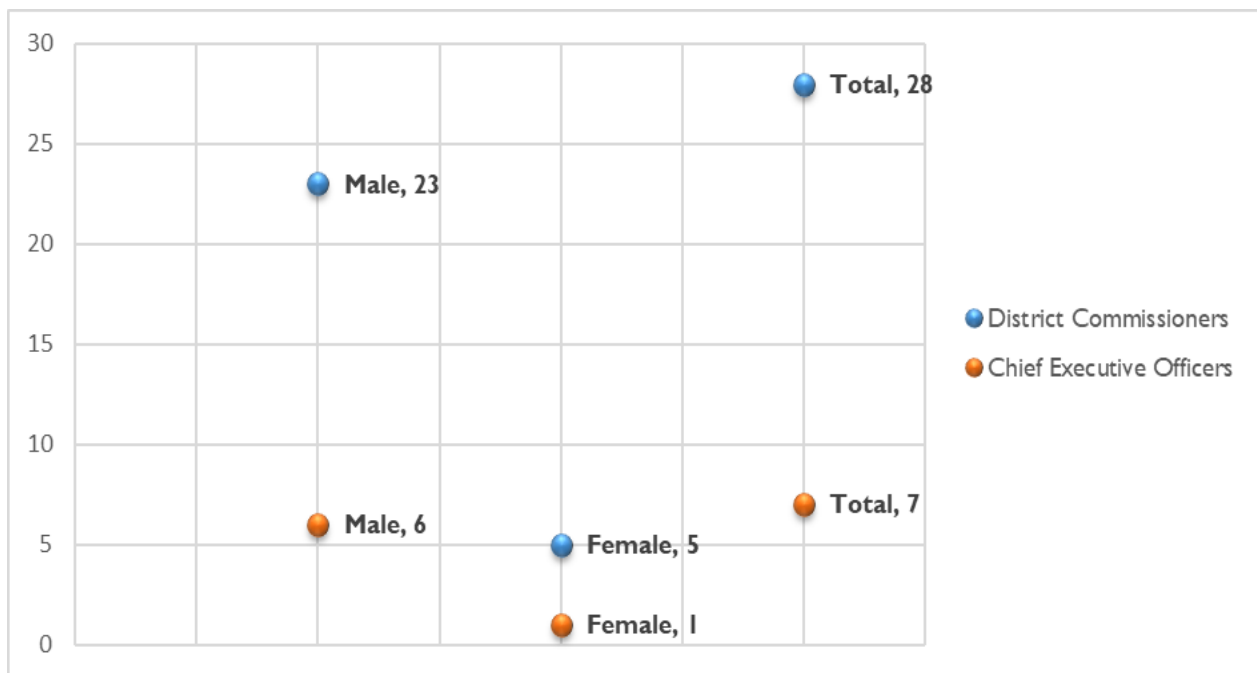
Name of Committee	Male	Female	Total
22.SADC Parliamentary Forum (SADC-PF)	3	2	5
23. Commonwealth Parliamentary Association (CPA)	3	1	4
24.Pan-African Union Parliament	4	1	5
25.African, Caribbean and Pacific “ European Union Joint Parliamentary Association (ACP-EU JPA)	3	1	4
26.Association for West Parliamentarians for Africa (AWEPA)	0	0	0
27.SADC Organisation of Public Accounts Committees (SADCOPAC)	1	0	1
28.African Parliamentary Network Against Corruption (APNAC)	0	0	0
29.Inter Parliamentary Union	3	1	4

Source (Parliament)

As for this category, 6 out of 23 members of the various Inter-Parliamentary Organization Committees are female. This represents 26%. However, none of them are chaired by a female Member of Parliament.

3.2.5 Local Government

Fig 15: District Commissioners and Chief Executive Officers



Source: Ministry of Local Government and Rural Development Data as of December 2017

As of 10th December, 2017, 5 (or 17.9%) of the 28 District Commissioners are females. Similarly, 1 of the 7 Chief Executive Officers of the city, municipal or town councils is a female, representing 16.7 %.

Local Councillors

Table 12: 2014 Local Government Elections Results by sex

Sponsor	Male	Female	Total
Independents	32	3	35
DPP	145	20	165
MCP	113	18	131
PP	60	5	65
UDF	51	6	57
Chipani Cha Pfuko	2	0	2
AFORD	0	1	1
NASAF	1	0	1
Total	404	53	457

Source (MEC 2014 Election Report)

Only 11.6% of the ward councillors elected in 2014 were women. Based on the number of women contestants, this represents only 10.7%. Unlike at the Parliamentary level, independent female candidates performed decimally as only 3 of the 67 women candidates were elected as Ward Councillors.

Table 13: Councils by Council and Ward

Northern Region

Council	Male	Female	Total	% female
Chitipa	10	0	10	0%
Karonga	9	1	10	10%
Rumphi	7	1	8	13%
Nkhata bay	10	2	12	17%
Likoma	2	0	2	0%
Mzuzu City	14	1	15	7%
M'mbelwa	21	1	22	5%
Total	73	6	79	8%

Central Region

Council	Male	Female	Total	% female
Kasungu District Council	16	2	18	11.11%
Kasungu Municipal Council	6	3	9	33.33%
Nkhonkhotakota	10	0	10	0
Ntchisi	6	2	8	25%
Dowa	11	3	14	21.43%
Salima	7	3	10	30%
Mchinji	12	0	12	0
Lilongwe District	30	4	34	11.76%
Lilongwe City	21	6	27	22.22%
Dedza	14	2	16	12.50%
Ntcheu	13	1	14	7.14%
Total	146	26	172	15.12%

Southern Region

Council	Male	Female	Total	% female
Mangochi District	24	0	24	0
Mangochi Town	9	1	10	10%
Machinga	10	4	14	28.6%
Balaka	8	0	8	0

Zomba	24	4	28	14.3%
Chiradzulu	10	0	10	0
Blantyre D	13	1	14	7.1%
Blantyre C	19	4	23	17.4%
Mwanza	4	0	4	0
Neno	4	0	4	0
Thyolo	12	2	14	14.3%
Luchenza Municipal	8	0	8	0
Mulanje	15	3	18	16.7%
Phalombe	9	1	10	10%
Chikwawa	12	0	12	0
Nsanje	9	1	10	10%
Total	190	21	211	9.95%

Source: Ministry of Local Government and Rural Development Data

When disaggregated into regions, councils and wards, the overall percentages of women ward councillors are 8% for the Northern Region, 15% for the Central Region and roughly 10% for the Southern Region. Overall, there is a below 20 % women representation in the councils except for Kasungu Municipal (33%); Machinga (29%); Ntchisi (25%); Lilongwe City Council (22%) and Dowa (21.43%). Some Councils do not have female councillors at all.

Table 14: Female Leadership in Councils

Council	Mayor	Deputy Mayor	Chairperson	Vice-Chairperson
Rumphi	--	--	--	--
Kasungu Municipal	1	--	--	--
Dowa	--	--	--	1
Salima	--	--	--	1
Lilongwe District	--	--	--	1

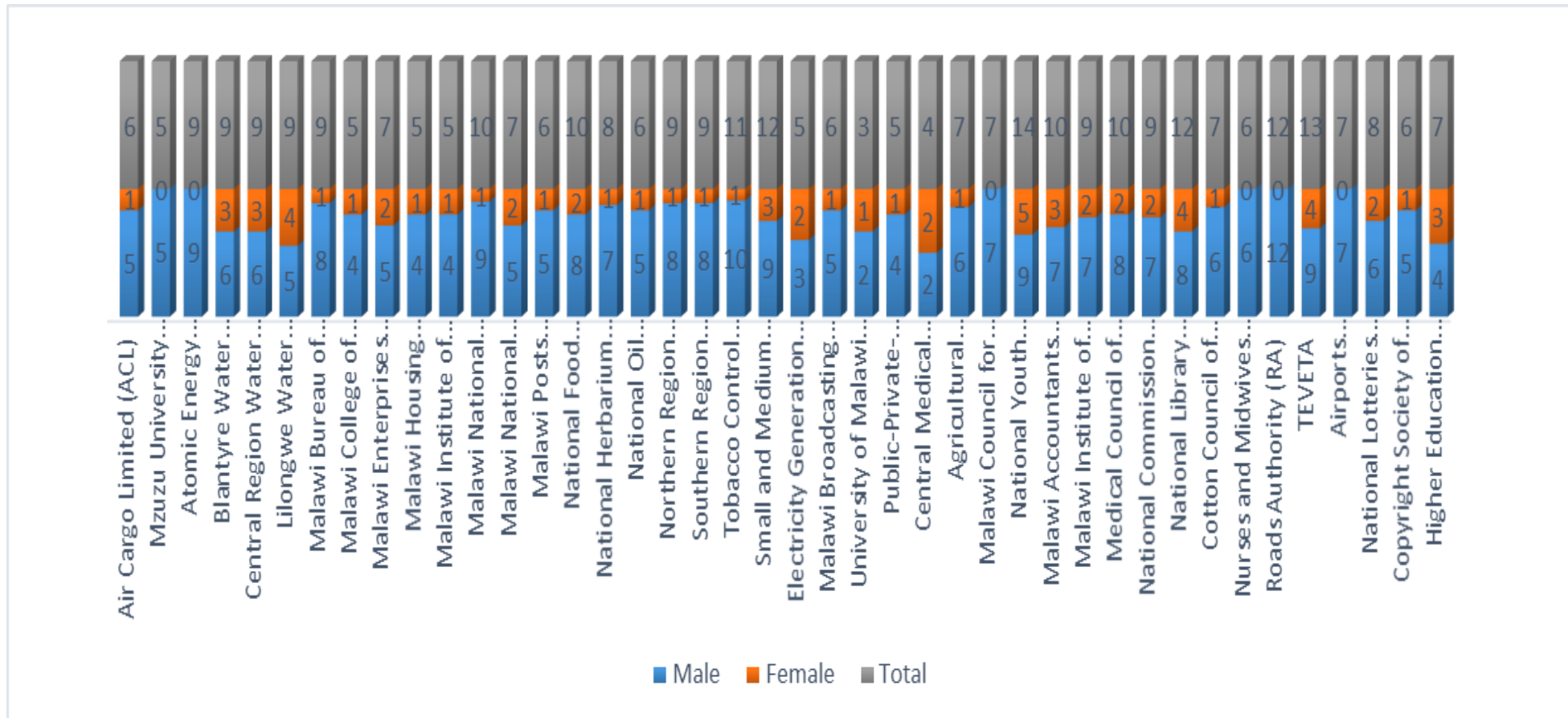
Lilongwe City	--	I	--	I
Ntcheu			I	--
Mangochi Town	--	--	--	I
Machinga	--	--	I	--
Phalombe	--	--	--	I
Zomba	I			
Total	2	I	2	6

As of 31st December 2017

3.2.6. Parastatals

Female under-representation also persists in parastatals both at the Board and Management levels. Fig 19 is a gender disaggregated data on Board composition. Only 4 out of the 43 sampled parastatals namely; the Central Medical Stores Trust (50%); the Lilongwe Water Board (44%); the Higher Education Students Loans and Grants Board (43%) and the Electricity Generation Company (40%), are consistent with provisions of section 11 of the GEA 2013. Out of 333 Board members in the sampled parastatals, 68 are women, representing 20.4 %. With regard to management, 9.8% are female.

