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**Report On The Implementation Of The Au Solemn Declaration
On Gender Equality In Africa (Sdgea)**

Third Report of the AUC Chairperson On the Implementation of the Solemn Declaration on Gender Equality in Africa

1. Introduction

This is the third annual report to the Heads of State and Government on progress in implementing the **2004 Solemn Declaration on Gender Equality in Africa (SDGEA)**, in accordance with the reporting requirements agreed in Article 13 of the Solemn Declaration. This report looks at progress made during the past year, identifies key issues arising and makes recommendations for the focus of action during the coming year.

Section 2 of this report provides an **Executive Summary**, focusing on the key issues and their implications for action. The full report may be found in Sections 3-7.

Section 3 looks at the **AU Commission Progress on Implementing the Solemn Declaration**, in terms of the improved capacity of the Commission, on the regional consultation process, and on actions taken to encourage improved implementation of the Solemn Declaration.

Section 4 provides an overview of **Country Progress in Implementing the Solemn Declaration**, by summarising the overall pattern of the Country Reports which have been received during the past year, looking at progress in implementing each of the SDGEA Articles, as the basis for identifying examples of best practice which might be worthy of emulation, as well as making a critical analyses of the present level of progress. There is some consideration of how to improve the reporting system in order to improve the number and quality of reports.

Section 5 looks at **Progress in Gender Mainstreaming** at both country and regional levels, with a special focus on the problems of ensuring the country and regional development plans incorporate sufficient identification of relevant gender issues, and appropriate intervention strategies to effectively address these issues.

Section 6 assembles some detailed statistics to provide **Measures of Gender Equality** for all Africa, using selected indicators that are of particular relevance for measuring progress in implementing the Solemn Declaration. These indicators are used for inter-country and inter-regional comparisons, and to look at the pattern of change over time. The figures are used to identify key issues, including the key issues of how to collect better and more comprehensive information for better quantitative measures of progress.

Section 7 brings together the main **Recommendations** that are suggested for addressing all the key issues that were identified in the previous sections of the report.

2. Executive Summary

2.1 Introduction

The Executive Summary provides an overview of the main points in the AU Chairperson's third annual report on implementing the SDGEA, which looks at progress made during 2007. The Summary focuses on the main elements in the reporting framework, which is concerned with reporting **progress**, identifying **key issues**, and making **recommendations**. However, in order to highlight the report's implications for action, this Summary puts emphasis on the **recommendations**.

2.2 Progress Report

2.2.1 African Union Commission Activities

The Commission has continued to build its institutional capacity to guide and encourage the process of gender mainstreaming at the country and regional levels, especially by further strengthening the Women, Gender and Development Directorate (WGDD), which is the focal point for all gender related activities within the AU.

The WGDD has been active in promoting and facilitating regional conference discussion on gender mainstreaming within various aspects of regional governance – within the African Union itself, within parliamentary legislation, economic policy and planning, peacekeeping, and in the rehabilitation of girl soldiers. Such consultations have been useful in identifying some of the obstacles to SDGEA implementation, and strategies for better implementation. Some of the main lessons learned from such consultations are reported here.

Some progress has been made on the formulation of an AU Gender Policy while the Gender Mainstreaming Strategic Plan have been developed for the Social and Political clusters of AU Departments.

2.2.2 Country Reports

Despite the commitment of Member States to make annual reports on progress in implementing the SDGEA, only 9 reported in the period 2005-6, and 7 during the present reporting period of 2007, leaving 37 countries that have so far not met their commitment under Article 12 of the SDGEA. This low level of reporting makes it difficult to use these Country Reports to provide a satisfactory overview of regional progress.

Better progress is seen on the implementation of Article 9 requiring ratification of the **Protocol to the African Charter of Human and Peoples' Rights on the Rights of Women in Africa**, where 23 countries have ratified, another 23 have signed but not ratified, and only seven have neither signed nor ratified.

2.2.3 Progress on Gender Mainstreaming

Country Reports generally show a strong element of gender mainstreaming within educational programmes. There is a high awareness of gender gaps in formal school enrolment as an important issue, and there is evidence of longstanding measures and development programmes to address this issue.

However, there is also a general pattern in Country Reports of not adequately describing the gender specific aspect of programmes in other socio-economic areas that are equally important to the SDGEA. For example, whereas Article 1 calls for gender specific measures in HIV/AIDS programmes, a Country Report will typically describe a national HIV/AIDS programme without reference to any gender specific measures, or even without any identification of specific gender issues that need to be addressed.

In general, Country Reports show a relatively high level of legislative intervention to secure equal rights for women, by comparison with a much lower level of activity in measure and programmes to secure these legal rights in practice.

2.2.4 Standard Indicators as Measures of Gender Equality

Especially because Country Reports have so far provided a low coverage of the overall African situation, Section 6 uses a selection of globally available statistical indicators as measures of gender equality for all African countries. Whereas Country Reports are intended mainly to recount **actions** taken to implement the SDGEA, the all-Africa indicators provides the prospect of measuring the **results** of such actions, in terms of the changing political and socio-economic status of women in Africa.

The results clearly show a high level of gender equality in the area of education (as measured by gender gaps in school enrolment) by comparison with a relatively low level of gender equality in political empowerment (as measured by gender gaps in parliament and ministerial positions). However, women's political empowerment has improved markedly over the past twelve years (the figures show an all-Africa average of only 7 women to every 100 men in top-level political positions in 1995, but rising to 17 women to every hundred men in 2007). However, these overall figures mask large differences between countries and regions.

The figures also show that there is no correlation between women's level of education and their representation in high level political positions. Some countries have very high levels of women's education even at the tertiary level, but very low levels of women's political empowerment. Conversely, some countries with relatively low levels of women's enrolment in education nonetheless have high levels of women's political empowerment.

2.3 Key Issues Arising

The key issues arising from the various forms of progress report are:

- Too few countries are responding to their commitment to write annual reports on their progress in implementing the SDGEA;
- Especially because of the poor response in country reporting, there is lack of an overall all-Africa picture of progress on implementing the SDGEA;
- Country Reports show insufficient identification of the gender issues which need to be addressed, or the gender specific measures being taken, or which need to be taken;
- Country Reports are lacking in identification of areas of difficulty and obstacles to progress;
- There is no statistical evidence for the widely held assumption that more education for women is an effective strategy for improving women's level of political representation;
- Women's level of political representation is highest in those countries where governments have taken direct affirmative action to increase their level of representation.

2.4 Main Recommendations

2.4.1 Recommendations for Improved Country Reporting

It is recommended that:

- Urgent steps need to be taken to encourage and enable reporting from those countries which have not yet submitted baseline Country Reports.
- The AU will devise incentives to motivate member states to meet their obligations on SDGEA reporting;
- Country reports should recognised difficulties and obstacles being faced in implementing the SDGEA, and in should include a 'milestones of implementation' to show stages of implementation, from legislative action through to programme planning, action and outcomes, for the various aspects of the SDGEA;
- Reporting should include a peer review report, which could be achieved by incorporating a stronger gender element mainstreamed within the current system of APRM reporting within NEPAD;
- The AU will make it easier to compile and write the report by providing a standard format questionnaire to ensure that all relevant information and quantitative data is provided;

2.4.2 Recommendations for Improved Country-Level Implementation of the SDGEA

There is a need for:

- Ratification of the African Charter's Protocol on Women's Rights by those countries which have not yet done so;

- Carrying out dissemination and popularization of the Protocol by translating it into local languages;
- Mobilisation of human resources in multidisciplinary teams to better clarify all aspects of the Protocol and conduct sensitization campaigns through the media;
- Domestication of the provisions of the Protocol into statutory law;
- Harmonisation of customary law with statutory law, and therefore to ensure that there is no infringements of women's rights within customary law and traditional practice;
- More action to move from legislative provision on women's rights, to implement programmes of action to ensure that these rights are accessible in practice;
- AU facilitation of national consultations between women parliamentarians and Civil Society Organisations (CSOs);
- Identification of the practices of gender discrimination which stand in the way of implementing the commitments of the SDGEA and the Protocol;

2.4.3 Recommendations for Improved Gender Mainstreaming

It is recommended that:

- The AU will provide a practical 'how to' gender mainstreaming manual, to provide advice and methods on how to recognise and address gender issues in development planning, for all stages of the planning cycle;
- Attention to gender issues should be mainstreamed within the APRM assessment process, and not isolated a separate consideration. The APRM should include an explicit interest in all of the gender issues, which are the subject of commitments in the SDGEA and the African Charter's Protocol on Women's Rights.

2.4.4 Recommendations for Improved Monitoring of the Status of Women in Africa

It is recommended that:

- The present system of country reporting on the SDGEA should be allied to, or include, a periodic provision of country-level data on quantitative indicators to measure progress in those areas most important to SDGEA;
- That this monitoring of progress on key indicators will be achieved by alliance with the ECA *African Gender and Development Index* which the ECA is currently rolling out in a first batch of African countries;
- That the national gender machinery in each country should be asked to provide annual or biennial data on an agreed list of essential indicators, as the basis for periodic AU Reports on overall progress on improved gender equality, with inter-country and inter regional comparisons.

3 African Union Commission Progress in Implementing the SDGEA

3.1 Background: AU Commission Progress Prior to 2007

In the period 2004 – 2006, i.e. the period prior to the present 2007 reporting year, the AU Commission carried out the following foundation activities for establishing the basis for SDGEA implementation:

- **Reporting** – In compliance with Article 13 of the SDGEA, the AU Chairperson produced annual reports in 2005 and 2006 on Progress in SDGEA Implementation during the period 2004-2005 [EX.CL/170 (VII) and EX.CL306 (X)]. The 2006 Chairperson's Report included an overview of the nine Country Reports received during 2005 (in compliance with Article 12 of the SDGEA), and a more detailed Synthesis of these First Reports was attached to the Chairpersons 2006 Report as an appendix [EX.CL.306 (X)-b].
- **The Gender Audit** - The Commission completed a gender audit. The audit indicated that although some progress has been made, much more needs to be done in order to achieve the AU commitments and objectives on gender equality and women's empowerment in Africa. The AU Commission committed itself to implement the recommendations of the Gender and Audit in the forthcoming strategic plan.
- **The Gender Policy** – The Commission initiated discussion on the development of the AU gender policy. This AU policy will provide the framework for gender mainstreaming and women's empowerment in Africa.
- **The Five Year Gender Mainstreaming Strategic Plan** - The Commission also developed of a Five Year Gender Mainstreaming Strategic Plan (GMSP) for the social and political clusters, aimed at providing a framework for AUC, RECs, AU Organs and Member States in gender mainstreaming and women's empowerment, as a means towards the operationalization of the Gender Policy.
- **Building Internal Capacity to Mainstream Gender** – Women, Gender and Development Directorate (WGDD), in collaboration with UNIDEP, piloted a course on gender responsive economic policy making in African and produced a handbook on good practices in mainstreaming gender in different sectors.
- **Partnerships and Advocacy on HIV/AIDS** - The WGDD has collaborated with CSOs, international organizations, RECs and other AU Directorates in its efforts to address gender and women's empowerment issues in Africa. In collaboration with partners, WGDD launched an Advocacy Campaign on Younger Women's Higher Vulnerability to HIV/AIDS.
- **Guidelines for Reporting and Implementation** - The First AU Conference of Ministers in Charge of Women Affairs and Gender held in October 2005 in

Dakar, Senegal adopted the Guidelines for Reporting, and an Implementation Framework on the SDGEA by AU Member States, setting out a timeframe of five years for action, and for review after every five years.

3.2 AU Commission Progress during 2007

The mandate of the WGDD is to spearhead the promotion of gender equality and women's empowerment within the Commission and other organs of the African Union (AU) and its Regional Economic Communities (RECs) as well as among Member States, through mainstreaming gender issues in all its programmes as well as implementing special programmes to ensure the fulfilment of women's rights as provided for by the Constitutive Act of the African Union, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and the SDGEA.

During the year 2007 the main activities aimed at supporting the implementation of the SDGEA were as follows:

- **Reporting** - Despite requests to Member States to submit their reports for submission to this January 2008 Summit, during the year 2007 reports were submitted by only seven Member States. Therefore, to date, the Commission has received baseline Country Reports from only sixteen countries (Algeria, Burkina Faso, Burundi, Cameroon, Cote d'Ivoire, Ethiopia, Ghana, Lesotho, Mali, Mauritius, Namibia, Nigeria, Rwanda, Senegal, South Africa and Tunisia). A synthesis of the latest seven Country Reports is made available separately, whereas a general overview of the findings from these seven Country Reports is provided in Section 4 of this present Report.
- **AU Gender Policy and Mainstreaming Strategy** – Although it was originally envisaged that the AU Gender Policy would be ready during 2007, more time and consultation was found to be needed than was originally envisaged. It is now expected that the Policy will be ready for approval and publication in 2008.
- **Strategies for Ratifying the Protocol** – The WGDD organized a Regional Consultation on Strategies for Accelerating the Ratification of the African Union Protocol on the Rights of Women held in Tunis, 2-4 April 2007. This consultation identified the various obstacles standing in the way of both ratification and implementation of the Protocol, and in the light of these difficulties made detailed recommendations to Member States and the African Union.
- **Advice on Implementing the SDGEA** – The WGDD organized the Second Meeting of the African Union Women's Committee, which serves as an advisory body to the Chairperson of the AU Commission on gender and gender development related issues. The meeting made detailed recommendations for the improved implementation of the SDGEA.

- **Lobbying and Advocacy** – A Conference on the Role of Parliament in the Popularization and Implementation of the SDGEA was organized at AU Headquarters in Addis Ababa from 10-12 October 2007. The main objective of the Conference was to identify strategies that could be put in place to popularize and implement the SDGEA through national Parliaments and the Pan African Parliament, with the of making the SDGEA more known and its content mainstreamed into the work and programmes of National Parliaments.
- **Gender Mainstreaming** - The Gender Directorate in collaboration with the “Gender is my Agenda” Campaign Network of women’s groups and organizations coordinated by Femmes Africa Solidarité (FAS) organized, from 23 to 24 June 2007, the 10th Pre-Summit Consultative Meeting on Gender Mainstreaming in the African Union (AU) on the margins of the 9th AU Summit of Heads of State and Government in Accra, Ghana. They also discussed the theme of the 9th AU Summit, “Grand Debate on the Union Government” and recommended the inclusion of the gender parity principle in the new Constitutive Act of the Union Government and maintain it in all the Organs, Structure and Programmes of the African Union Government, RECs and National Governments.
- **Gender Orienting Economic Policies** - The African Union Commission, in collaboration with UN-IDEP, organized the 2nd AU Course on Gender Responsive Economic Policy-Making in Africa from 3rd –14 December 2007 in the premises of the AU Commission. This Course had the objective of filling the capacity gap of African economic policy makers, budget planners, development practitioners and policy advocated in designing and implementing gender sensitive economic policies and programmes. It also sought to bridge the knowledge gap of the economists on gender issues and to improve the economic literacy of gender experts.
- **Women’s Voice in Peace-Making** - As part of the African Union’s efforts in strengthening women’s voices in peace processes, especially in countries in conflict and emerging from conflict and following the requests coming from Côte d’Ivoire women’s associations and authorities, the African Union Commission, including WGDD, together with Femmes Africa Solidarité (FAS) undertook from 18-21 November 2007 a Preliminary Peace and Solidarity mission in Cote d’Ivoire. The objective of this preliminary mission was the analysis of the situation in Cote d’Ivoire in order to prepare the High-Level Peace Mission that will be composed by a delegation of eminent personalities who will be nominated by the Chairperson of the Commission. The High-Level Peace Mission is planned for the beginning of 2008.
- **Rehabilitating Girl Soldiers** - From 6 to 7 December 2007, the WGDD, in collaboration with Peace and Security Department organized, in Kigali, Rwanda, a Workshop on The Rehabilitation and Reintegration of Female Ex-Child Soldiers/Captives in the Great Lakes Region. The workshop aimed at assessing the situation of female ex-child soldiers and combatants in the

Great Lakes Region, and developing policy recommendations on the subject in question, and in other thematic issues such as HIV and Violence Against Women and Children.

- **Gender Training Manual for AU Peacekeepers** - WGDD is in the process of developing an AU Gender Training Manual for AU Peacekeeping Operations in order to train peacekeepers in Human Rights, focusing on gender-based violence, in order to be able to investigate and report on violence of women's rights and to provide effective protection.

3.3 AU Commission Progress on Implementing SDGEA Articles

In addition to the SDGEA Articles where Member States make commitments, there are particular Articles that require action by the African Union Commission. Progress on the implementation of these Articles is summarised below.

3.3.1 Progress on Article 5: Gender Parity in the African Union Organs

In addition to the Solemn Declaration on Gender Equality in Africa's (SDGEA) Articles where Member States make commitments, there are particular Articles that require action by the African Union Commission. Progress on the AUC implementation of this Article is summarised here below. To demonstrate that efforts are being made to ensure that the gender parity principle is being applied in the recruitment of staff in the AU Commission.

Staff of AU by Grade and Sex

Grade	Number			Rate (%)	
	Men	Women	Total	Men	Women
Chairperson	1	0	1	100	0
Deputy of Chairperson	1	0	1	100	0
Commissionner	3	5	8	37.5	62.5
D1	12	6	18	66.7	33.3
P6	4	3	7	57.1	42.9
P5	35	13	48	72.9	27.1
P4	20	12	32	62.5	37.5
P3	69	16	85	81.2	18.8
P2	52	22	74	70.3	29.7
P1	5	1	6	83.3	16.7
GSA	95	100	195	48.7	51.3
GSB	127	28	155	81.9	18.1
Total	424	206	630	67.3	32.7

3.3.2 Progress on Article 10: Establishing an AIDS Watch Africa Article 10 of the SDGEA established AIDS Watch Africa. It will be recalled that AIDS Watch Africa (AWA) was established at the 2001 Abuja Summit on HIV/AIDS, Tuberculosis and Other Related

Infections, to promote advocacy for action at the level of Heads of State and Government as well as for mobilization of local and international resources. The Members of AWA include the Heads of State and Government of Botswana, Ethiopia, Kenya, Mali, Nigeria, Rwanda, South Africa and Uganda. The AU Commission Chairperson is also a Member of AWA.

Originally operated from Abuja, AWA was relocated to the AU Commission in July 2004 within the Social Affairs Department. The AU Commission HIV/AIDS Strategic Plan and the AWA Strategic Framework were developed and, among the others, proposed responsibilities for each Member to spearhead. These responsibilities were formally allocated at the AWA Meetings held in Khartoum, Sudan in January 2006 and Banjul, the Gambia in July 2006. At the Banjul Summit, a decision was taken that Advisors to AWA Heads of State and Government meet biannually. The Advisors will, therefore, meet to discuss how each will effectively coordinate the responsibilities of his/her respective Heads of State and Government.

From 19 to 20 February 2007 at AUC Headquarters, Addis Ababa-Ethiopia, AU Commission Department of Social Affairs and Bureau of AU in collaboration with UNAIDS organized the second meeting of Advisors on HIV/AIDS to AIDS Watch Africa (AWA) Heads of State and Government.

The main objective of the meeting were:

- To share experiences since the meeting of September 2006
- To finalize the framework for an advocacy plan for AWA member, Head of State and Government and AU Commission Chairperson
- To finalize a collective Action Plan for AWA Advisors and Partners to utilize in facilitating AWA advocacy, monitor and follow up the implementation of AWA Strategic Framework and capacity building for the AWA Secretariat

3.3.3 Progress on Article 11: Establish an African Trust Fund for Women

Activities are under way to ensure the establishment of the African Trust Fund for Women. According to the decisions number 8 (Doc EX.CL/306(X) of Assembly of the African Union on January 2007, the Commission of the African Union was mandated to organize a Continental Conference on the Economic Empowerment of African Women. The process for the preparation of this conference has already started and is scheduled to be held in February 2008 in Malawi. In order to prepare the content part of the conference the NEPAD Secretariat in conjunction AU Gender Directorate and ECA are already conducting Baseline study on the participation of women in the economy. In the meantime, the Gender Directorate is in the process of developing the Terms of Reference for the study on African Trust Fund for women. The results of this study will be to present during the conference known mentioned.

3.3.4 Progress on Article 13: Submission of Annual Progress Reports on SDGEA Implementation

The Chairperson of the AU has complied with the obligation to provide annual reports on SDGEA progress, not only in this present 2008 report, but also in the previous two previous reports of July 2005 and January 2007 (see also the heading 'Reporting' in Section 3.1 of this present report).

3.4 Key Issues for Improved Action by the AU Commission in Implementing the SDGEA

The main issue arising from this Section of the Report is the low level of reporting from Member States, where only 16 of 53 member states have so far reported. This means that the Commission has not yet been able to put together a comprehensive overall picture of the status of women in Africa with respect to the specific SDGEA commitments. Such an overall picture is needed to provide the basis for identifying the priorities for action, and as the basis for a co-ordinated All-Africa campaign to improve gender equality throughout the region.

Even in the 16 Country Reports so far received, adequate information is often missing on the present situation of gender equality, and on progress on gender specific actions called for by the SDGEA.

Further aspects of this issue of lack of reporting, and its ramifications, are discussed in the following Sections 4, 5 and 6 of this present Report.

3.5 Recommendations for Improved Implementation of the SDGEA and Ratification of the Protocol on Women's Rights.

3.5.1 Recommendations for Improved Implementation of the SDGEA

The African Union Women's Committee, in their meeting of April 2007 (see also Section 3.2, above) made 16 recommendations for improved implementation of the SDGEA:

- The AU should facilitate the missions to be undertaken by the AUWC to convince Heads of State to submit reports on the SDGEA and to ratify the Protocol on women's rights, as spelt out in the Work plan;
- The AU should urge member states in their reporting to be more action-oriented and more forthcoming with regards to the challenges encountered. In this connection, the WGDD is requested to elaborate guideline questions;
- The AU should devise incentives to motivate member states who report adequately;
- The AU member states need to devise strategies to capacitate financially and educationally relevant Ministries responsible for gender;
- The AU should facilitate the harmonisation of processes such as SDGEA, Protocol on women's rights, NEPAD Peer Review, CEDAW, UN Resolution 1325, MDGs etc;

- The AU should devise ways of sensitising Parliamentarians on the importance of the SDGEA;
- The AU should facilitate national consultations with women parliamentarians and Civil Society Organisations (CSOs);
- The AU is requested to ensure that Gender Equality is one of the main themes at the Summit thereby inciting Heads of State to consider the reporting requirement more seriously;
- The AUWC in collaboration with the WGDD should put in place mechanisms to popularise the SDGEA, and each member prepare an advocacy plan to be submitted at the next meeting;
- The AUWC should be represented at the next regional meeting of the Ministers responsible for women affairs and at the next PAP meeting;
- The AUWC should interact with the NEPAD Peer Review Committee, the PAP, and development partners to support the national efforts on the implementation of the SDGEA;
- The WGDD should devise strategies to work closer with other regional structures such as NEPAD and with relevant NGOs;
- The WGDD needs to work with the gender ministries to identify the gender machinery at the national levels in order to establish focal points for the implementation of the SDGEA;
- The WGDD should work in collaboration with the media and CSOs to identify achievements and constraints linked to the reporting and implementation of the SDGEA and devise strategies to implicate the Heads of State in the reporting activity;
- The WGDD should be reinforced to enable it function efficiently
- The WGDD should devise ways of creating a gender unit/component within each department/directorate of the AU.