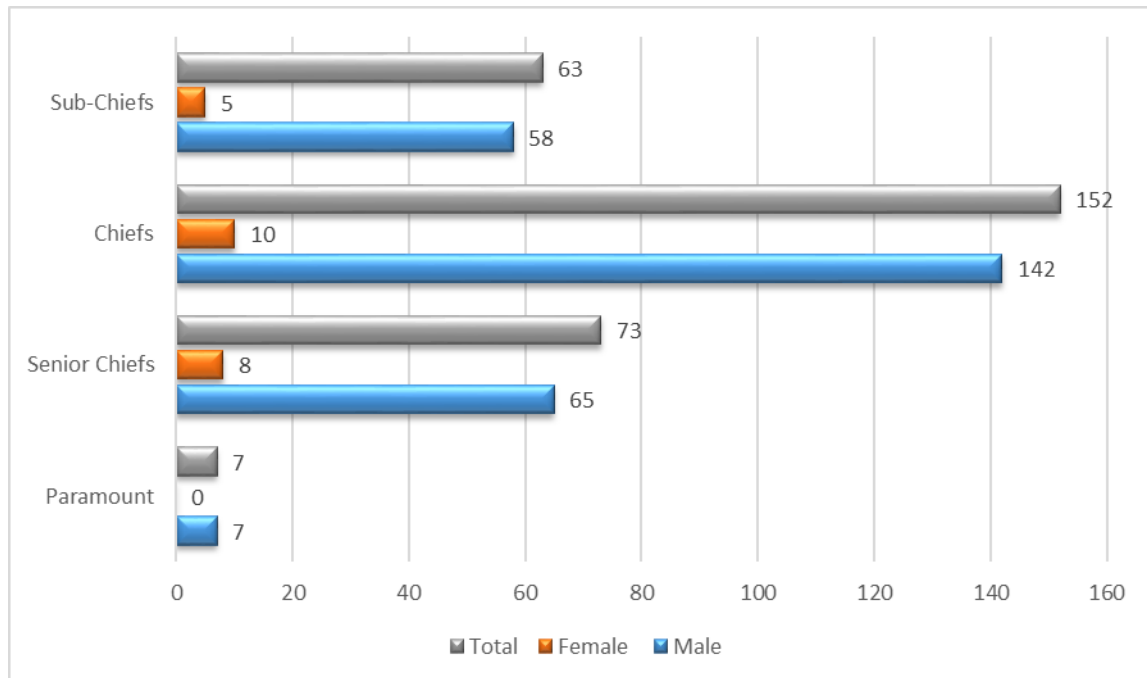
Fig 16: Parastatal Board Composition by sex



Source (Department of Statutory Corporations) As 25th November, 2017

3.2.7 Chiefs in Malawi

Fig 17. Female Chiefs

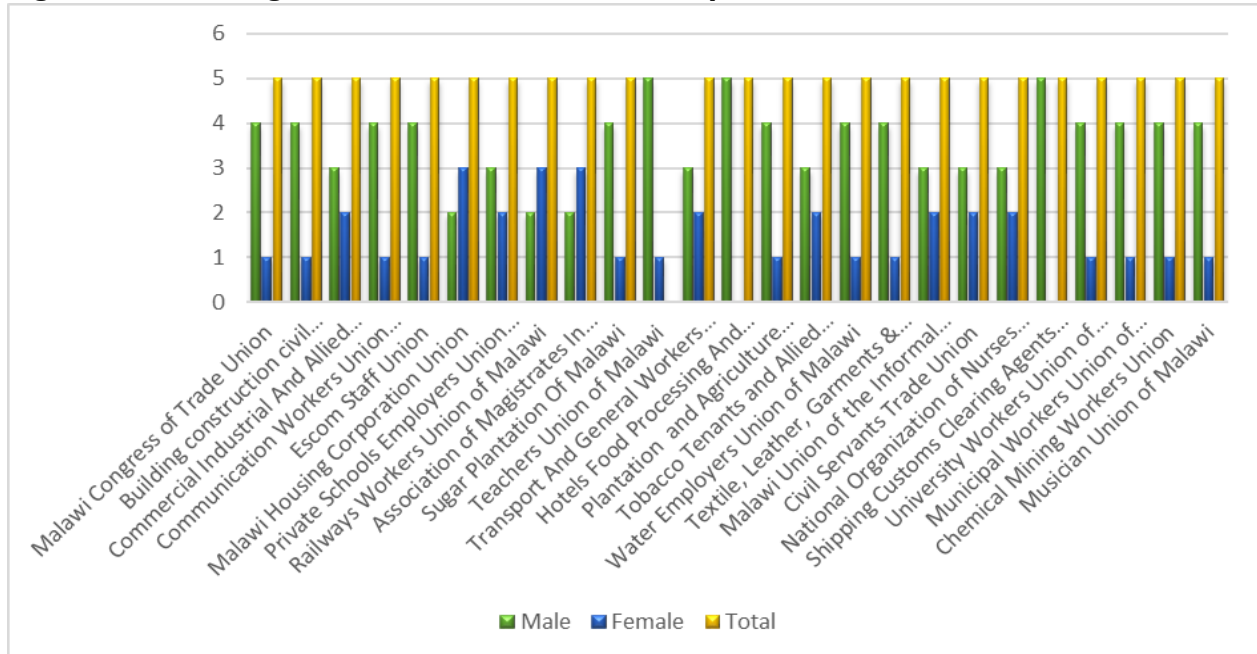


Source: MoIGRD 2017

As of end December, 2017, there are 295 chiefs from Sub-Chief to Paramount Chief level in the country. Of these only about 8% are women. The under-representation of female within the traditional leadership structure could be of some relevance to this study. According to Muriaas et al (2017:36) female traditional authorities in Malawi hold supportive attitudes about gender equality, especially among societies that follow matrilineal customs. Based on the findings of their study and several others, female traditional leaders are deemed more effective when it comes to supporting development and human rights goals as well as playing a constructive role in projects aimed at enhancing gender equality.

3.2.8 Labour Unions

Fig 18: Malawi Congress of Trade Union Affiliates by Sex



Source (MCTU, Database)

Overall, there are 34 women in decision-making positions within the MCTU and its affiliates. This roughly represents 27.4%. However, at least 9 of the 24 affiliates have women composition of 40% or above. These are: -

- Commercial Industrial and Allied Workers Union (CIAWU) (40%)
- Malawi Housing Corporation Workers Union(MHCWU) (60%)
- Private Schools Employers Union of Malawi (PSEUM) (40%)
- Association of Magistrates in Malawi (AMA) (60%)
- Transport and General Workers of Malawi (TGWUM) (40%)
- Tobacco Tenants and Allied Workers Union of Malawi (TOTAWUM) (40%)
- Malawi Union of the Informal Sector (MUFIS) (40%)
- Civil Servants Trade Union (CSTU) (40%)
- National Organization of Nurses and Midwives of Malawi (NONM) (40%)

Given the prevailing high participation rate of 81.2% of women in the labour market in Malawi, the under representation suggests that women are mainly working in precarious areas and informal sectors where unionism is either weak or non-existent.

Table 15: MCTU Distribution of Decision-making Positions by Sex

Union name	President	Vice President	General Secretary	Vice General Secretary	Treasurer General
Malawi Congress of Trade Union (MCTU)	M	M	M	F	M
Building construction civil engineering Allied Workers Union (BCCEAWU)	F	M	M	M	M
Commercial Industrial And Allied Workers Union (CIAWU)	M	M	F	F	M
Communication Workers Union of Malawi (COWUMA)	M	M	M	F	M
Escom Staff Union (ESU)	M	F	M	M	M
Malawi Housing Corporation Union(MHCWU)	M	F	F	M	F
Private Schools Employers Union of Malawi (PSEUM)	F	M	M	M	F
Railways Workers Union of Malawi (RMWUM)	M	F	F	M	F
Association of Magistrates In Malawi (AMA)	M	F	F	F	M
Sugar Plantation Of Malawi (SPAWUM)	M	M	F	M	M
Teachers Union of Malawi (TUM)	M	M	M	M	M
Transport And General Workers of Malawi (TGWUM)	M	M	M	F	F
Hotels Food Processing And Catering Workers Union of Malawi (HFPCW)	M	M	M	M	M
Plantation and Agriculture workers Union of Malawi (SPAWUM)	M	M	M	F	M
Tobacco Tenants and Allied Workers Union of Malawi (TOTAWUM)	M	F	M	M	F
Water Employers Union of Malawi(WETUM)	M	M	M	F	M
Textile, Leather, Garments & Security Services Workers Union (TLGSSWU)	M	M	M	F	M
Malawi Union of the Informal Sector (MUFIS)	M	F	M	F	M
Civil Servants Trade Union (CSTU)	M	F	M	F	M
National Organization of Nurses and Midwives of Malawi (NONM)	F	M	M	F	M
Shipping Customs Clearing Agents Trade Union of Malawi (SCCATU)	M	M	M	M	M
University Workers Union of Malawi (TWTUM)	M	M	F	M	M
Municipal Workers Union of Malawi (MWUM)	M	F	M	M	M
Chemical Mining Workers Union(CHEMAU)	M	M	F	M	M
Musician Union of Malawi (MUM)	M	F	M	M	M
Female Total	3	9	7	11	5

Source (MCTU Data)

Table 15 reveals that the majority of the females (11) are holding the Vice-Secretary General position, followed by the Vice-President position (9) and Secretary General (7). Only 3 females were elected Presidents and 5 females as Treasurer Generals.