3.5.2 Recommendations on African Union Strategies for Accelerating the Ratification of the Protocol on the Rights of Women in Africa

The Regional Consultation on Strategies of Accelerating the Ratification of the Women's Protocol, held in Tunis in April (see also Section 3.2, above) made recommendations on actions the African Union should take for accelerated ratification of the Protocol:

- Regularly post on its website any information relating to developments on the status of ratification of the Protocol on the Rights of Women;
- Organize regular regional consultations bringing together governments, experts, representatives of the civil society and networks of women's associations engaged in advocacy for the ratification of the Protocol on the Rights of Women in the region concerned;
- Refer to the African Peer Review Mechanism (APRM) in the evaluation of gender mainstreaming in development policies and plans, as an obligation for good governance;

- Assist countries to mobilize the necessary resources from donors for campaigns for the ratification and implementation of the Protocol;
- Build the capacities of the Solidarity on African Women's Rights (SOAWRs) to enable it to fully play its role in Member States for the ratification and implementation of the Protocol;
- Use the expertise of SOAWRs to instil dynamism into mobilization campaigns in Member States on the ground for the ratification and implementation of the Protocol.

4 Latest Country Reports on Implementing the SDGEA

4.1 Current Level of Base-Line Reporting

So far, in the period 2005 to 2007, the AU has received only sixteen of the fifty-three Country Reports which should have been submitted during this period. Therefore, although we may find some shortcomings in seven reports during 2007, we should remember our main concern that only 30% of countries met their obligation to submit reports (as agreed in Article 14 of the SDGEA).

Each country's first report has the purpose of providing baseline data from which future progress can be measured. The lack of reports from the majority of countries makes it difficult for the AU to monitor and evaluate overall African progress, and to identify the main regional issues which need to be addressed. It is especially for this reason that this present report has included Section 6 on *Measures of Gender Equality in Africa*, which attempts to put together an overall All-Africa picture by using data from selected indicators which are available from international organisations with country-level world-wide information.

4.2 Overview of the Latest Country Reports (for Burkina Faso, Cameroon, Cote d'Ivoire, Ghana, Mali, Nigeria and Rwanda)

This section provides an overview of the content of the latest seven Country Reports by looking at the institutional machinery for implementation, and the present level of progress in implementing each article of the SDGEA. (An overview of the nine reports submitted before January 2007 is provided in the previous Chairpersons Report dated January 2007).

The overview of Country Reports here follows the same pattern as in the previous Chairperson's Report, of providing an overview of progress in implementing each Article of the SDGEA, and giving an example of good practice for each Article.

A more detailed account and synthesis of the Country Reports may be found in the AU Report on the *Synthesis of First Reports of Member States on the Implementation of the SDGEA*, which includes not only a more detailed account of the seven reports considered in this present Report, but also includes a synthesis of the nine Country Reports received in 2005-6 (Algeria, Burundi, Ethiopia, Lesotho, Mauritius, Namibia, Senegal, South Africa and Tunisia).

4.2.1 Institutional Mechanisms to Promote Gender Equality

Overview. In all of the seven countries there is a high level of institutional development, arising especially from countries' earlier assent of various international conventions and declarations, especially CEDAW and the Beijing Declaration. Typically there is an institutional framework which includes a government ministry of gender (or for women), which is connected to gender focal points in other ministries, and a national gender policy. In principle, therefore, all countries would seem to have a fairly strong institutional framework for implementing the SDGEA.

Best Practice. Rwanda reports the most comprehensive institutional framework, where state institutions include the Ministry of Gender and Family Affairs, the National Women's Council, the Permanent National Secretariat for the Follow-Up of the Beijing Platform of Action, the Gender Monitoring Office, the National Gender Policy and Gender Focal Points. Rwanda is the only one of the seven countries being reported here to include civil society organisations as part of the national institutional framework, mentioning the Forum of Rwanda Women Parliamentarians, and Pro-Femmes Twese, the umbrella organisation of women's NGOs.

4.2.2 Article 1: HIV/AIDS and Other Related Infectious Diseases

Overview: This Article requires gender specific economic, social and legal measures, gender equality in the provision of services, and action to end discrimination against women living with AIDS. But the most notable aspect of the seven country reports is the lack of attention to the gender specific focus of Article 1. Instead there are general descriptions of programme for HIV/AIDS, Malaria and TB, with little or no information on gender issues, or gender specific action. Instead, there is a small amount of information on sex-differentiation, such as provisions for pregnant women, and provision for Prevention from Mother to Child Treatment (PMTCT).

Best Practice: Since all the seven reports showed little or no focus on the requirements for Article 1, there is no example of best practice.

4.2.3 Article 2: Peace and Security

Overview: The seven country reports show very limited focus on the Article 2 commitment to 'full and effective participation of women in the peace process'. One report, Burkina Faso, gives information on country participation in peace processes without any information whatsoever on women's role, or their level of participation. Apart from Ghana, other countries mention aspects of women's participation, but without any quantitative information on the level of participation or their roles.

Best Practice: The most relevant, definite and quantitative information comes from Ghana, whose report states that women account for 11.5 per cent of Ghana's peacekeeping contingents.

4.2.4 Article 3: Child Soldiers and Abuse of the Girl Child

Overview: Although some countries made fairly lengthy submissions on this Article, none of them showed any evidence of the ‘campaign for systematic prohibition’ against child soldiers and girl children as sex slaves that was called for in the Article 3. Two countries, Burkina Faso and Cameroon, went no further than listing the relevant international Conventions which they have ratified. Two countries, Mali and Nigeria, mentioned that the problem of child soldiers was not currently a local problem. Only Ghana reported on the problem of girl children being used as sex slaves, reporting that the country had ‘promulgated a law against ritual servitude ... where young girls are kept in shrines to atone for crimes committed by male members of their families’. Apart from this statement, there is no focus on gender issues in the sections of the seven Country Reports concerned with Article 3. Only Rwanda gives the numbers of girls amongst the child soldiers demobilised, but does not identify the gender issues faced by these girls, nor mention any special gender specific measures involved in girls demobilisation and rehabilitation.

Best Practice: Cote d’Ivoire and Rwanda gave clear quantitative information on action to demobilise and rehabilitate child soldiers. For example, the Cote d’Ivoire reports the existence of a National Disarmament, Demobilisation Programmeme for child soldiers which began in 2004, and estimates that there are still 4,000 child soldiers in the country.

4.2.5 Article 4: Violence Against Women

It is clear from all seven country reports that much needs to be done in this area, and that none of the countries reported organising the ‘sustained public campaigns against gender violence’ which are called for in Article 4. Six of the seven countries currently have no adequate law to proscribe common forms of gender violence, but four of these (Cameroon, Ghana, Nigeria, and Rwanda) have bills being drafted, or currently before parliament, to outlaw all forms of gender violence.

Best Practice: Article 4 calls for the ‘reinforcement of legal mechanisms to protect women’, which entails ensuring that there are adequate regulations, administrative and organisational mechanisms and procedures to ensure that women’s rights given in law are actually accessible, and therefore that existing laws on women’s rights are actually operationalised. In this regard, Cameroon provides a good example, where the government has adopted an Action Plan on Female Genital Mutilation, and the Ministry of Women’s Affairs organises socio-legal clinics to inform women about their rights and the various legal instruments and mechanisms available to seek redress.

4.2.6 Article 5: Gender Parity

Overview: The key questions here concern the proportion of women in parliament and holding ministerial positions, and whether the government has instituted a quota system to improve women’s representation. According to the Country Reports, government instituted quota systems are operating in Rwanda (33% women) and Cameroon (30%),

although the latest figures for Cameroon on women in parliament (14%) and in ministerial positions (10%)¹ would seem to indicate that the Cameroon quota system is either not yet operational, or is otherwise ineffective. In Cote d'Ivoire political parties are left to set their own quotas for female parliamentary candidates, which for one party (the PDCI) is only 10%. The other four countries make no mention of any quota system. The Country Report from Mali has no information on the situation with respect to Article 5. None of the countries provide any identification of the discriminatory practices or other obstacles which stand in the way of women's participation in the political process.

Best Practice: Rwanda is by far the most successful country in the group of seven, with a percentage of women in parliament of 48%, as a direct result of a government instituted quota system requiring at least 30% women in all public decision making institutions.

4.2.7 Article 6: Women's Human Rights

Overview: This Article requires a state party to actively promote women's rights by legislation and awareness raising. However, all reports show a lack of focus on the requirements of the Article, and instead a focus on listing the relevant international conventions which have been ratified, or the existence of a Human Rights Commission, and the Country Report from Mali says nothing at all on the situation with respect to Article 6. However, Burkina Faso, Cameroon and Ghana do briefly mention programmes concerned with increasing awareness on women's rights, and Nigeria and Rwanda list recent legislation directed at protecting the rights of women and girls.

Best Practice: Rwanda reports a new law of 1999 that establishes women's rights in marriage, allowing a woman to choose her matrimonial regime, and allows a female offspring to inherit property from her parents as would her brother. A 2004 law gives a Rwandan woman married to a foreigner the right to pass her nationality to her children. These examples are important in two respects: firstly in the domestication into local law of provisions in international conventions; secondly in the reform of customary law of marriage, which is not kept separate from constitutional and statutory provisions.

4.2.8 Article 7: Rights to Land, Property and Inheritance

Overview: The Article requires action on the implementation of legislation designed to protect women's right to own and inherit property. However, the country reports are too much concerned with describing existing laws, rather than efforts to implement these laws. The report from Cote d'Ivoire lists laws that give women rights to own property, but then states that 'in practice, Ivorian women are unable to exercise these rights due to entrenched patriarchal customs'. Rather similarly, the report from Nigeria reveals that, several State laws prohibit the owning of property by unmarried women, and one State law which denies property rights to women married under customary law. However, Burkina Faso, Cameroon, Ghana and Rwanda do include brief information on some

¹ See the tables in *Appendix 2* of this report for the proportion women in parliament and ministerial positions, represented as a 'gender index' rather as 'per cent women'.

administrative measures being taken, or planned, to protect women's property rights. Mali makes not report on the situation with respect to Article 7.

Best Practice: Ghana reports a Land Administration Programme aimed at streamlining land administration to remove barriers to land acquisition, and to remove barriers and address gender issues in land ownership, access and control.

4.2.9 Article 8: Education for Girls and Women

Overview: Here, in contrast to the above seven Articles, the Country Reports now all show a clear identification of the gender issue (of gender gaps in school enrolment), and most reports are generous in their provision of quantitative data on gender gaps, and on the various measures being taken to close these gender gaps. Perhaps it is easier to report in an area of considerable success, the result of a long international development interest in Education for All, the Education of the Girl Child, and the current Millennium Development Goal No.3. The generally high proportion of girls in school in these seven countries, particularly at primary and secondary levels, is typical of all Africa (see also the tables in Appendix 2 of this report). Cameroon reports an administrative intervention of 'a 40 per cent quota in favour of girls in the disbursement of scholarships', whereas 40% for girls would actually seem to indicate a bias in favour of the boys who receive 60%. Perhaps we should assume that 40% for girls is an improvement on previous practice, when girls were more seriously discriminated against.

Best Practice: There is a general tendency in these reports to concentrate on successes, rather than admitting problems. A better example is to be found in the Rwanda report, which admits that 'there is a glaring disparity as girls represent 39.1% of enrolment in higher learning institutions'.

4.2.10 Article 9: Ratification of the Protocol to the African Charter of Human and Peoples' Rights on the Rights of Women in Africa

Overview: The status of the seven reporting countries, with respect to the Protocol on Women's Rights, is as follows:

<u>Neither signed nor ratified</u>	<u>Signed but not Ratified</u>	<u>Ratified</u>
Nil	Cameroon Cote d'Ivoire	Burkina Faso Ghana Mali Nigeria Rwanda

(See Section 4.3, below, for the full All-Africa list of countries which have signed and ratified)

According to Article 9, all countries agreed to sign and ratify the Protocol by the end of 2004. Article 9 further requires those who have signed and ratified to launch campaigns by the end of 2005 to ensure the entry into force of the Protocol, and to usher in an era of domestication and implementation of its provisions. However, Burkina Faso does not report any progress on implementation, and Mali states that ‘although the National Assembly is yet to adopt the law, civil society organisations are using and disseminating the Protocol to their constituents’. Of the three reporting countries that have signed and ratified, only Rwanda reports initial progress on implementation.

Best Practice: Rwanda reports that the Protocol has been translated into the national language of Kinyarwanda, and that dissemination to 30 districts of the country has begun, directed at Executive Secretaries, the National Women’s Council, and various civil society and religious organisations.

4.3 All Africa Progress on Article 9: Ratifying the Women’s Protocol

So far 23 countries have ratified the *Protocol to the African Charter of Human and Peoples’ Rights on the Rights of Women in Africa*, as shown below. In 2007 the Protocol was ratified by three additional countries: Angola, Ghana and Tanzania, representing rather slow progress in the ratification process.

The present status with respect to ratification of the Protocol is as follows:

Countries which have neither signed nor ratified	Countries which have signed but not ratified	Countries which have ratified
Botswana Central African Republic Egypt Eritrea Sao Tome and Principe Sudan Tunisia	Algeria Burundi Cameroon Chad Cote d’Ivoire Congo DR Congo Equatorial Guinea Ethiopia Gabon Guinea-Bissau Guinea Kenya Liberia Madagascar Mauritius Niger Sahwarhi Arab Dem. Rep. Sierra Leone Somalia Swaziland Uganda Zimbabwe	Angola Benin Burkina Faso Cape Verde Comoros Djibouti Gambia Ghana Libya Lesotho Mali Malawi Mozambique Mauritania Namibia Nigeria Rwanda South Africa Senegal Seychelles Tanzania Togo Zambia
7	23	23

(Source: African Union, www.africa-union.org)

4.4 All Africa Progress on Article 12: Commitment to Annual Reporting

Article 12 requires all 53 member states to make annual country reports, although 37 countries have so far not submitted any Country Report:

Countries which have reported	Countries which have not reported
Algeria	Angola
Burkina Faso	Benin
Burundi	Botswana
Cameroon	Cape Verde
Cote d'Ivoire	Central African Republic
Ethiopia	Chad
Ghana	Comoros
Lesotho	Congo, Rep.
Mali	Congo, DR
Mauritius	Djibouti
Namibia	Egypt
Nigeria	Equatorial Guinea
Rwanda	Eritrea
Senegal	Gabon
South Africa	Gambia
Tunisia	Guinea
	Guinea-Bissau
	Kenya
	Liberia
	Libya
	Madagascar
	Malawi
	Mauritania
	Mozambique
	Niger
	Sao Tome and Principe
	Sechelles
	Sahrawi Arab Democratic Republic
	Sierra Leone
	Somalia
	Sudan
	Swaziland
	Tanzania
	Togo
	Uganda
	Zambia
	Zimbabwe
16	37

(Source: African Union, www.africa-union.org)

4.5 Key Issues in Country-Level Implementation of the SDGEA

Following the critical overview of the latest seven Country Reports provided in Section 4.2 above, this section identifies the key issues arising.

4.5.1 The Difficulty in Moving to Implementation

To varying degrees, the lack of progress all of the seven Country Reports implicitly suggest that, except in the area of gender equality in education, the implementation of SDGEA is difficult. This is despite the general pattern that the institutional machinery is in place for gender mainstreaming within the legislative process, for administrative mechanisms, for gender oriented planning, and for mounting the gender-focused programmes which are called for, not only by the present SDGEA, but also by other previous conventions and declarations (notably CEDAW and the Beijing Platform for Action).² But although national gender policies have been put in place, and sometimes even new laws, it is clear that there is a general stumbling block when it comes to actually planning and implementing programmes for women's advancement.

It is very noticeable, in these country reports, that when an Article calls for a particular programme of action, the report shows a general tendency to reiterate the conventions ratified and the laws in place which would allow this programme of action to take place, but there is usually no adequate report of any gender-focused programme of action actually taking place.

The single exception to this general tendency is in improving girls' representation within school enrolments, where there has been progress on longstanding international commitments, and where progress continues to be made.

This situation points to the need for identifying the particular obstacles that actually stand in the way of implementing the SDGEA.

4.5.2 The Lack of Identification of Gender Issues

The seven Country Reports did often include brief reports of country programmes of action, in such areas of HIV/AIDS, Peace and Security, Child Soldiers and Violence Against Women. However, such reports were largely irrelevant to the requirements of the SDGEA because the reports were almost entirely gender-neutral, and did not provide information on the gender specific elements required by the Articles of the SDGEA.

This lack of identification of specific gender issues, and lack of mention of gender oriented action to address gender issues, indicates a lack of gender mainstreaming within important national programmes, despite the existence of national gender machinery which is supposed to exist precisely to ensure the gender orientation of such programmes.

Even in the area of increased school enrolment for girls, where there has already been considerable success, there is a lack of identification of gender issues arising. For example, there is no identification of the problem of gender gaps in enrolment for

² See Appendix 1 on the level of ratification of CEDAW and CRC by African States.

science and maths classes in secondary school, and majority of males enrolled in science and engineering subjects at tertiary levels of education.

The problems lack of gender mainstreaming is considered further in Section 5 of this report.

4.5.3 The Lack of Identification of Omissions, Difficulties and Obstacles

It is clear from these seven Country Reports that there is a strong tendency to try to give the impression of good progress, even if this means avoiding a full report on the question that is being asked. Whereas it may generally be laudable to try to defend the record of one's own country, it is also necessary to admit where the situation is not satisfactory, where progress is poor, and where the record shows omissions, problems and obstacles.

For example, in the case of Article 1, on the subject of gender specific measures within HIV/AIDS programmes, the seven reports contained brief summaries of national HIV/AIDS programmes, which included almost no mention of gender specific measures, let alone any identification of the many gender issues which actually needed to be addressed.

Here it would seem to be necessary for the authors of a Country Report not to feel threatened by the reporting process, or to feel that a full disclosure of the situation would be 'letting down' their country.

4.5.4 The Small Number of Countries Reporting

It is perhaps because of this tendency to conceal rather than reveal problems that there is such a small proportion of countries that have so far reported.

This suggests the need for the AU to cultivate a more encouraging and supportive approach, emphasising that these are problems common to all countries, and we can all help each other and learn from one another, if we first admit our problems.

As is also discussed below, a peer-group system of reporting, and discussion of problems, may provide a better reporting framework and system for the identification and exploration of problems, the provision of advice for better progress, and the identification of various forms of best practice for developing more practical and effective implementation strategies.

4.5.5 Obstacles to Ratification of the Protocol on African Women's Rights

The Regional Consultation on Strategies for Accelerating the Ratification of the **2003 Protocol to the African Charter of Human and Peoples' Rights on the Rights of Women**, held in Tunis in April 2007 (see Section 3.2, above) identified the following country-level obstacles to the ratification of the Protocol on African Women's Rights:

- Socio-cultural and religious constraints which constrains societies in an outdated conservatism;
- The confusion between the African Charter on Women's Rights Protocol and the **1979 UN Convention on the Elimination of All Forms of Discrimination Against Women** (CEDAW);
- The lack of, or difficulty in communication between the government and the civil society, which is the root cause of the poor sharing of information concerning the African Charter on Women's Rights Protocol;
- The inaccurate interpretation of the provisions of the African Charter on Women's Rights Protocol, which is the cause of its rejection by some sections of the population;
- The inadequacy of civic education of the populations and difficult access to adequate information, particularly for women, as well as ignorance of the rights that protect them;
- The opposition to change on the part of the civil society in some countries of the Continent;

4.6 The Potential of Peer Review for Reporting on SDGEA

As is also discussed later, at Section 5.3 of this report, there is potential for using the African Peer Review Mechanism (APRM) of NEPAD as an additional way of reporting on progress in implementing the SDGEA, or even to integrate SDGEA reporting within the APRM.

Such a peer review style of reporting has the potential for addressing some of the issues raised above, and especially to counter the natural and understandable tendency for the reporting country to be defensive and hesitant about admitting limitations, lack of progress and obstacles.

The APRM has two main legs: first the Country Self Assessment Report, which is followed by the Country Review Mission Report. These form the basis for discussion between the two parties, and a subsequent agreement on the main problems, and the recommendations for action.

To take an example of this type of APRM process, we here take a look at excerpts from the 2006 APRM Report on Kenya, focusing on the sections concerned with discussing gender and AIDS:

Legally, women are not adequately protected under the law. They are often excluded from inheritance settlements, particularly if married, or given smaller shares than their male counterparts. The practice of wife inheritance in some communities restricts a woman's right to choose her mate and places her at a high risk of contracting sexually transmitted diseases including HIV/AIDS. Perhaps the most affected women are widows.

[Excerpt from Kenya Country Report in Kenyan APRM, p157]

Statistics have shown that more women [than men] are infected with HIV/AIDS in Kenya. According to the Kenya National AIDS Control Council, out of the 1.4 million Kenyans living with HIV, about two-thirds are women. In the 15-24 age range, the gender difference is more pronounced, with female prevalence nearly five times higher than for males. The Country Review Mission recognises the efforts made by the National AIDS Control Council to integrate gender concerns into the National HIV/AIDS Strategic Plan. It is noted, however, that some special needs for women have not yet been sufficiently addressed. Examples include empowering women and unmarried girls to practice abstinence, and the popularisation of condoms for women to enable them to freely decide on the most appropriate contraceptives.

[Excerpt from Country Review Mission Report in Kenyan APRM Report, p158]

The above excerpts would seem to illustrate the potential for the APRM process to produce both country and peer review reports that are more forthright and helpful on the subject of gender issues in HIV/AIDS, by comparison with the seven SDGEA Country Reports (see Section 4.5.3, above).

4.7 Recommendations for Country Implementation of the SDGEA

4.7.1 Recommendation for Improved Country Reporting

In the light of the above identification of key issues, the following recommendations are given in order to improve the comprehensiveness and quality of reports, and especially to encourage and enable more countries to meet their obligation to report:

- Countries will be provided with more detailed advice on reporting, especially to encourage and enable reports to identify the specific local gender issues relevant to a particular Article. Information is also needed on actions being taken to address gender issues, and problems and obstacles being faced.
- As countries report on the obstacles they are facing in implementing the SDGEA, there is need for more definite information and analysis on the types of obstacle, such as belief systems and types of discriminatory practices including customary practices, and also to relate this to the specific intervention strategies being considered to address these obstacles.
- Guidelines on reporting should request, for each SDGEA Article, a brief account of 'milestone progress', to report the progress along a sequence of steps along the line of legislation-administrative procedures-policy-planning-implementation-evaluation.
- The WGDD should provide a standard questionnaire, requesting the latest data on key indicators on women's status (see also Section 6.8.5 and 6.8.6 of this report).
- Country reports would benefit by including a peer review process, where gender specialists from other African countries would be called in to comment on a draft Country Report, and to make their own independent observations and suggestions for the production of a final report.

- For incorporating a peer review process into country reporting, there is the prospect of integrating SDGEA country reporting within the APRM of NEPAD. However, if this is to be done, the APRM itself needs to exhibit improved mainstreaming of attention to gender issues. By this means, gender reporting could be mainstreamed within the general system for reporting on progress in the area of good governance, human rights and socio-economic development.

4.7.2 Recommendations for Action by Member States for Protocol Ratification

The Regional Consultation on Strategies for Accelerating the Ratification of the **2003 Protocol to the African Charter of Human and Peoples' Rights on the Rights of Women**, held in Tunis in April 2007 (see Section 3.2, above) made recommendations to Member States for accelerated ratification of the Protocol, among which were:

- Carry out dissemination and popularization of the Protocol by translating it into local languages;
- Conduct sensitization campaigns in all sections of the population taking into consideration the respective socio-cultural, religious and political sensitivities with a view to creating an environment that is conducive to the ratification of the Protocol;
- Conduct a concerted sensitization campaign with all components of the civil society;
- Mobilize human resources in multidisciplinary teams to better clarify all aspects of the Protocol;
- Conduct sensitization campaigns through the media by transmitting clear, targeted messages that are accessible to all citizens.