3.2.9 Professional Bodies

Table 16: Professional Bodies by Sex Composition

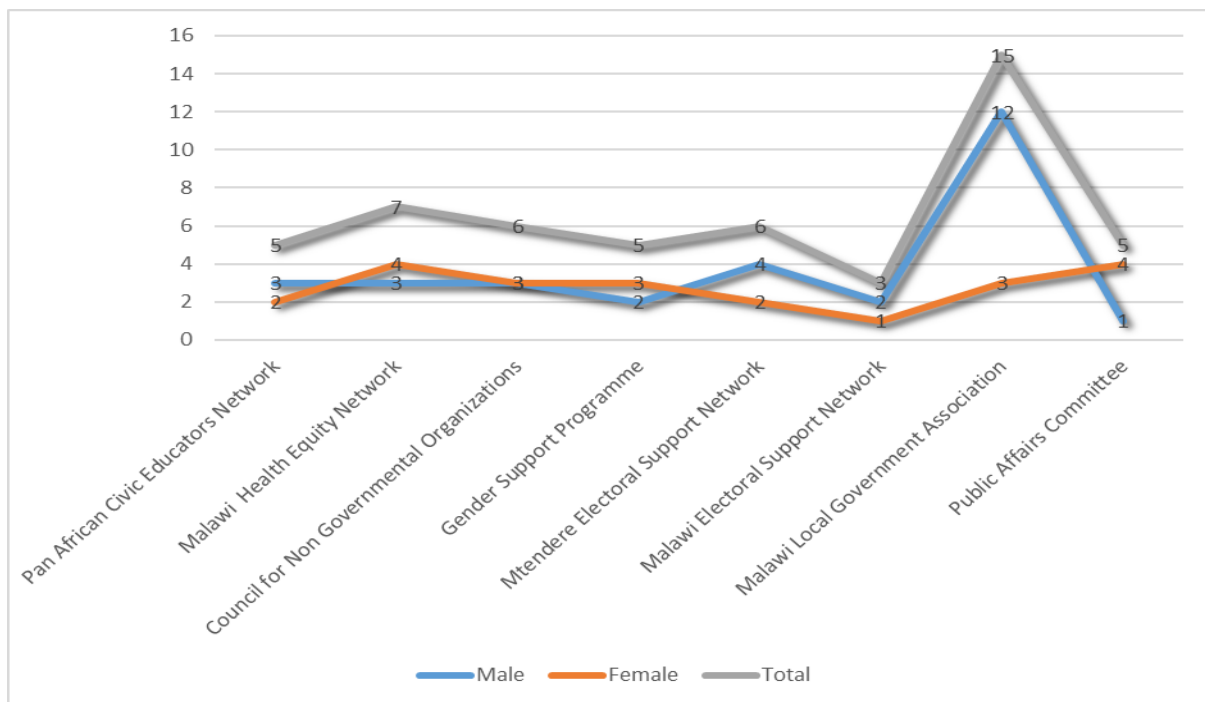
Name	Male	Female	Total	Chairperson
Malawi Law Society	3	1	4	Male
Institute of Internal Auditors	11	3	14	Female
Bankers Association of Malawi	6	3	9	Male
Economics Association of Malawi	6	4	10	Male
Malawi Confederation of Chambers and Commerce and Industry	8	1	9	Male
Employers Consultative Association of Malawi	8	2	10	Male
Statistical Association of Malawi	2	1	3	Female
Institute of People's Management	6	4	10	Male
Institute of Engineers Council	16	4	20	Male
Institute of Chartered Accountants in Malawi	9	5	14	Male

Source (Author's compilation)

The Table above shows that female under representation also persists in the majority of the professionals' bodies. From the sampled list, only three professional bodies have representation of 40% and above. The consultations however revealed that it is difficult for some of them to achieve gender balance by virtue of being member associations.

3.2.10 Selected Civic Organizations

FIG 19: Sex Disaggregation in selected CSO Networks Boards



Source (KII)

3.2.11 Political Parties

With regard to political parties, focus was on two fronts, firstly to undertake a content analysis of political party constitutions and party manifestos as they relate to gender equality and secondly, establish the percentage of women in decision making positions. Political parties are regarded as real gatekeepers for women's access to positions of power and decision-making.

Political Party Constitutions and Manifestos

The content analysis has noted that all the major political parties have endeavoured to articulate issues of gender equality in their manifestos. This commitment is in part being reinforced by the fact that Malawi is a signatory to the 2000 Beijing Conference (Beijing +5) which, among others, requires political parties to; i) remove all party structures' barriers that hinder participation of women; ii) implement measures to enable women meaningfully participate in internal policy making structures and nominating processes; and, above all, iii) incorporate gender issues in their political agenda in such a manner that women are also able to participate equally in the leadership of political parties.

For instance, in a 2013 study on political parties in Africa carried out by the International Institute for Democracy and Electoral Assistance (IDEA), four leading political parties in Malawi were assessed as follows: -

Table 17: IDEA Political Party Gender Analysis for Malawi

Political Party		Principle on Gender Equality		Positive Measures for Women	& Party Rules Regulations	Women Wings/Directorates in NEC	Women Wings in Political Parties
		Constitution	Manifesto				
Democratic Party (DPP)	Progressive	--	√	--	√	√	√
Malawi Congress Party (MCP)	Party	--	√	--	√	√	√
United Front(UDF)	Democratic	--	√	--	√	√	√
Alliance for Democracy(AFORD)	for	--	√	--	√	√	√

Source (IDEA, 2013:28, revised by author)

The IDEA Study established that political parties are quick to incorporate principles of gender equality in their manifestos and not constitutions. The rules and regulations are also in place and these normally do not discriminate on the account of gender. Whilst all the four parties have women directorates supposedly to advance women issues within political parties, there are no concrete positive measures to put them into practice.

In the period leading to the 2014 Tripartite Elections, the Centre for Multi-Party Democracy-(CMD-M), a membership organization representing political parties that are in the National Assembly and a block from Non-Parliamentary parties, played an instrumental role to ensure that at least all the major contenders incorporate a clause on the rights of women and provide them with greater opportunities to participate in decision making processes. The Table below confirms that the leading political parties had explicit gender provisions in their manifestos.

Table 18: Gender Provision in Manifestos of Major Political Parties in Malawi

Name of Political Party	Manifesto Theme/Slogan	Gender Provision
I.Democratic Progressive Party	Towards a People Centred Government We can Trust	The preamble states that the thrust of the DPP will be to accord women full recognition and unimpeded access to all aspects of Malawi's development. We shall also place the highest priority on increasing the number of women in responsible policy making positions. The manifesto outlines eight cross-cutting strategies

		<p>including the following-</p> <ul style="list-style-type: none"> - Establish a clear national policy on women in development and in business so as to provide mechanism to enhance their activities in production, and marketing, managerial and promotional activities, developing and providing support policies. - Genuinely recognize women as equal partners in development in every field of economic and political endeavour and ensure that they are supported to become Company Executives, Board Members, Members of Parliament, and Cabinet Ministers just to mention a few.
2.Malawi Congress Party	A Prosperous and Developed Malawi is Possible	<p>The preamble states that MCP shall also place high priority on increasing the number of women in responsible policy-making positions. The last on a list of six strategies states that: <i>The MCP Government shall encourage women to participate in Presidential, Parliamentary and Local Government election in order for them to fully participate in the governance processes.</i></p>
3.United Democratic Front	Delivering Change in Malawi	<p>The preamble recognises the challenges facing youth and women in various endeavours of life and at the same time conceding that there aren't any documented statistics for youth and women taking up leadership positions within their communities. Among the 11 plus strategies include-</p> <ul style="list-style-type: none"> - Harness youth and women political participation and leadership through political debates in both formal and informal institutions, especially within their communities, nurture proactive youth and women organizations and give them space to influence policy and shape dialogue - Build institutional quality so that individuals and organizations are effective in responding to the needs of the youth and women - Invest and provide space for state and non-state actors to groom leaders: leadership courses/mentoring for transformational(and not transactional) leader
4.People's Party	Transforming Malawi Together	<p>The Preamble states among others that the promotion of gender equality, women empowerment, improvement of maternal health and achieving education for the girl child are transformational strategies to achieving sustainable development and overcoming</p>

		<p>poverty. The PP government shall-</p> <ul style="list-style-type: none"> - Provide economic empowerment for the socio-political emancipation of women. In this regard, expand programmes for women based on the market's women's Activities in Development Initiative - Establish an institutional framework that will support women to go in Parliament and whilst in Parliament implement capacity building programmes to support them perform and stay in the house - Identify and encourage professional women to mentor young women and set them as role models to motivate young girls - Establish networks of women to support fellow women, for example, to help women get re-elected, help women to stay in marriage, to help women stay in senior positions - Enact constitutional reforms to set a 40% quota representation of women in Parliament and other key strategies.
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(Source CMD, 2014)

However, nothing much has changed despite the rhetoric, confirming Nnundu's (2013: 28) observations that "the common challenge facing most political parties in Africa is how to mobilize awareness into programmatic actions that institutionalize gender equality in politics."

For instance, the consultations revealed that, except for the Peoples' Party and Alliance for Democracy women representation in National Executive Committees (NEC) is less than 30%.