5 Progress on Gender Mainstreaming

5.1 Progress in Gender Mainstreaming at the Country Level

Gender mainstreaming within a programme requires that the gender issues within a situation, and within problems being addressed, should be recognised so that action is taken to address these gender issues as an integral part of the programme. Gender mainstreaming is not a new strategy, but has long been the prescribed method for integrating a concern with gender issues within the development process, especially since the 1995 **Beijing Platform for Action**. Gender mainstreaming is also the main overall implementation strategy for ensuring that all development programme can play their part in addressing SDGEA goals.

The overview of seven Country Reports in Section 4 reveals a strong element of gender mainstreaming within educational programme, where there is a high awareness of the gender issue of gender gaps in school enrolment, and there is evidence of longstanding measures and development programme to address this issue.

However, this attention to gender issues in girls' education (in reporting on Article 8) is not reflected in the reporting on other Articles where Member States have been asked to implement gender specific measures. On the contrary, for these other Articles there is a general pattern in Country Reports of failing to adequately describe the gender specific aspect of programme which are called for by the SDGEA. For example, whereas Article 1 calls for gender specific measures in HIV/AIDS programme, a Country Report will typically describe a national HIV/AIDS programme without reference to any gender specific measures, or even without any identification of specific gender issues that need to be addressed. Such reports provide a strong indication that gender has not been sufficiently mainstreamed within the programme being described.

The general lack of gender-specific information in Country Reports is evidence of a well-known general trend that, despite international commitments, gender mainstreaming is very overlooked in country and regional development planning. At the country level, the focus on gender mainstreaming has been mainly at the level of institutional capacity building, in the form of a women's/gender machinery linked to focal points in sectoral ministries. In practice, however, this institutional mechanism has not led to sufficient gender mainstreaming within national development plans and their accompanying sectoral plans.

Undoubtedly this poor progress in gender mainstreaming is due, in part, to the lack of political will that has hitherto affected all aspects of action in implementing action on gender equality. But in the case of gender mainstreaming, there is also undoubtedly a crucial technical aspect to the problem, in that many development planners are genuinely lacking in knowledge of how to recognise and analyse gender issues, and of the process for integrating a concern with gender issues into the process of planning, implementation and evaluation.

Therefore, it is important that the African Union plays its part in disseminating the knowledge and skills, and the good examples of gender mainstreaming, which can enable gender mainstreaming to be better implemented at the country level. One very important potential vehicle for such dissemination is the NEPAD, which is in the process of developing and implementing regional development programme in all sectors. This report therefore now turns to consider gender mainstreaming within NEPAD, and its potential as a vehicle for promoting gender mainstreaming.

5.2 Progress in Gender Mainstreaming within NEPAD

NEPAD has recognised that its first plan³, published in 2002, was comprehensively gender blind. It exhibited the lack of attention to gender issues which has been outlined above as being typical of many development plans at the national level. However, this inadequacy was soon recognised⁴, and NEPAD set up a Gender Task Force to advise on how to introduce gender mainstreaming within NEPAD programme.

³ New Partnership for Africa's Development (NEPAD) CD. Released for NEPAD Communications & Marketing Workshop, January 2002. www.nepad.org.

⁴ Assessment of the Gender orientation of NEPAD, in Peter Nyong'o et al (eds),

As a consequence, NEPAD is now in the process of publishing a ***Manual on How to Mainstream Gender in NEPAD Programme***, which provides technical guidance for planners, implementers and evaluators on how to incorporate a focus on gender issues in all aspects of development programme.

Since NEPAD is the central development initiative of the African Union, it would seem that the NEPAD initiative on gender mainstreaming has the potential for providing the entry point and the vehicle for enabling and popularising gender mainstreaming as the developmental strategy for addressing SDGEA goals.

5.3 Incorporating Peer Review within Monitoring Gender Mainstreaming

Just as NEPAD planning would seem to provide a potential vehicle for improving the gender orientation of development planning at the national level, so it may similarly be able to incorporate an improved interest in gender mainstreaming within the present ***African Peer Review Mechanism*** (APRM).

In NEPAD's 'Preconditions' for 'Democracy and Good Political Governance' there is the acceptance of '*a binding obligation to ensure that women contribute on a basis of equality to the political and socio-economic development in our countries*'. Similarly, under 'Socio-Economic Development' there is the commitment to '*ensure gender equality and ensure the full and effective integration of women in political and socio-economic development*'.

It follows that the APRM, as it looks at the level of compliance with these two principles, should encompass much of the interest of the AU in monitoring progress on gender mainstreaming. Further more, just as the AU is looking for periodic country reports on SDGEA monitoring, so the APRM process begins with an internal country report. However, the APRM has the added value that the internal country report is followed by a peer review, which includes recommendations for improved performance in various aspects of governance.

Given that APRM is already an AU process, there would seem to be scope here for avoiding overlap between SDGEA and APRM reporting process, with the potential advantage of including the important element of peer review within the SDGEA reporting process.

5.4 Key Issues

The overall key issue is the lack of adequate gender mainstreaming in development planning at regional and national levels. Since gender mainstreaming is the main implementation strategy for addressing SDGEA goals, it must be a key focus for action.

5.5 Recommendations

Improved gender mainstreaming with NEPAD programme, and AU utilisation of the NEPAD Manual on Gender Mainstreaming, should be key entry points for promoting improved gender mainstreaming at regional and national levels.

Similarly, reporting on gender mainstreaming should be made a more explicit component within the APRM. This would then provide the AU with reports of progress towards improved gender mainstreaming, with a system of peer review to provide advice on how to improve, and with examples of best practice for other countries to emulate.

6 Measures of Gender Equality in Africa – Selected Indicators

6.1 Measuring Present Levels of Gender Equality

This section looks at the status of women in Africa by looking at measures of gender equality in different socio-economic areas, as found in the various available global statistics on the status of women. Such figures therefore provide us with the prospect of measuring progress in implementing the SDGEA in terms of actually measurable results, rather than the progress in actions to achieve these results (which have been considered in previous sections of this report).

However, such global statistics are subject to severe limitations: firstly global figures for various indicators to measure women's status have not been collected, or are otherwise unavailable; secondly that, even where available, figures for some indicators are so incomplete as to be useful for inter-country comparisons; thirdly, global statistics on socio-economic indicators are always out of date, due to the time taken to collect and compile the figures. For example, the most recent figures in the 2007 UNDP Human Development Report are for 2005, and some indicators are based on figures for earlier years. The problem of the limitations in available statistics is discussed in more detail in Section 6.8.5, below

The time lag between collecting and publishing global statistics means that the latest available figures published in 2007 cannot measure progress between 2004 (when the SDGEA was adopted) and 2007, since these 2007 figures actually show the position in 2005, or sometimes for earlier years if figures for 2005 were not available. Therefore the figures published in 2007, presented in this present report, should instead be taken as the *baseline situation* at the time of the adoption of the SDGEA, and therefore the position from which future implementation may be measured.

Appendix 3 gives details of the definitions of indicators used in this Section 6, and also of the sources of data for each indicator.

6.2 Measures of Women's Access to Contraceptives (Table 1)

Table 1 shows figures for women's access to contraceptives, for all African countries. This is expressed as a percentage of women in the 15-49 age group who have access to contraceptives. The latest figures available, for 2000-2005 are compared with earlier figures for 1986-1993.

These figures provide an important measure, and baseline figure, for progress on Article 1 of SDGEA which is partly concerned with addressing gender issues in HIV/AIDS programme. The level of women's contraceptive use gives an indirect and partial measure of their ability to protect themselves from HIV infections, and is also used as one of the measures of women's reproductive health.

The figures in Table 1 show considerable variation, with contraceptive use being prevalent amongst 64% of women in Algeria, but only 3% in Chad. The overall figure for all Africa is 28% for 2000-2005, against 21% in 1986-1993, indicating a rise of only 7% over a twelve year period. This indicates rather slow progress.

**Table 1: Contraceptive Prevalence among Women Ages 15-49
for all of Africa, Divided by Country (%)**

	2000-2007	1986-1993	Change
Algeria	64	47	17
Angola	6	-	
Benin	19	-	
Botswana	40	33	7
Burkina Faso	14	8	6
Burundi	16	9	7
Cameroon	26	16	10
Cape Verde	53	-	
Central African Republic	28	-	
Chad	3	-	
Comoros	26	-	
Congo, DR	31	8	23
Congo, Rep.	44	-	
Côte d'Ivoire	15	-	
Djibouti	-	-	
Egypt	59	46	13
Equatorial Guinea	-	-	
Eritrea	8	-	
Ethiopia	15	4	11
Gabon	33	-	
Gambia	10	12	-2
Ghana	25	13	12
Guinea	9	-	
Guinea-Bissau	8	-	
Kenya	39	33	6
Lesotho	37	23	14
Liberia	-	6	
Libya	45	-	
Madagascar	27	17	10
Malawi	33	13	20
Mali	8	5	3
Mauritania	8	3	5
Mauritius	-	75	
Morocco	63	42	21
Mozambique	17	-	
Namibia	44	29	15
Niger	14	4	10
Nigeria	13	6	7
Rwanda	17	21	-4
Sao Tomé and Príncipe	29	-	
Senegal	12	7	5
Seychelles	-	-	
Sierra Leone	4	-	
Somalia	-	-	
South Africa	56	50	6
Sudan	-	9	
Swaziland	28	20	8
Tanzania	26	10	16
Togo	26	12	14
Tunisia	63	50	13
Uganda	23	5	18
Zambia	34	15	19
Zimbabwe	54	43	11
Average	28	21	7

Note: Sources for data in this table, as for all other tables in this report, are to be found in Appendix 3.

However, women’s use of contraceptives has risen markedly in some countries, such as Uganda, where prevalence rose from 5% to 23% over the twelve-year period. This was undoubtedly due to aggressive marketing and popularisation of condom use, as part of a government led national campaign to combat HIV/AIDS.

6.3 Explanation of the Measures on Gender Equality (in Table 2)

This section explains the use of indicators of various aspects of gender equality which are used in Table 2. The indicator of women’s use of contraceptives, considered above, was presented separately because it is not an indicator of gender equality. (This is because it was not possible to find figures on prevalence of use of contraceptives amongst women *relative to* prevalence amongst men).

Only eight essential indicators of gender equality have been chosen *because data in other areas is too incomplete for adequate inter-country comparisons*. These eight indicators of gender equality are arranged in three thematic areas:

<u>Thematic Area</u>	<u>Indicator measures Gender Equality in:</u>
Education:	Literacy Primary school enrolment Secondary school enrolment Tertiary school enrolment
Economy:	Activity rate Estimated earned income
Empowerment:	Ministerial positions in government Seats in parliament

The figures for each indicator (in each column) show the female share as a ratio. In each column the Gender Equality Index provides a measure on a scale of 0-100, where 0 means the female share is zero, and where a figure of 100 shows complete gender equality, i.e. where females have an equal share with males.

For example, in primary school enrolment, an Equality measure of 0 means that there are no girls enrolled, and all pupils are boys. Conversely, a gender Equality measure of 100 means that girls have their equal or fair share of the enrolment (according to their proportion in the school-age population). In looking at these indicators of gender equality, it should be noted that education gender indexes are important for measuring progress on SDGEA Article 8 on gender parity in education. The empowerment gender index provides a measure of progress on Article 9 of the Protocol on African Women’s Rights, which is concerned with increasing women’s participation in the political and decision making process.

Table 2: Value of Gender Indexes for All of Africa, divided by Country

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Algeria	92	98	106	128	106	45	34	40	11	8	9	52
Angola	75	-	78	66	73	81	62	72	6	18	12	52
Benin	56	81	49	25	53	62	47	55	19	9	14	41
Botswana	104	100	109	100	103	67	31	49	27	12	20	57
Burk. Faso	66	80	71	46	65	87	66	77	15	18	16	53
Burundi	92	91	74	38	74	99	77	88	11	44	27	63
Cameroon	-	85	80	66	77	65	49	57	11	16	14	49
Cape Verde	-	98	109	104	104	45	35	40	19	18	18	54
C A R	67	66	-	19	51	79	61	70	10	12	11	44
Chad	42	70	33	14	40	85	65	75	12	7	9	41
Comoros	-	85	76	77	79	67	51	59	-	0	0	46
Congo, DR	81	78	58	-	72	65	50	58	13	9	11	47
Congo, Rep.	-	120	84	19	74	68	52	60	15	8	11	49
Côte d'Ivoire	74	80	57	-	70	-	-	-	17	9	13	42
Djibouti	-	81	66	73	73	64	48	56	5	12	9	46
Egypt	88	95	92	-	92	27	23	25	6	2	4	40
E. Guinea	100	90	57	43	73	56	43	50	5	22	13	45
Eritrea	-	85	66	15	56	64	45	55	18	28	23	44
Ethiopia	-	93	70	32	65	79	60	70	6	28	17	51
Gabon	-	99	86	-	93	75	57	66	12	14	13	57
Gambia	-	100	84	24	69	69	53	61	20	10	15	49
Ghana	86	101	91	53	83	94	71	83	12	12	12	59
Guinea	57	84	54	24	55	91	69	80	15	24	20	51
G. Bissau	-	71	55	18	48	66	51	59	38	16	27	45
Kenya	101	101	101	60	91	78	83	81	10	8	9	60
Lesotho	-	106	156	127	130	63	52	58	28	31	29	72
Liberia	-	78	57	76	70	-	-	-	14	14	14	42
Libya	-	99	120	110	110	40	30	35	-	8	8	51
Madagascar	94	100	-	89	94	92	70	81	6	9	7	61
Malawi	-	105	89	55	83	95	73	84	14	16	15	61
Mali	-	78	60	45	61	87	68	78	19	11	15	51
Mauritania	82	105	89	34	78	65	50	58	9	22	15	50
Mauritius	102	102	102	126	108	54	41	48	8	21	14	57
Morocco	75	94	85	81	83	33	25	29	6	12	9	40
Mozambique	-	91	78	49	73	102	81	92	13	53	33	66
Namibia	103	106	132	88	107	74	57	66	19	37	28	67
Niger	44	73	66	34	54	75	57	66	23	14	19	46
Nigeria	-	86	84	53	75	53	41	47	10	8	9	43
Rwanda	98	104	89	62	88	95	74	85	36	92	64	79
ST & Principe	99	98	111	-	103	40	30	35	14	2	8	49
Senegal	70	96	75	-	80	69	54	62	21	28	24	55
Seychelles	101	101	106	-	103	-	-	-	13	31	22	62
S. Leone	63	71	71	40	61	60	45	53	13	15	14	42
Somalia	-	-	-	-	-	-	-	-	-	9	9	9
South Africa	-	100	111	121	111	58	45	52	41	49	45	69
Sudan	84	83	94	92	88	33	25	29	3	22	12	43
Swaziland	103	101	113	106	106	43	29	36	13	12	13	52
Tanzania	94	99	-	48	80	95	73	84	8	44	26	63
Togo	76	86	48	20	57	56	43	50	20	8	14	40
Tunisia	96	101	110	140	112	38	29	34	7	30	18	55
Uganda	86	100	90	62	85	92	70	81	23	42	33	66
Zambia	91	102	80	46	80	73	55	64	25	17	21	55
Zimbabwe	-	102	93	63	86	76	58	67	15	20	17	57
Average	83	92	84	62	81	68	52	60	15	20	17	52

Note: Sources for data in this table, as for all other tables in this report, are to be found in Appendix 3.

6.4 All-Africa Measures of Gender Equality (Table 2)

Table 2 shows the values of the gender equality indexes for all African countries. If we look at the average values of the equality index for all Africa, we find there is a distinctive overall pattern that gender equality is relatively high in education but low in empowerment, and with gender equality in economic activity taking a value in between.

But from country to country, this pattern varies considerable, particularly in the relationship between women’s education and political empowerment. For example, Algeria has an education gender index of 106, but an empowerment index of only 9. By comparison Guinea-Bissau has an education gender index of only 48, but a relatively high empowerment gender index of 27.

Rwanda, Uganda and South Africa are notable as having higher levels in their Overall Gender Equality Index, presumably as a result of their successful policies of affirmative action to increase the proportion of women in decision making positions both within the legislature and within government.

Chart 1: Gender Equality Indexes for Africa, 2007

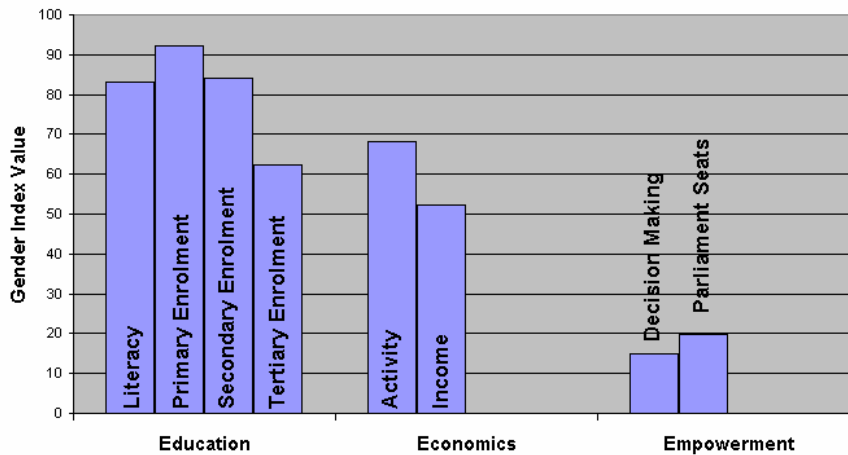


Chart 2: Gender Equality Indexes for Africa, 1995 and 2007

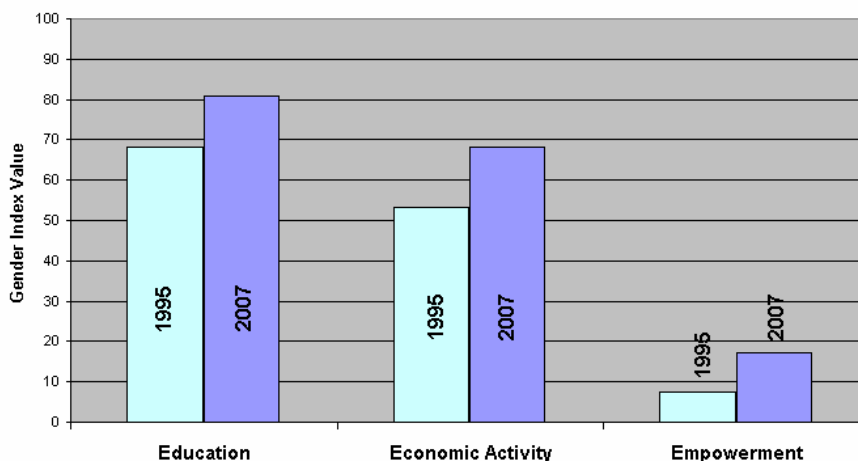


Chart 1, above shows the all-Africa averages for the eight gender indexes. Chart 2 shows how the overall gender indexes have changed between 1995 and 2007.

Chart 2 and Table 3 show that, although the all-Africa average empowerment gender index has a rather low value of 17 in 2007, it has risen from the very low level of only 7 in 1995. This is a *proportionately* higher rate of increase than the other two indexes, for education and economic activities, over the twelve-year period.

Table 3: Rate of Improvement in Gender Equality, All-Africa, 1995-2007, divided by Thematic Area

	Education	Economy	Empowerment
1995, Average Gender Index (from Table 2i)	68	53	7
2007, Average Gender Index (from Table 2h)	81	60	17
Increase in Index, 1995-2007	13	7	10
Per Cent Increase, 1995-2007	19%	13%	142%

NB: Tables 2h and 2i are to be found in Appendix 2.

From this point of view, the figures for the past decade do show a startling improvement for empowerment over the past twelve years. By 2007 there is only one country in all Africa (Comoros) without a single female member of parliament. But in 1995 there were *fourteen* countries which had no female members of parliament.

However, limitations in the indicators may also give an exaggerated and over-optimistic picture of women's advancement since 1995. For example, the Empowerment Gender Index of 17% tells us nothing about the actual level of *influence* of women in parliament and government, or the extent to which they can use their positions to push legislation and policies for gender equality. It should also be noted that the overall Empowerment Index of 17 (Table 3) derives from a combination of an Index of 20 for seats in parliament, but only 15 for positions in government (Table 2h). This suggests that women do not get their proportionate share of positions in government, relative to their position in parliament.

Similarly, an overall Gender Equality Index of 60 for the Economy in 2007 (Table 3), masks the extent to which men may have monopolised the decision making positions within the economy. Such considerations point to the need for the availability of more comprehensive data if we are to get a more precise picture of the features of gender inequality, and be able to point more precisely at the important issues which need to be addressed.

Even in Education, the very high level of gender equality shown in these indexes may mask inequality at the more qualitative level. For example, the high levels of females in

tertiary education probably masks high male majorities in enrolment to university schools concerned with entry to prestigious professions such as law, medicine, science and engineering.

Such considerations point to the limitations in the quantitative indicators being used here, and the need for more qualitative assessments for a better picture.

6.5 Regional Differences in Measures of Gender Equality

Chart 3 shows the value of the Overall Gender Index, divided by economic region. Here the regional divisions are Africa’s seven Regional African Communities: AMU, CEN, ECA, ECCSA, ECOWAS, IGAD and SADC. (COMESA has been omitted because it is a free-trade grouping rather than development community, but also because the seven RECs already cover all African countries, with several countries represented in more than one REC).

Full information on the gender equality indexes for each region, from which Charts 3 and 4 have been drawn, may be found in Appendix 2.

Chart 3: Overall Gender Index, divided by Regional Economic Community, 2007

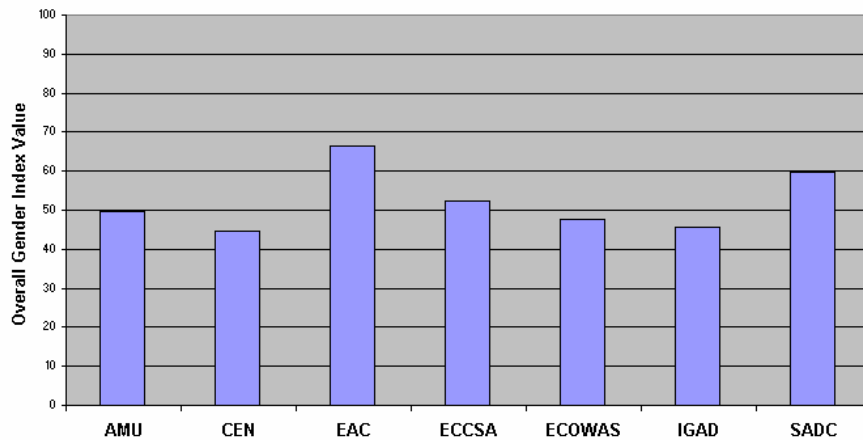


Chart 4: Gender Indexes, divided by Thematic Area and Regional Economic Community, 2007

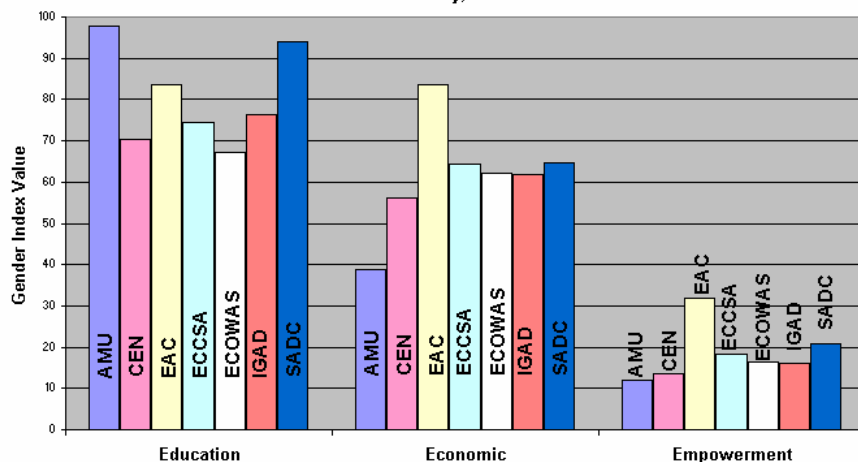


Chart 3 does not show any great differences in the overall gender equality index between one region and another. The ECA has the highest value of 66, whereas CEN has the lowest value of 44. However, as can be seen from Table 2, these averages mask differences between countries in the region which are larger than the differences between regions.