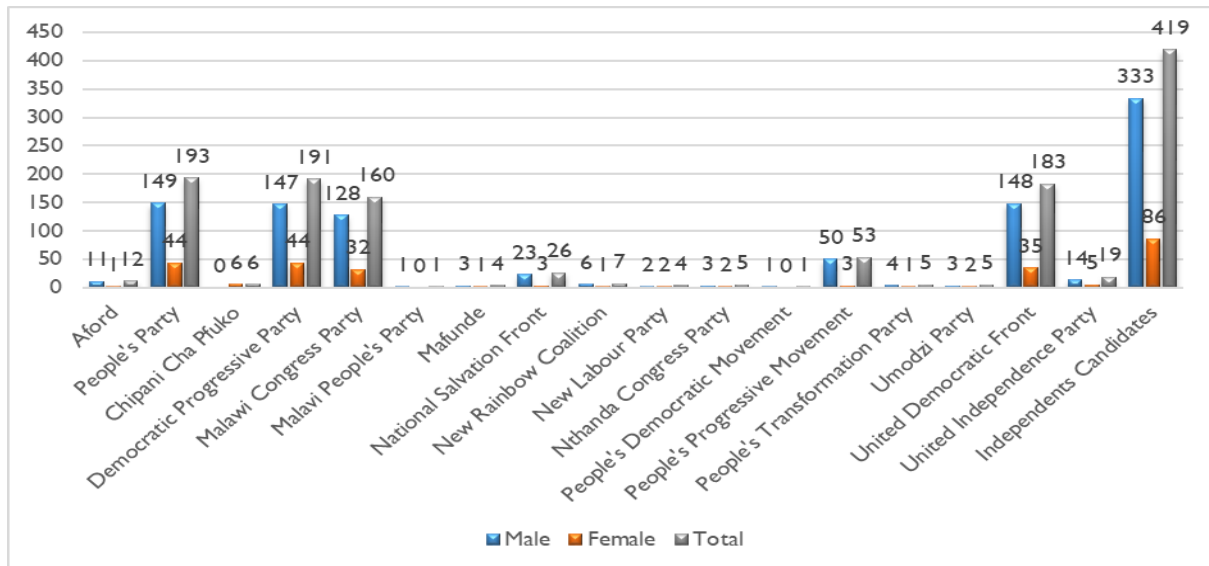
Table 19: Women in Political Party NECs

Name of Political Party	Male	Female	Total	Percentage
<i>1.Democratic Progressive Party</i>	64	19	83	23%
<i>2.Malawi Congress Party</i>	41	10	51	20%
<i>3.United Democratic Front</i>	63	22	85	26%
<i>4.People's Party</i>	44	36	80	45%
<i>5.Alliance for Democracy</i>	33	28	61	46%

(Source: Interview with Senior Party officials)

The same trend was seen in 2014 when only 268 (or 20.7%) of 1,294 approved Parliamentary candidates were female.

Fig 20: 2014 Parliamentary Elections Candidates by Sex

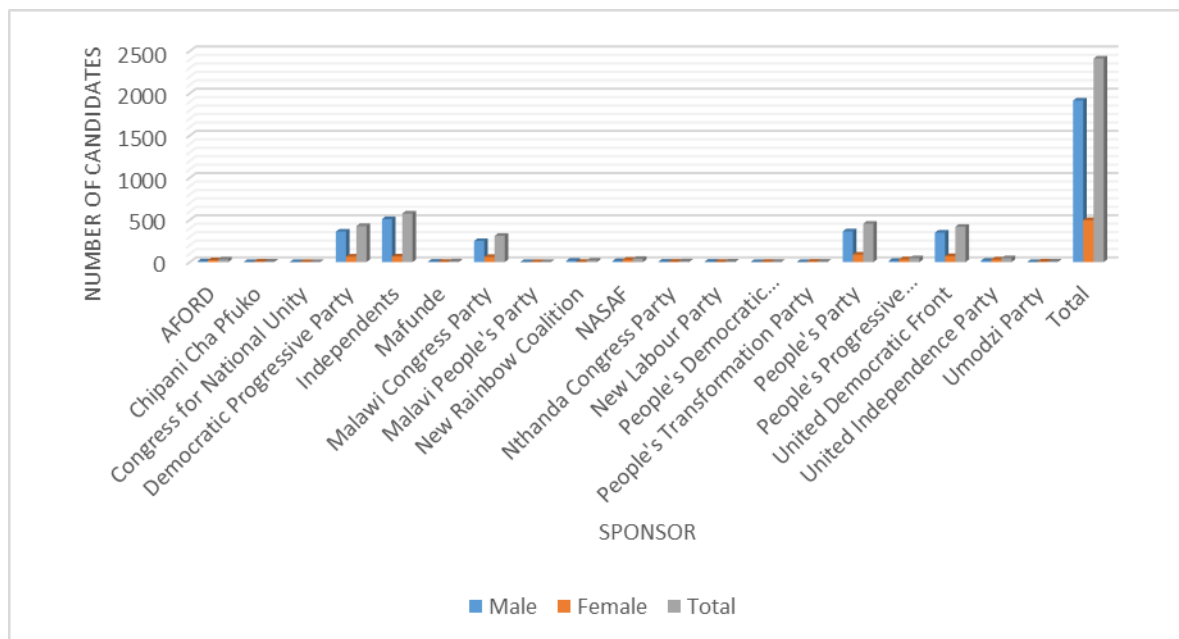


Source MEC

As it can be seen from the graph the number of female candidates was small right from the onset.

Similarly, at the local government level, it turned out that 497 (or 20.6%) of the 2,412 candidates approved to stand as ward councillors across the country were female, the main sponsors being as follows- PP 90 (or 18.1%), UDF 70 (14.1), Independents 67 (or 13.5%), DPP 65 (or 13.1%), and MCP 60 (or 12.7%).

Fig 21: Approved 2014 Local Government Elections Candidates



Source (MEC 2014 Election Report)

The above statistics suggest that manifestos are not necessarily followed. Practices, negative perceptions and processes that have undermined women's political participation and representation in political leadership and decision-making processes continue unabated. This means that factors that are making women to be politically averse are rooted in several aspects of society, including poverty and culture, which cannot be addressed in the short or medium term. This is clearly evident from the substantial number of independent female candidates at Parliamentary and Local Government Elections.

In their study, Kayuni and Chikadza (2016) establish that among others support from spouses and traditional and religious leaders plus exposure to development projects, NGO's and local government institutions are some of the factors that influence women to volunteer to stand for elections and seek positions within party structures. The study further shows that in the context of Malawi, the number of women candidates and the number of elected women are closely related. This means that immediate solution in increasing the number of elected women is to increase the number of the candidates themselves whose electability is often assessed on one's economic status.

3.2.12 The Media

The media, oftentimes, regarded as the fourth arm of government plays a double and sometimes diametrically opposite role when it comes to issues of gender. In Malawi, the electronic and print media is on an almost a daily basis playing an important role of disseminating information on women's empowerment, besides highlighting pertinent issues and civic-educating the general public

on the need for gender inclusion. At the same time, the social media in particular is seen to be counteracting the gains through use of gender insensitive language and sexist advertisements. Equal and fair representation of women and men in the media sector as well as the manner in which the various social issues are interrogated and reported are considered important in advancing the pro-gender agenda. In this regard, the SADC Protocol on Gender and Development had called upon all media and decision-making bodies in the region to achieve gender parity by 2015. This included the mainstreaming of gender in all media laws, policies and training. It further entailed giving equal voice to women and men, challenging gender stereotypes and ensuring sensitivity in all coverage, especially relating to gender based violence (GBV).

Periodic studies, including Gender and Media Baseline Studies (GMBS) carried out in the region by the Media Institute of Southern Africa (MISA) and Gender Links have established persistent gender imbalance in Malawi's media sector. For instance, the GMBS studies focusing on various occupational levels including Board of Directors, top management as well as professionally qualified and skilled technical and academically qualified workers, have found that women constitute less than a quarter of all media employees in Malawi. The findings have also established that, overall, women lag behind men in top management and boards of directors and that men dominate women in most departments in media houses particularly in the case of technical/IT (94%); finance and administration (79%); Production (78%) and design (78%) departments of most media houses in the country (Glass Ceilings Women and Men in Southern Africa Media-Malawi 2008, 2010).

This analysis has confirmed prevailing gender imbalance although new and upcoming media institutions are doing very well than the established ones such as the Malawi Broadcasting Corporation, the Blantyre Newspaper Limited and the Nation Newspaper Limited (interview with MISA-Malawi Executive Director). For instance, The Nation has one female editor out of 8 editors (Wednesday, 17 January 2018). Recent statistics are showing a rising trend in this regard. In 2015 for instance, the proportion of women to men in the media increased from 23% in 2010 to 26% in 2015. In the same vein, the number of women in management is reported to have increased from 24% in 2010 to 39% in 2015 (GBMS 2015). The number is likely to increase once more media institutions become operational (<http://www.macra.org.mw/licensed-operators>).

Table 20: MISA Malawi Members

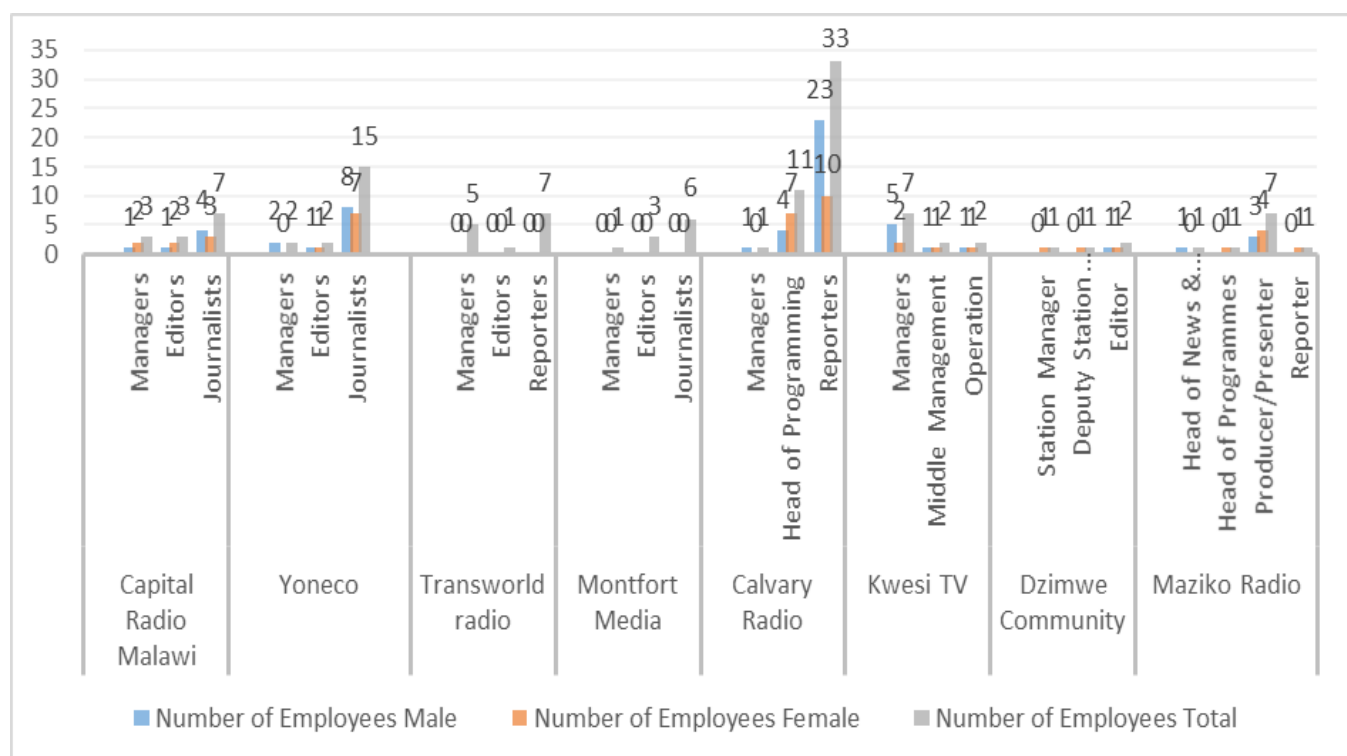
Year	Male	Female	Total	Number of women in Decision-making positions
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2015/2016	462	118	580	32
2016/2017	656	195	851	55

Source MISA-Malawi

The Table above shows an increasing trend with regard to MISA Malawi membership for 2015/2016 and 2016/2017. As the membership list increases so is the number of women in decision-making positions. For 2015, data shows that 27% of the female media practitioners were in decision-making positions compared to 28% in 2015. However, not all media practitioners are members of MISA-Malawi hence the findings cannot be considered in a general context.

Fig: 22 Sex Disaggregated Data for selected Media Houses



Source (KII with media houses)

Fig 22 disaggregates data for 8 media houses (mostly upcoming ones) that agreed to participate in this study. The data shows that there are in total 39 female media practitioners against a total number of 53 male media practitioners. This represents 42 % and 58%, respectively. Overall the trend is that small media houses are more gender compliant than the established ones (Interview with senior official in the Ministry of Information).

The study has established that issues of gender equality are sufficiently captured by the electronic, print and social media (Annex 1). The topics being discussed are wide-ranging and they include the need for increased women participation in decision-making positions as well as other central issues and concerns affecting the sector. As topic list also shows: -

- the portrayal of women in the media is mostly from the negative perspective with exclusive focus on challenges than accomplishments;
- both male and female reporters are reporting on gender issues (11 for males; 10 for females and 12 unstated). The only difference is that, unlike female reporters, male reporters tend to be more direct and persuasive. However, the alarm in most of cases is being sounded by high ranking female officials from Government, CSO's sector as well as the international community;
- overall, underlying issues and concerns affecting women participation still remain unresolved and these are constantly being picked and highlighted by the media; and
- social media platforms are becoming influential in disseminating the messages. However, at the same time, the social media has its own dark side in the sense that it is perpetrating gender based violence and irresponsible reporting about women through viral messages.

The analysis has also revealed that the media sector lacks effective regulation at the moment. All the key informants expressed concern that the Media Council of Malawi (MCM) an independent and voluntary self-regulatory body that has a code of ethics to which its members subscribe is no longer active. According to the African Media Barometer 2016 for Malawi, MCM membership is open to all media houses (print and electronic) and institutions, professional journalists' associations and press clubs. Its mandate includes handling complaints and regulating unprofessional behaviour in the media. Additionally, in the past there was a vibrant Malawi Media Women Association (MAMWA) which has since lost esteem. Several stakeholders reported that MAMWA played an important role not only in attracting a female audience to the radio but also commissioning some research on equality in the newsroom. MAMWA is also accredited with the establishment of Dzimwe Community Radio which is rural based and run by local women in Mangochi district (Malawi Foreign Policy and Government Guide, USA International Business Publication, Vol 1, 2007). The absence of the two institutions have created a gap in so far as the promotion of women in concerned.

Chapter 4

Conclusion and Recommendations

4.1 Conclusions

The baseline study was conducted with three major objectives in mind. First to map civic organizations whose policies and practices promote women in leadership. Second, to seriously reflect upon the context in which civic organizations are operating in Malawi and how this context relates to WE4L programme. Third, to explore innovative ways which Hivos could employ to engage civic organizations to increase the number of women in decision-making positions in politics, public administration and within civic organizations.

In line with these objectives, the baseline study has assessed and discussed the prevailing legal, policy and institutional framework as well as the overall context for the promotion of women in leadership in Malawi. There are also a number of civic organizations that are working to promote women in leadership although a few of them are beset with dire capacity constraints. The key finding is that women are under-represented especially in politics and public administration. A number of contributing factors were also assessed including policy implementation challenges owing to complex socio-economic issues. Based on the four pillars that anchor the WE4L Programme namely; women agency; exclusive focus at the subnational level; innovative campaigns and use of media and creative sector and stakeholder input during the validation workshop, the study makes a number of recommendations that Hivos ought to consider in order to increase the number of women in leadership in the short to medium term. These recommendations hinge on the need for Hivos to refocus its lobbying and advocacy strategy or re-strategize its interventions in order to increase the number of female candidates vying for elected positions and the number of women qualified for leadership in public administration. These are as follows: -

4.2 Recommendations

4.2.1 Lobbying and Advocacy Strategy

The need for Hivos to refocus its lobbying and Advocacy Strategy came out quite strongly during the validation workshop which was held on 15th March 2018 at Sunbird Capital Hotel in Lilongwe. Hivos and its implementing partners should refocus its advocacy and lobbying strategy by: -

- Incorporating the OPC and the Department of Statutory Corporations in its work because of their influence to promote women inclusion through affirmative action by

executive powers. This seems to be one of the most direct means for increasing the number of women in public administration;

- Expanding the list of stakeholders to include appointing service commissions and oversight bodies mainly Constitutional Committees of Parliament in order to influence compliance with the law and policy. Future law reform should specify number of males and females in governance structures;
- Partnering with UN Agencies, Malawi's bilateral agencies and other local and international NGOs that are already supporting interventions aimed at promoting women in leadership through skills acquisition, mentorship programmes, economic empowerment and capacity enhancement. These have been noted to have positive impact on the career advancement of women;
- forge links with public training and research institutions in order to increase access to reliable information and data for targeted advocacy and assessment of WE4L programme impacts;
- when engaging the five political parties and, in collaboration with CMD, lobby for the urgent creation of women data at the national, regional, district and constituency levels; the strengthening of women directorates as well as compliance with gender specific provisions in political party manifestos; and
- Collaborate with CMD and other stakeholders that are advocating for swift and full implementation of the recently enacted Political Parties Act of 2017. This has potential to entrench issue based campaigns during the electioneering period.

4.2.2 Capacity Building Strategy

With regard to capacity building two issues were highlighted during the validation. First was the need to recognize that the baseline survey was being conducted during and not before WE4L programme implementation. The second issue was that Hivos is currently reviewing its implementation modality which might necessitate profound changes to its programming and delivery approach once concluded. The Study, therefore, recommends that Hivos and its implementing partners should: -

- lobby with Government for increased allocation to MoGCDSW and MHRC that are key to the effective implementation of the gender policy and law;
- fully involve the traditional leadership structures particularly female chiefs when sensitizing stakeholders including girls in and outside the formal education system and lobbying for increased female representation at the subnational level;

- collaborate with Women Judges Association of Malawi (WOJAM) and Female Lawyers' Association to adequately empower CSOs that are advocating for the swift implementation of the GEA and other applicable laws; and
- work with MCTU to create an enduring network of female unionists and activists who can effectively advocate for increased women representation within labour union sector in Malawi.

4.2.3 Innovation and Engagement Strategy

Most stakeholders highlighted the need for Hivos and its implementing partners to mount deliberate campaigns aimed at igniting interest of women in politics and public administration. This will depend on an effective engagement strategy with media houses at all levels in the country. The study recommends that Hivos and its implementing partners should: -

- collaborate with MISA Malawi on the possibility of-
 - creating an Editors Forum that will focus on increasing the visibility of WE4L programme,
 - resuscitating Media Council of Malawi and MAMWA in the short to medium term,
- cultivate a working relationship with Media Owners Association for the promotion of gender friendly media policies in media institutions;
- adopt a regional approach to its sensitization meetings to ensure that councils that do not have elected female representation are also reached. The study has established that these councils are Chitipa and Likoma in the Northern Region; and Balaka, Chiradzulu, Mwanza, Luchenza and Mangochi Town in the Southern Region;
- adopt a flexible approach by working with other partners working in areas other than the WE4L programme for maximum and holistic impact. Issues to consider should include the CSO's capacity to deliver and influence to increase programme goals in the short, medium and long term programme goals; and
- in collaboration with the DHRMD reach out and mentor female public servants who about to retire and willing to join politics and serve in governance structures after retirement.

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Annex I: Consultancy ToRs for Baseline of Civic Organizations in Malawi

Research Title: Baseline/analysis of Civic Organizations in Malawi particularly those whose policies and practices promote women in leadership

Programme Title: Women Empowered for Leadership (WE4L)

Overview

Hivos is a Dutch development organization that seeks new solutions to persistent global issues. With smart projects in the right places, we oppose discrimination, inequality, abuse of power and the unsustainable use of our planets resources. Counterbalance alone, however is not enough. Our primary focus is achieving structural change. This is why we cooperate with innovative businesses, citizens and their organisations. We share a dream with them of sustainable economies and inclusive societies.

Currently, Hivos has two broad programmes which are; Green Society and Open Society. It is under the Open Society that these ToRs are developed under the Women Empowerment component.