More informative, therefore, is Chart 4, which separates the regional differences for all of the gender equality index averages in the areas of education, economy and empowerment. Here again we see the high-medium-low relationship between the values of indexes as we move from education to economy to empowerment, and this relationship remains true for all seven regions.

As we also saw in Table 2, Chart 4 also points to the apparent lack of relationship between women’s education and women’s empowerment. For example, the AMU has the highest education gender index score of 98, but the lowest empowerment score of 12.

6.6 The Relationship Between Education and Empowerment

Throughout the above commentary on the gender equality statistics, it has been suggested that the figures are strongly suggestive of lack of correlation between figures for gender equality in the area of Education, by comparison with the figures in the area of Empowerment. This is seen by some countries having a very high level for gender Equality in Education, but very low gender Equality in Empowerment. Conversely, some countries with relatively low figures for gender Equality in Education have achieved relatively high figures for gender Equality in Empowerment.

For this reason, figures for Education, Economy and Empowerment were put to a correlation test, using the Pearson Correlation Coefficient, to test if there is any statistical correlation between the gender equality figures for Education and Economy, and for Education and Empowerment.⁵ The results of applying this statistical test to the All-Africa figures are shown in Table 4, below.

Table 4
Degree of Correlation between Education Index and Other Indexes
for All-Africa, 2007

	Pearson Correlation Coefficient	
	Education – Empowerment	Education-Economy
1995	0.01	-0.14
2007	0.14	-0.37

⁵ A Pearson Coefficient of +1.0 indicates a positive one-to-one relationship between one variable and the other. A value of -1.0 indicates a negative (inverse) relationship between one variable the other. Conversely, a Coefficient result in the area of +0.5 to –0.5 indicates a lack of any meaningful level of correlation.

Table 4 clearly shows that there is no correlation between the Gender Equality Indexes for Education and Economy, nor between the Gender Equality Indexes for Education and Empowerment.

Although much faith has been put into women's education as a driver for women's advancement in the economy, and for women's empowerment, the above figures indicate that there is absolute no statistical evidence to support any such relationship. This is a key finding, the implications of which are discussed below.

6.7 Key Issues

6.7.1 Lack of Causal Relationship between Education and Empowerment

The above evidence of lack of correlation between women's education and their empowerment (Table 4) means that there is no statistical evidence for a causal connection between women's education and their advancement into decision making positions. This finding seems to undermine the implicit assumption which underlies both the intervention strategies of Article 8 of the SDGEA and No.3 of the Millennium Development Goals (MDGs), that education is the main route to women's empowerment.

In addition to the lack of statistical evidence for a causal relationship, there is also the statistical fact that gender equality is already highest in the area of education, with an overall Education Gender Equality Index of 81 for All-Africa in 2007, where the Empowerment Gender Equality Index is only 17 (see Table 2). This disparity should surely point to the importance of focus on matters of women's advancement where gender equality is lowest, rather than in the area where gender equality is highest.

6.7.2 The Role of Gender Discrimination in Holding Women Back

The faith in women's education as a means for their advancement is obviously premised on the assumption that women are being 'held back' from participation in decision-making positions by lack of education. However, the figures of Table 4 refute this hypothesis.

The only alternative explanation is that women are in fact being held back by various forms of discrimination, which are in fact well known, and deserve more focus for attention and action if better progress is to be made. Some of these forms of discrimination are still entrenched in law, particularly where customary law or Sharia law operate in parallel with statutory law, and even take precedence in some areas, such as preventing women from participating in public or political activity. In addition to the law, discriminatory practices remain embedded in administrative regulations and customary practice.

The above analysis therefore points to the importance of removing all discriminatory practices which stand in the way of women's access to decision making positions both within the economy and within government.

6.7.3 The Need for Affirmative action for Women’s Empowerment

The statistics show that the Empowerment Gender Equality Index is much higher in those countries which have instituted legalised affirmative action to increase the proportion of women within parliament and government. This clearly points to the best practice of direct intervention to overcome ingrained discrimination by policies of affirmative action, rather than waiting for the effects of (evidently ineffective) interventions of increased education for women.

Where discriminatory practice is very ingrained, and where it will therefore probably take a long time to remove, affirmative action is the alternative strategy for bridging the gap. Moreover, it is a strategy which will put women into the decision making positions where they are better placed to act as the agents of change for accelerated removal of discrimination against themselves, and against their sisters.

6.7.4 Identifying Countries for Examples of Best Practice

As already noted, Rwanda, Uganda and South Africa are notable as having higher levels in their Overall Gender Equality Index, presumably as a result of their successful policies of affirmative action to increase the proportion of women in decision making positions both within the legislature and within government.

Conversely, there are other countries which apparently exhibit best practice in women’s access to education, even up to the tertiary level, but which are also examples of the lowest levels of women in decision making positions. Given this startling gap between women’s levels of education and empowerment, it must be assumed that these are countries with very high levels of discrimination in women’s access to public life, and countries where there are as yet no effective policies to either remove such discrimination, nor policies of affirmative action to overcome the effects of such discrimination.

6.7.5 Need for More Reliable Statistics

The reliability of statistics used in this report is limited by having been collected from figures published by international agencies which collect global statistics in specialised areas (e.g. UNESCO for education, International Parliamentary Union for parliaments).

If such global statistics are examined closely, particularly by reading the lengthy explanatory footnotes which accompany such statistics, it will be found that the figures are often out of date (for example by taking the most recent data available in place of current data). Of course such published socio-economic and demographic statistics are always out-of-date to some extent, because of the time taken to collect, collate, analyse and publish the data. However, the process of collecting and publishing global data obviously compounds such delays.

Where current data was not available for a particular indicator and country, the figure given may be based on statistical projection from earlier data, or other forms of estimates.

Even with the inclusion of such estimates, the figures for some difficult countries are entirely missing, since there is insufficient information even to make an estimate. Even a small number of omissions from a list of data means that the data loses its usefulness as a means for inter-country comparison.

For much of the socio-economic data published in such global statistics, the figures for particular indicators are characterised by a large proportion of gaps in the data. That is why this report is based on a rather limited number of indicators, in the area where the data is more comprehensive, and therefore useful for inter-country comparisons.

If the African Union is to obtain more complete, reliable and up-to-date figures on gender equality, it is important that there should be recognised focal points in each country who provide statistics from institutions within the country, or who are otherwise charged with the task of collecting the raw data in the areas where essential data is missing.

The basis for such an approach has been provided by the ECA's formulation, in 2004, of the African Gender and Development Index. This Index is similar to, but more extensive than the indexes used in this present Report. In addition to defining quantitative statistical measures, the ECA Index also defines qualitative 'milestone' indicators for monitoring country progress in implementing international conventions. The ECA Index is the product of field testing in 12 countries, and is now being 'rolled out' in several countries. However, the ECA Index remains at the stage of defining suggested indicators and indexes, and the next stage would be use it as the basis for compiling and publishing a Gender Equality Index for individual countries, and then for all of Africa.

6.7.6 Need for Standard Indicators for Measuring Women's Progress

The above mentioned ECA Index is based on 42 quantitative indicators, and may prove overly labour intensive in data collection, and unnecessarily detailed for AU monitoring of progress on SDGEA.

What is needed for SDGEA monitoring is a gender index based on a smaller number of essential indicators, and requiring limited data collection. This index should be based entirely on data available from existing institutions within every country, so that the statisticians compiling the data should not need to collect raw data themselves. If those compiling the statistics for an index have to collect raw data themselves, this is a formula for ensuring that the task gets out of hand, and for the index to be completed too late, or not at all. In other words, there is need to concentrate on simple, limited and obtainable data, rather than aiming for the ideal but unobtainable.

6.8 Recommendations

The above statistical findings have implications for improved intervention strategies for implementing the SDGEA, and for better statistical monitoring of the status of women in terms of gender Equality.

In terms of improved intervention strategies, it is recommended that:

- Emphasis should be put on direct interventions to improve women's representation in economic activities, and in decision making positions in the economy and the government;
- Direct interventions in the short term should concentrate on affirmative action to improve the level of women's representation;
- Direct interventions in the long term should concentrate on the elimination of all practices which discriminate against women in their access to decision making positions.
- Countries which have not yet done so should ratify the ***Protocol to the African Charter on the Rights of Women in Africa***, since this protocol makes clear commitments to eliminating discrimination (Article 2) and affirmative action for women's access to decision making (Article 9)
- AU action in the near future should concentrate on pushing country-level implementation of the above aspects of the SDGEA, and of monitoring action on these aspects in terms of country level implementation activities, and statistics showing indications of progress.

In terms of improved statistics for monitoring outcomes of success in implementing the SDGEA, it is recommended that:

- The AU should introduce a short list of required data and simple gender index indicators, for annual or biennial production of data on success in SDGEA implementation, and with special focus on data in the area of women's increased occupation of decision-making positions in the economy, legislature and government.
- The AU should provide a guideline of advice on methods for data collection, processing, presentation and publication of statistical progress reports on SDGEA implementation.
- The AU should work in collaboration with the ongoing work of the ECA in the utilisation of the African Gender and Development Index, especially for a co-operative effort to produce data focused on SDGEA implementation.

7 Overall Recommendations for Action on Key Issues

The identification of key issues and suggested recommendations in the previous sections of this report lead to the following main recommendations:

7.1 Recommendations for Improved Country Reporting

In order to improve country reporting, it is crucial that:

- Urgent steps need to be taken to encourage and enable reporting from those countries which have not yet submitted baseline Country Reports.

In addition, it is recommended that Country Reports:

- need to include better recognition of difficulties and obstacles being faced in implementing particular aspects of the SDGEA;
- should include a 'milestones of implementation' style of report, to show the level of completion of the various stages of implementation, from legislative action through to programme planning, action and outcomes, for the various aspects of the SDGEA;
- should be supplemented by a peer review report, which could be achieved by incorporating a stronger gender element mainstreamed within the current system of APRM reporting within NEPAD;
- should be made easier to compile and write by providing a standard format questionnaire to ensure that all relevant information and quantitative data is provided;

7.2 Recommendations for Improved Country-Level Implementation of the SDGEA

The current level of progress on SDGEA commitments, and advice from regional consultations, indicate the need for:

- Ratification of the *Protocol to the African Charter on the Rights of Women in Africa* by those countries which have not yet done so;
- Carrying out dissemination and popularization of the Protocol by translating it into local languages;
- Mobilising human resources in multidisciplinary teams to better clarify all aspects of the Protocol and conduct sensitization campaigns through the media;
- Domestication of the provisions of the Protocol into statutory law;
- Harmonisation of customary law with statutory law, and therefore to ensure that there is no infringements of women's rights within customary law and traditional practice;
- More action to move from legislative provision on women's rights, to implement programme of action to ensure that these rights are accessible in practice;
- AU facilitation of national consultations between women parliamentarians and Civil Society Organisations (CSOs);
- Identification of the practices of gender discrimination which stand in the way of implementing the commitments of the SDGEA and the Protocol;

- Put priority focus on affirmative action to increase the proportion of women in legislative assemblies and ministerial positions.