Hivos in collaboration with its partners is implementing a five year (2016-2020) Women Empowered for Leadership (WE4L) programme in Malawi. This Programme seeks to promote women's leadership at the political level, in public administration and within civic organizations¹. It focuses at the sub-national level where decisions are made and policies are implemented that directly affect people's day-to-day life. It moreover allows for women's leadership skills to grow and mature. The main catalysing forces in this Programme are women's organizations and (aspiring) women leaders. Implemented in 5 countries (2 in the Middle East and 3 in Southern Africa). In Southern Africa the project is focusing on Malawi, Zambia and Zimbabwe.

The goal of the WE4L is "collaborating for increased and effective participation by women in politics and public administration."

The activities include capacity development of women who have political ambitions and leadership qualities. Networking, coalition building and cooperation between aspiring women leaders and women's rights civil society organizations are organised. Also, the empowered women leaders and organisations convince civic organizations, public institutions, community leaders and political parties of the added value of having both women and men in politics and the importance to have women in leadership positions. The programme also includes advocacy to promote gender-sensitive electoral reforms and quota for representation of women. In addition, media campaigns are organised to

¹ Civic organisations described as an organisation working for citizens and their development, in Malawian context will include civil society CSOs, labour Unions, parastatals such as water and electricity Boards among others.

make the voices of aspiring women leaders heard, to show positive images of women in leadership positions and to encourage people to vote for women. Finally, the programme also includes the creation of databases of professional women.

Being in its first year in Malawi, there is need for baseline data to be collected on civic organisations. This research seeks to understand civic organisations in the context of Malawi and exploring innovative ways of engagement with them to ensure there are women in decision making positions as well participating in the governance of such structures.

The main objective of this assignment is to provide:

1. Mapping of Civic Organizations in Malawi particularly those whose policies and practices promote women in leadership;
2. An understanding of the context for civic organisation women's participation in politics and public administration in Malawi;
3. An analysis of the Malawi context of civic organisations in relation to the objectives of Hivos WE4L programme;
4. Recommendations on what the Hivos WE4L, in collaboration with identified partners, can do to address the issues identified in the context; and
5. Understand and explore innovative ways to stimulate more engagement with the sector.

Specific issues which must be addressed should include:

Do civic organizations demonstrate a significant change in their policies and practices on full and equal participation of women in leadership positions?

Is there existence of internal organizational procedures to provide for equal participation of men and women in organizational leadership structures (in numbers of civic organizations with procedures adopted).

What tools and manuals are developed by CSOs on women participation?

Percentage of women in board positions in selected social organizations and political parties.

Analysis of internal procedures and policies which ensure women's equal participation in decision-making and leadership in their own organizations.

Deliverables

This consultancy is designed to develop and submit a report which will be able partners to better understand the civic organisations in Malawi and how best to engage and engender civic

organisations. It is therefore important for the consultancy to propose innovative ways to publish and distribute the detailed report and policy recommendations.

Estimated timeline to complete the job is 30 days. (1-30 September 2017). Key milestones/deliverables include:

1. Inception report - a detailed approach and methodology for the research, and description of activities and milestones. To be submitted approximately 5 days after commencing the work, with a review before proceeding;
2. First draft report to be submitted approximately 14 days after commencing the work
3. Second draft, incorporating reviewers' comments, after 7 days
4. Final draft after 2 days (soft copy and 2 hard copies)
5. Presentation of the research by 30th September, 2017 (after 30 days) to Hivos (internal)

Requirements

- Advanced degree in appropriate subject e.g. Development Studies
- Excellent knowledge of civic organisations in Malawi and Southern Africa
The team leader (if the consultancy is composed of a team) should have 5-10 years' experience working within civic organisations sector.
- Excellent knowledge of Global/Regional successful civic organisations Hivos could learn from
- Track record on writing published research for lobby and advocacy purposes
- List of relevant publications/web links
- Experience in disseminating and communicating research findings
- Good networks with relevant public or private sector organisations to be interviewed for the research is an asset
- An understanding and relevant internal review processes to ensure high quality research and compliance with research ethics

We invite interested consultants (individuals, firms) to submit the following application documents:

- CVs of individual/proposed team and their role
- Short proposal outlining how you/your team meet the criteria and particular value added that you bring in delivering the research objectives.
- A financial proposal.

The interested consultants should submit their applications to vkaitano@hivos.org by the 21st August 2017.

Annex II: List of Media Articles Related on Women Empowerment (Feb, 2017-Jan 2018)

Title	Author	Publisher	Link
Women urged to participate more in elected positions	Mana/GGJDC	The Times Group <07.03.17>	http://www.times.mw/women-urged-to-participate-more-in-elected-positions/
Mzimba women blame culture on empowerment	MANA	The Times Group <14.03.17>	http://www.times.mw/mzimba-women-blame-culture-on-empowerment/
Malawi to operate an all women flight	Grace Thipa	The Times Group <14.03.17>	http://www.times.mw/malawi-to-operate-an-all-women-flight/
Malawi showcase success in women's economic empowerment at UN CSW 1321	Nyasatimes Reporter	Nyasatimes <17.03.17>	https://www.nyasatimes.com
Government Officers in trouble for Gender Imbalance-NGO GCN	Deogratias Mmana	The Times Group <26.03.17>	
Malawi needs Gender Commission-Jesse Kabwila	Faith Kantambe	The Times Group <22.05.17>	https://www.times.mw/malawi-needs-gender-commission-jessie-kanalika
Parties Jittery over 50+1 System	Winstone Kaimira	Zodiak Online <05.06.17>	https://zodiakmalawi.com
Gender Equality Act faces hurdles	Dickson Kashoti	The Times Group <06.07.17>	http://www.times.mw/gender-equality-act-faces-hurdles/
Malawi far from achieving gender equity-PS	Enelless Nyale	The Nation <10.07.17>	https://mwnation.com
First Lady challenges girls to face challenges to realize their dreams	Robert Nayeza	Nyasatimes <15.08.17>	https://www.nyasatimes.com
Slow pace in SDGs implementation-GOVT admits	CONGOMA	CONGOMA	www.congoma.mw
First Lady to boost girls Education	Brenda Twea	The Nation <25.08.17>	https://mwnation.com
Ministry bemoans abuse of women	Mandy Pondani	The Times Group	http://www.times.mw/ministry-bemoans-abuse-of-women/
UN Women applauds Malawi President in championing gender equality	Macneil Kalowakamo	Nyasatimes <20.09.17>	https://www.nyasatimes.com
First Lady lays foundation stone for girls' hotel at Mulanje Mission CDSS Mulanje	Litness Chaima	MBC-online <25.10.17>	www.mbc.mw
EU cautions Malawi on SDG's Implementation		The Nation <26.10.17>	
350 Girls to benefit from Chinese Scholarship		The Nation <10.11.17>	
UN Women for	Yohane	The Times	http://www.times.mw/un-women-

recruitment of more female teachers	Chideya	Group <13.10.17>	for-recruitment-of-more-female-teachers/
Government decries women participation in peace processes	Times Reporter	The Daily Times <06.11.17>	
By laws to keep girls in school developed in Mchinji	Sarah Munthali	Mana Online <14.11.17>	www.manaonline.gov.mw
PACENET gears for 50-50 political representation in Malawi		Nyasatimes <15.11.17>	
Commentators differ on why women take leading role in adopting new developments	Grant Mhango	MBC-Online <25.11.17>	www.mbc.mw
Chiwamba tackles gender based violence through poetry	Loness Gwazanga	Mana Online <29.11.17>	www.manaonline.gov.mw
2017 National Gender Conference in Malawi	MGCDSW	UNDP <30.11.17>	www.mw.undp.org
Women Judges commemorate 16 days of GBV with refugees in Dowa	Brino Kayanga Mwale	MBC-Online <05.12.17>	www.mbc.mw
MEC advises women to stop being dancers for politicians	Watipaso Mzungu	The Daily Times <14.12.17>	Print Edition
Archbishop Msusa encourages catholic women to participate in politics		Malawi News <16-22/12/17>	Print edition
Malawi making impressive progress on human rights and fundamental freedoms of women and children	Austin Kakande	MBC Online <10.12.17>	www.mbc.mw
Parliament angers CSOs for not supporting the proposal to have at least 28 female legislators at a time	Yohane Symon	The Daily Times <18.12.17>	Print edition
Political Index Governance: Women No Threat		The Nation <20.12.17>	
Stakeholders strategize on women's participation in the polls	Times Correspondent	The Times Group <25.12.17>	http://www.times.mw/stakeholders-strategise-on-womens-participation-in-polls/
Ticheze ndi Aphungu		Maziko Radio Station Every Friday-16hrs	Broadcast

2017: the year Malawi Government downgraded womenâ€™s worth	Janet Karim	Maravi Post <02.01.18>	www.maravipost.com
Long Struggle for Women empowerment through elected positions	Sarah Munthali	Mana Online <04.01.18>	www.manaonline.gov.mw

Annex III: List of Civic Organizations/Partners Analysis

Civic Organization/Partner	Contact Details	Thematic Area	District of Operation	Manuals/Tools/Remarks	Colour
Department of Statutory Corporation	The Comptroller P.O. Box 30061 Lilongwe 3 Tel: 01774266/01772255 Email: statutory@malawi.gov.mw	Governance		Instrumental role in appointment of parastatal boards	
Malawi Human Rights Commission	HB-House Off Paul Kagame Road P/Bag 378 Lilongwe 3, Malawi Tel: 01750946/01750900 Email: info@malawihrc.org	Human Rights, GEA		Legal primary duty bearer for the implementation of the GEA	
Pan African Civic Educators NET(PACENET)	Steve Duwa Next to Luchenza Secondary School P.O. Box 13 Luchenza Thyolo Tel: 01476486 Cell: 0995674324 Email: stduwa@gmail.com/pacenesecretariat@gmail.com	Leadership Development; Election process; Local Governance; Women Empowerment	Thyolo Mulanje, Zomba, Phalombe	1. Gender Transformative Training Manual for grassroots Engagement towards political empowerment 2. Training Manual for Women Aspiring for Leadership Positions in Local Council and National Assembly in Malawi	
Gender Support Programme (GSP)	Anthony Mkupira Phalombe Hardware Building P/Bag 443 Chichiri, Blantyre 3 Cell: 0999673551 Email: gspmalawi@gmail.com	Women Empowerment, Gender Based Violence, Human Rights, Economic Empowerment & girls' education	Phalombe Ntcheu Blantyre Dowa	Member of the Permanent Committee on Women in Politics and Decision-making	
Association of Progressive Women (APW)	Noel Msiska M6 Road Building P.O. Box 72 Mwanza Cell: 0888 370 763 Cell: 0999 963 404	Research and monitoring, Training, Capacity Building and Networking Advocacy and	Neno Balaka Nsanje Rumphi Chikwawa	Community based educators that assist women to develop local level profile	

	Email: apwmw96@gmail.com/ chibwatiko@yahoo.com	Lobbying			
Civil Liberties Committee (CILIC)	Emmie Chanika P.O Box 30621 Blantyre Tel: 01834017 Cell: 0888 736 567 e.chanika@yahoo.com/cilic2014@gmail.com	Advocacy, Legal Advice, Counselling, Gender, Human Rights, Elections, Education	National	Although the study established that CILIC sits in the Permanent Committee on Women in Politics and Decision-making, the organization is currently grossly understaffed, underfunded and has accountability issues to address.	
National Women's Lobby and Rights Group (NWLRG)	Faustice Chirwa P.O. Box 51005, Limbe Cell: 0888851288/ 0999550976 Email: fausticechirwa@gmail.com/ womenslobby@sdpn.org.mw	Gender, Human Rights (Women's and Girls right, women's political participation , Gender Based Violence , Sexual and Reproductive Rights, property and inheritance rights of women and girls, economic rights)	National	Member of the Permanent Committee on Women in Politics and Decision-making	
Centre for Human Rights and Rehabilitation (CHRR)	Timothy Mtambo P.O. Box 2340, Lilongwe Tel: 01 761 122 / 0992 166191 Email: mtambotimo@gmail.com mtambot@chrrmw.org	Human Rights, Advocacy and Rehabilitation, Capacity Building, Gender, Women, HIV and AIDS	Mangochi Karonga Chitipa Lilongwe Dowa	Member of the Permanent Committee on Women in Politics and Decision-making	
CCAP Nkhoma Synod Church and Society	The Programme Director NKhoma Synod Church & Society P.O. Box 132 Lilongwe Tel: 099974398/0999912158 Email: nkhoma.ccap@gmail.com	Gender, Women Empowerment,		Experience in implementing similar projects on women in leadership area with proven networks	
Centre for Governance and Public Participation	Thumbiko Kiko Mapunga P.O Box 3247, Lilongwe	Governance & Women headed		Social Accountability Manual & strategic to WE4L	

	Tel: 01 761 122/0888 613 751 Email: programs@cegpp.org	institutions		programme	
Centre for Multiparty Democracy-CMD	Kizito Tenthani P/bag A216, Lilongwe Tel: 01 772 099 Email: kizito.tenthani@cmdmw.org	Democracy & Governance		Women in Politics Newsletter. Civic organization has a good rapport with political parties- key gatekeepers to increase women participation in decision-making	
Citizen Alliance (C.A)	Mr Wilson Damien Asibu SS-Rent a car Building, Lilongwe P.O Box 30619, Lilongwe Tel: 0884 865 482 Email: citizenalliance12@gmail.com ;	Governance, advocacy, Citizen Empowerment, Youth, Women & Environment		Citizen forums Gender Audit and Monitor Governance Hubs	
Centre for Solutions Journalism	Brain Ligomeka P.O Box 30271, Chichiri, Blantyre 3 Tel: 0888 476 035 Email: drbrianligo@gmail.com ; csjmalawi@gmail.com	Health, Education, Human Rights		Editorial Policy on gender Code of conduct and ethics for media practitioners	
Centre for Women, Children and Youth Empowerment	Anthony C Banda St Denis Street Behind Farmers World-Botha Building Box 628, Mzuzu anthonybanda12@yahoo.com ; cwcy@yahoo.com Tel: 0888891183	Human Rights, Children, Youth and Gender			
Civil Society Education Coalition	Benedicto Khondowe Area 47/4/719 Lilongwe Tel: 01762210 Cell: 0888613751	Quality Education for the girl education		Functional Skills Development Manual targeting women	
Women's Legal Resources Centre, WOLREC	Mrs M. Kathewela Banda P.O Box 31472, Chichiri, Blantyre 3 Tel: 0888 750 183/01 846 945 Email: maggiebanda@hotmail.com / wolrec@yahoo.com	Gender and Rights	Balaka; Nsanje; Neno; Lilongwe	Legal clinics	

National Elections Systems Trust (NEST)	Unandi Banda P.O Box 31888 Blantyre 3 Tel: 01 871 033/0999 894 508 Email: nest@sdpn.org.mw; nestgenderdesk@gmail.com	Human Rights, Education, Gender		Manual on 50:50 Campaign ADC Glossary Book on Elections Manual on Professional Monitoring of Elections (under development) Leaflet on issue based messaging	
Mbaweme Women's Association	Mrs Mercy Timba P.O Box 686 Mzuzu 0888 364 420 / 0888 690821 Email: wochricembawemi@gmail.com	Women Empowerment, Lobbying, Counselling	Northern Region	Female Candidates identification initiative-30 women candidates for 2019 elections	
Malawi Scottish Partnership	Happy Edward Makala P.O Box 1589 Lilongwe Tel: 0999 566 648 / 0888 725 600 Email: info@malawiscotlandpartnership.org	Civic Society, Health, Sustainable Economic development and Education	National Wide	The Malawi Gender Equality Act-A Teaching Guide for Primary and Secondary Schools	
Action Aid Malawi	Mrs. Grace Malera Hayyat Complex, Opposite Maula Parish Box 30735, Lilongwe Tel: 01 759 861/0888 875 392 Email: admin@actionaidmw.org	Education, Women's Rights, Resilience, Governance, HIV/AIDS	Chitipa; Neno; Nsanje; Ntchisi; Rumphu; Dedza; Mchinji; Lilongwe; Machinga	Monthly Gender Newsletter	
Camfed Malawi	Harold Kuombola C/O P.O Box 2593, Blantyre Tel: 0999 568 014 Email: hkuombola@camfed.org ; malawi@camfed.org	Education, Youth, Women Empowerment	Chikwawa; Mangochi; Mwanza; Mzimba North; Neno; Nkhonkhotakota; Nsanje; Thyolo; Nkhatabay; Machinga Salima, Dedza,	Girls Camps Capacity building and Transformative Leadership Requires clear ToRs because of its methodological approach	

			Mchinji		
The Polytechnic	Maclan Kanyangw'a Department of Journalism and Media Studies Private Bag 303 Chichiri, Blantyre 3 Tel: 018704111/0999956940 Email: registrar@poly.ac.mw	Mainstreaming Gender in media education		Gender mainstreaming framework for Media houses	
Staff Development Institute	The Principal P/Bag 1 Mpemba, Blantyre Tel: 01691766 Email: sdi@sdi.ac.mw	Capacity Building Research		Customised Training Modules	
Chancellor College, University of Malawi	Director Gender Studies Unit University of Malawi P.O. Box 280 Zomba Tel: 01524222 Email: registrar @cc.ac.mw	Research Capacity building Policy development		Baseline Tools M& E Framework	
Coalition for the Empowerment of Women and Girls (CEWAG)	Beatrice Chisomo Mkanda P.O Box 31473, Lilongwe 3 Tel:0993 878 315 Email: bcmateyo@gmail.com	Health, Gender, Education	All Districts in Central Region	Mentorship and Leadership Manual for Women	
Forum for Africa Women Educationalist in Malawi	Mr. Wesley Chabwera P.O. Box 30137, Lilongwe Tel: 0999 391 082/ 0888 851 612/0888 457 243 Email: wesley.chabwera@fawema.org	Education. Capacity Building; Gender Equality	Kasungu; Mangochi; Mwanza; Nkhata-Bay; Machinga	Female Teacher Role Model Manual Mother Group Manual	
Forum for Civic Education (FORCE)	Dr. Austin Mtethiwa Area 14, Plot No 158, Opposite MBS P.O Box 30263, Lilongwe Tel: 0999 422 835 Email: force@gmail.com	Civic Education, Environment, Governance & Democracy, Gender			
Foundation for Active Civic Education (FACE)	Lewis Kuseliwa FACE House, next to Aska Motel	WASH, HIV/AIDS & Nutrition, Girls	Nsanje, Chikwawa &		

	Box 76, Nsanje Tel: 0888 950 232 Email: leekuseliwa@gmail.com	Education & Food_Security	Chiradzulu; Nsanje; Karonga;		
Future Planning for the Child	Douglas Ng'oma P.O Box 110 , Karonga Tel: 0888 303 160 Email: dougerts@gmail.com	Gender & Development, Human Right/Child Rights, Education, WASH, HIV/AIDS, Livelihood & Food Security	Karonga; Chitipa	Self Help Group Approach Guidelines	
Gift Foundation	Steven Kamwendo Area 47 Sector 2 P/Bag 306 Lilongwe Tel: 0994 693 363/0995 876 052/ 0888 862 364 Email: giftfoundationmw@gmail.com	Women Empowerment, Youth Empowerment, HIV/AIDS Reproductive health, Entrepreneurship			
Girl Effect	James Kennedy Along Chilambula Road, Corporate Mall, LL P.O Box 1431, Lilongwe Tel:0997 542 720 Email: james.kennedy@girleffect.org	Youth, Education, Health, Gender	Lilongwe, Mzimba, Machinga, Zomba		
Gertrude Mutharika Beautify Malawi Trust (BEAM)	Mayamiko Mwinjiro Kang'ombe House P.O.Box 807 Lilongwe Tel: 0999 950 066/01 774 677	Advocacy, Health and Hygiene, Enterprises			
Governance, Gender, Justice and Development Centre	Ruth Ashamanda (C.E.O) Off Bt Road (6 Miles), Opposite Kim Kortasia Lodge in M1 Events Garden Centre P.O Box 2221, Lilongwe Tel: 0999 366 891 Email: governancegender@gmail.com	Gender, Good Governance, Sustainable	Lilongwe; Kasungu; Mchinji; Nkhhotakota		
Girls Empowerment Network	Faith Phiri Kasungu crecent, Opposite Museum, Block F	Education, Advocacy	Blantyre, Chiradzulu	Leadership development courses	

	P.O Box 2875, Blantyre Tel: 01 872 013/0888 760 924 Email: info@genetmalawi.org ; faith@genetmalawi.org ;				
Link for Citizen Empowerment and Development	Ellen Bismarck Area 6, Plot # 6/150 P.O Box 1550, Lilongwe Tel: 0999 520 502/0998 149 102 Email: ellecekaselema@gmail.com	Child Rights , Humanitarian, Local Governance	National Wide		
Malawi Economic Justice Network (MEJN)	Dalitso Kingsley Kubalasa 1st Floor Qadri House, off Mandala Road, Area 3 old town, Lilongwe P.O Box 20135, Lilongwe 2, Malawi Tel: 01 758 199/197/0888 897 122 0999 897 122 Email: mejn@mejn.mw/ dkubalasa@mejn.mw ;	Economic, Human Rights & Governance	National Wide		
Malawi Human Rights Resources Centre (MHRRC)	Emma Kaliya (Acting Country Director) Area 9, plot 190 P.O.Box 891 Lilongwe Tel: 01 752 629/ 01 757 181/+265888825376 Email: info@humanrights.mw	Human Rights, Gender, Local Governance	Chitipa; Dowa; Nkhhotakota	Human Rights Training Manual Source book and Teachers' Guide on Child Rights Arise Newsletter Hope Magazine	
Malawi Girl Guides Association (MAGGA)	Mphatso Baluwa P.O.Box 1264, Lilongwe Tel: 01 753 392/01 759 213/0888 732 916 Email: girlguidesmalawi@gmail.com	Health, Gender, Population and Development, HIV and AIDS, Economic Empowerment	National Wide	Life skills Manual Journey of Life	
Malawi Electoral Support Network	Boniface Chibwana Eber House, Near Limbe Cathedral P.O.Box 51154, Limbe Tel: 0111 268 602/0888 652 329, 0997 813 707 Email: mesnsecretariate@gmail.com	Election, Democratic and Governance Processes	National Wide		
Media Council of Malawi	Vales Machila Upland House (Room 15), Kamuzu Procession Rd. P/Bag A51, Lilongwe Tel: 01 752 720/0999510 649 Email: valesmachila@gmail.com ;	Media			

MISA Malawi	Aubrey Chikungwa Onions Complex, Off Chilambula Highway, Area 4 P.O. Box 30463 Lilongwe 3 Tel: 01758091/0888327311 Email: Aubrey_chikungwa@yahoo.com	Gender and Media			
Mtendere Electoral Support Network	Nandini Patel PEARL Arcade (1st Floor), Opp. Police Headquarters, Limbe POST DOT NET E 14, Chichiri, Limbe Tel: 0888 203 357/0888 367 102 Email: mesn.malawi@gmail.com	Voter & Civic Education, Election Monitoring, Lobby for Electoral Reforms, Dissemination information on Election	Lilongwe, Dowa, Mzimba; Nkhonkhotakota; Mulanje; Nkhatabay;		
Network for Youth Development	Gift Numeri SS Rent Car Building, Area 3 Tel: 0999 942 679/0884 163 362/ 0995298 360 info@nfymw.org	Gender, Human Rights, Youth and right to participate			
Malawi Local Government Association	Charles Chunga P/Bag 30312 Lilongwe Tel: 01757607/0997930000 Email: Charles_chunga@yahoo.co.uk	Lobbying and advocacy, Capacity building		Women Councillors caucus	
Public Affairs Committee	Robert Phiri Area 12 Plot No.112 P/Bag B-348 Lilongwe 3 Tel: 01772692/0999 334 445 Email: pac@pacmw.org	Electoral Reform Local Governance Civic, voter education and monitoring	Chitipa; Karonga; Rumphi; Nkhata-Bay;		
NGO Gender Coordination Network	Victor Maulidi Anamwino House, Capital City P/Bag A 225 Lilongwe Tel: 0999 414 028/01 771 081 Email: info@ngogcn.org	Agriculture Empowerment for women, Child Rights, Women in Politics and decisions, Gender related roles			
Quadria Muslim	Saiti Burhan Jambo	Health,	Ntchisi; KK;		

Association of Malawi (QMAM)	Area 47, Sector 2, Dwangwa Road P.O Box 1024, Lilongwe, Malawi Tel: 0999 207 175/ 0881 181 399/ 0996 660 990 Email: saitijambo@gmail.com	Governance, Women in Democracy/Gender, Education, Youth, Children Affairs, Islam(Religion), Human rights	SA; Machinga; Balaka; Ntcheu; Dedza; Mulanje; Zomba; Somba TA(Blantyre)		
Oxfam Malawi	Green Heritage House, Area 13, City Centre, Lilongwe P/Bag B331, Lilongwe, Malawi Tel: 01 770 489 01 770 525 Email: infomalawi@oxfam.org.uk	Governance, Livelihoods, Women's Rights, Humanitarian	Lilongwe; Dowa; Balaka; Phalombe; Mchinji; Kasungu; Karonga;		
Rights Advice Centre	Madalitso Masache Red Cross Building, Dedza P.O. Box 71, Dedza Tel: 0881 676 797/ 0999 205 351 Email: mmassache@yahoo.com	Legal, Education, Human Rights and Good governance, Lobbying , Advocacy	Mangochi; Dedza;		
Synod of Livingstonia Church of Central Africa Presbyterian	Moses W Mkandawire Along Boardman Road, CCAP Synod offices P.O Box 112, Mzuzu Tel: 01 311 111/0881022212,0999865718 Email: churchsociety@sdno.org.mw	Governance and Legal Services, Women Youth Development	Karonga; Rumphi; Nkhata Bay; Chitipa; Likoma; Chizumuru; Mzimba; Kasungu North & NKhotakota North		
The Centre for Civil Society Strengthening (CECSSO)	Viweni Chavula Corporate Mall, Lilongwe P.O Box 3227, Lilongwe Tel: 0888 671 708/0999 935 250 Email: cecsmomalawi@gmail.com	Capacity Building, Gender, Human rights, Youth, HIV/AIDS,	National wide		
Theatre for Change	Doug Kirke Smith Off Likuni Road, Plot No 3/559, Area 3, Lilongwe	Education, Sexual and Reproductive	Lilongwe, kasungu,		

	PO Box 31739, Lilongwe Tel:01 759 124/ 125/0999 511 786 Email: fiona.morrell@tfacafrika.com	Health	Salima, Phalombe, Karonga, Blantyre, Machinga, Chiradzulu		
The Story Workshop and Education Trust	Kent Mphepo P/Bag 266, Blantyre Tel: 01 821 657/0882 408 390/ 0888 201 115/0884 422 941 Email: kmphepo@storyworkshopmw.org	Gender, Environment and Climate Change, Agriculture, Human Rights, Youth and right to participate			
Tovwirane Organisation	Mr. Oswald Nyirenda P/Bag 20, Mzimba Tel: +265 1342 454/0 999 292 115/0 888 833 704 Email: tovwirane@sdpn.org.mw	Health, Women Empowerment, Primary Justice, Water and Sanitation, Climate change and environmental management, Education, Children rights, Economic empowerment	Mzuzu, Nkhata Bay, Rumphi, Mzimba		
Women's Hope for Change	Helen Nhlane Makukula District Council Community Hall Box 175, Mchinji Tel:0999 277 300 Email: helenmakukula@gmail.com	Governance, Human Rights, gender and HIV/AIDS, Women Empowerment	Mchinji		
Women and Law in Southern Africa	Mzati-Kidney Mbeko P/Bag 534 Limbe Tel: 0111 624 060/0888 383 486 Email: mzati.mbeko@yahoo.com/ naphiri66@yahoo.com	Gender, Women Empowerment, Women representative			

Key: Green – Direct contribution & well experienced and established

Orange-reservations require constant supervision or indirectly contributes to WE4L programme

Annex IV: List of Participating Institutions

1. Hivos Malawi
2. Office of the President and Cabinet
3. Women in Politics and Decision Making Unit(MoGCDSW)
4. Department of Human Resource Management and Development
5. Department of Statutory Corporations
6. Political Parties-Women directorates
7. Centre for Multiparty Democracy
8. Non-Governmental Organization-Gender Coordination Network
9. Council for Non-Governmental Organizations (CONGOMA),
10. UN Women
11. Parliament Secretariat
12. Malawi Human Rights Commission,
13. Non-Governmental Organization Board (NGO- Board)
14. Malawi Economic Justice Network (MEJN)
15. Malawi Electoral Support Network (MESN)
16. Malawi Local Government Association
17. Forum for African Women Educationalist in Malawi
18. Malawi Girls Guide Association
19. Pan African Civic Educators Network
20. Gender Support Network
21. Citizens' Alliance
22. Association of Progressive Women
23. Civil Liberties Committee
24. Centre for Human Rights and Rehabilitation
25. CCAP Nkhoma Synod Church & Society
26. Centre for Governance and Public Participation
27. Centre for Solution Journalism
28. Civil Society Education Coalition
29. Centre for Women, Children and Youth Empowerment
30. Women's Legal Resource Centre
31. National Elections Systems Trust
32. Mbaweme Women's Association
33. Camfed Malawi
34. The Polytechnic-Department of Journalism and Media Studies
35. Coalition for the Empowerment of Women and Girls
36. Forum for Africa Women Educationalists in Malawi
37. Future Planning for the Child
38. Gift Foundation
39. Link for Citizen Empowerment and Development
40. Malawi Girls Guides Association
41. Malawi Electoral Support Network
42. Media Council of Malawi
43. MISA Malawi
44. Mtendere Electoral Support Network
45. Malawi Local Government Association
46. Rights Advice Centre
47. The Centre for Civil Society Strengthening
48. The Story Workshop
49. Tovwirane
50. Women's Hope for Change
51. Malawi Congress of Trade Union
52. Malawi News Agency
53. Malawi Law Society
54. Capital Radio
55. Yoneco
56. Transworld
57. Montfort Media
58. Calvary Radio
59. Kwesi TV
60. Dzimwe Community Radio
61. Maziko Radio
62. Judiciary
63. Ministry of Local Government and Rural Development
64. Ministry of Foreign Affairs and International Cooperation
65. Chamber of Commerce
66. Judiciary
67. Ministry of Transport and Public Works
68. Ministry of Justice and Constitutional Affairs