7.3 Recommendations for Improved Gender Mainstreaming

Better gender mainstreaming is needed to ensure focus on the specific gender issues which must be a focus of interest programme on HIV/AIDS, abuse of girl children, violence against women, and in peace-keeping activities. In particular it is suggested that:

- The AU will provide a practical ‘how to’ gender mainstreaming manual, to provide advice and methods on how to recognise and address gender issues in development planning, for all stages of the planning cycle;
- Attention to gender issues should be mainstreamed within the APRM assessment process, and not isolated a separate consideration. The APRM should include an explicit interest in all of the gender issues which are the subject of commitments in the SDGEA and the Protocol.
- The APRM should include the objective of assessing the adequacy of gender mainstreaming within a government administrative system, and within a country’s development process.

7.4 Recommendations for Improved Monitoring of the Status of Women in Africa

In addition to the present system of Country Reporting needs to be supplemented by a system of monitoring progress standard indicators of gender equality. Whereas Country Reports, as currently conceived, recount country level **actions** to meet SDGEA commitments, standard indicators can measure the **outcomes** from these actions, in terms of improved gender equality in different political and socio-economic areas.

More specifically, it is suggested that

- The present system of country reporting on the SDGEA should be allied to, or include, a periodic provision of country-level data on quantitative indicators to measure progress in those areas most important to SDGEA;
- That this monitoring of progress on key indicators could be achieved by alliance with the ECA *African Gender and Development Index* which the ECA is currently rolling out in a first batch of African countries;
- That the national gender machinery in each country should be asked to provide annual or biennial data on an agreed list of essential indicators;
- That, based on the country inputs on essential indicators provided by country-level reporting, the AU should publish a biennial statistical report of progress on the gender equality indicators which are of particular relevance for progress on implementing the SDGEA and the Protocol on Women’s Rights.

APPENDIX 1
Ratification by AU African States of UN Convention on The Elimination of All Forms of Discrimination Against Women (CEDAW) and Conventions on the Rights of Children (CRC) and their Protocols.

	Convention on the Elimination of All Forms of Discrimination Against Women		Convention on the Rights of the Child (CRC)	
	A	B	C	D
Algeria	2*	-	2	2
Angola	2	2	2	2
Benin	2	1	2	-
Botswana	2	2	2	2
Burk. Faso	2	2	2	2
Burundi	2	1	2	2
Cameroon	2	-	2	1
Cape Verde	2	-	2	2
C A R	2	-	2	-
Chad	2	-	2	2
Comoros	2	-	2	2
Congo, DR	2	-	2	-
Congo, Rep.	2	-	2	-
Côte d'Ivoire	2	-	2	-
Djibouti	2	-	2	1
Egypt	2*	-	2	2
E. Guinea	2	-	2	2
Eritrea	2	-	2	2
Ethiopia	2*	-	2	-
Gabon	2	2	2	2
Gambia	2	-	2	1
Ghana	2	1	2	1
Guinea	2	-	2	-
G. Bissau	2	1	2	1
Kenya	2	-	2	1
Lesotho	2*	2	2	2
Liberia	2	1	2	1
Libya	2*	-	2	2
Madagascar	2	1	2	2
Malawi	2	1	2	1
Mali	2	2	2	2
Mauritania	2	-	2	2
Mauritius	2*	1	2	1
Mozambique	2	-	2	2
Namibia	2	2	2	2
Niger	2	2	2	2
Nigeria	2	2	2	1
Rwanda	2	-	2	2
ST & Principe	2	1	2	-
Senegal	2	2	2	2
Seychelles	2	1	2	1
S. Leone	2	1	2	2
Somalia	-	-	2	-
South Africa	2	2	2	2
Sudan	-	-	2	2
Swaziland	2	-	2	-
Tanzania	2	2	2	2
Togo	2	-	2	2
Tunisia	2*	-	2	2
Uganda	2	-	2	2
Zambia	2	-	2	-
Zimbabwe	2	-	2	-

Key: (A) CEDAW. (B) Optional Protocol of CEDAW. (C) CRC. (D) Optional Protocol on the sale of children, child prostitution and child pornography.
(1) Signature. (2) Ratification. (-) No Signature.
* Ratified with reservations or declarations.

Appendix 2

Values of Gender Equality Indexes for All of Africa, Divided by Country and Regional Economic Community

Table 2a: AMU Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Algeria	92	98	106	128	106	45	34	40	11	8	9	52
Libya*	-	99	120	110	110	40	30	35	-	8	8	51
Mauritania	82	105	89	34	78	65	50	58	9	22	15	50
Morocco*	75	94	85	81	83	33	25	29	6	12	9	40
Tunisia *	96	101	110	140	112	38	29	34	7	30	18	55
Average	86	99	102	99	98	44	34	39	8	16	12	50

* Countries that belong to more than one regional group.

Table 2b: CEN Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Benin *	56	81	49	25	53	62	47	55	19	9	14	41
Burkina Faso	66	80	71	46	65	87	66	77	15	18	16	53
Central Africa	67	66	-	19	51	79	61	70	10	12	11	44
Chad*	42	70	33	14	40	85	65	75	12	7	9	41
Comoros	-	85	76	77	79	67	51	59	-	0	0	46
Côte d'Ivoire*	74	80	57	-	70	-	-	-	17	9	13	42
Djibouti*	-	81	66	73	73	64	48	56	5	12	9	46
Egypt	88	95	92	-	92	27	23	25	6	2	4	40
Eritrea*	-	85	66	15	56	64	45	55	18	28	23	44
Gambia*	-	100	84	24	69	69	53	61	20	10	15	49
Ghana*	86	101	91	53	83	94	71	83	12	12	12	59
Guinea*	57	84	54	24	55	91	69	80	15	24	20	51
Guinea-Bissau	-	71	55	18	48	66	51	59	38	16	27	45
Liberia*	-	78	57	76	70	-	-	-	14	14	14	42
Libya*	-	99	120	110	110	40	30	35	-	8	8	51
Mali*	-	78	60	45	61	87	68	78	19	11	15	51
Morocco*	75	94	85	81	83	33	25	29	6	12	9	40
Niger*	44	73	66	34	54	75	57	66	23	14	19	46
Nigeria*	-	86	84	53	75	53	41	47	10	8	9	43
Senegal*	70	96	75	-	80	69	54	62	21	28	24	55
Sierra Leone*	63	71	71	40	61	60	45	53	13	15	14	42
Somalia*	-	-	-	-	-	-	-	-	-	9	9	9
Sudan*	84	83	94	92	88	33	25	29	3	22	12	43
Togo*	76	86	48	20	57	56	43	50	20	8	14	40
Tunisia*	96	101	110	140	112	38	29	34	7	30	18	55
Average	70	84	72	51	70	64	49	56	15	14	14	45

* Countries that belong to more than one regional group.

Note: In all of these tables, 1 to 8, information missing from the chosen source is represented by a dash (-). For the sources of information use

Table 2c: EAC Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level (F/M)	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Burundi*	92	91	74	38	74	99	77	88	11	44	27	63
Kenya*	101	101	101	60	91	78	83	81	10	8	9	60
Rwanda*	98	104	89	62	88	95	74	85	36	92	64	79
Tanzania*	94	99	-	48	80	95	73	84	8	44	26	63
Uganda*	86	100	90	62	85	92	70	81	23	42	33	66
Average	94	99	89	54	84	92	75	84	18	46	32	66

* Countries that belong to more than one regional group.

Table 2d: ECCSA Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Burundi*	92	91	74	38	74	99	77	88	11	44	27	63
Cameroon	-	85	80	66	77	65	49	57	11	16	14	49
Central African	67	66	-	19	51	79	61	70	10	12	11	44
Chad*	42	70	33	14	40	85	65	75	12	7	9	41
Congo, Rep.	-	120	84	19	74	68	52	60	15	8	11	49
Congo, DR*	81	78	58	-	72	65	50	58	13	9	11	47
Equatorial Guin	100	90	57	43	73	56	43	50	5	22	13	45
Gabon	-	99	86	-	93	75	57	66	12	14	13	57
Rwanda*	98	104	89	62	88	95	74	85	36	92	64	79
Sao Tomé and	99	98	111	-	103	40	30	35	14	2	8	49
Average	83	90	75	37	74	73	56	64	14	23	18	52

* Countries that belong to more than one regional group.

Table 2e: ECOWAS Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Benin*	56	81	49	25	53	62	47	55	19	9	14	41
Burkina Faso*	66	80	71	46	65	87	66	77	15	18	16	53
Cape Verde	-	98	109	104	104	45	35	40	19	18	18	54
Côte d'Ivoire*	74	80	57	-	70	-	-	-	17	9	13	42
Gambia*	-	100	84	24	69	69	53	61	20	10	15	49
Ghana*	86	101	91	53	83	94	71	83	12	12	12	59
Guinea*	57	84	54	24	55	91	69	80	15	24	20	51
Guinea-Bissau*	-	71	55	18	48	66	51	59	38	16	27	45
Liberia*	-	78	57	76	70	-	-	-	14	14	14	42
Mali*	-	78	60	45	61	87	68	78	19	11	15	51
Niger*	44	73	66	34	54	75	57	66	23	14	19	46
Nigeria*	-	86	84	53	75	53	41	47	10	8	9	43
Senegal*	70	96	75	-	80	69	54	62	21	28	24	55
Sierra Leone*	63	71	71	40	61	60	45	53	13	15	14	42
Togo*	76	86	48	20	57	56	43	50	20	8	14	40
Average	66	84	69	43	67	70	54	62	18	14	16	48

* Countries that belong to more than one regional group.

Table 2f: IGAD Region - Gender Indexes, divided by country 2007

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Djibouti*	-	81	66	73	73	64	48	56	5	12	9	46
Eritrea*	-	85	66	15	56	64	45	55	18	28	23	44
Ethiopia	-	93	70	32	65	79	60	70	6	28	17	51
Somalia*	-	-	-	-	-	-	-	-	-	9	9	9
Sudan*	84	83	94	92	88	33	25	29	3	22	12	43
Uganda*	86	100	90	62	85	92	70	81	23	42	33	66
Average	91	91	81	56	76	68	55	62	11	21	16	46

* Countries that belong to more than one regional group.

Table 2g: SADC Region - Gender Indexes, divided by country 2007

Gender Indexes												
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
Angola*	75	-	78	66	73	81	62	72	6	18	12	52
Botswana	104	100	109	100	103	67	31	49	27	12	20	57
Congo, DR*	81	78	58	-	72	65	50	58	13	9	11	47
Lesotho	-	106	156	127	130	63	52	58	28	31	29	72
Madagascar	94	100	-	89	94	92	70	81	6	9	7	61
Malawi	-	105	89	55	83	95	73	84	14	16	15	61
Mauritius	102	102	102	126	108	54	41	48	8	21	14	57
Mozambique	-	91	78	49	73	102	81	92	13	53	33	66
Namibia	103	106	132	88	107	74	57	66	19	37	28	67
Seychelles	101	101	106	-	103	-	-	-	13	31	22	62
South Africa	-	100	111	121	111	58	45	52	41	49	45	69
Swaziland	103	101	113	106	106	43	29	36	13	12	13	52
Tanzania*	94	99	-	48	80	95	73	84	8	44	26	63
Zambia	91	102	80	46	80	73	55	64	25	17	21	55
Zimbabwe	-	102	93	63	86	76	58	67	15	20	17	57
Average	95	99	100	83	94	74	56	65	17	25	21	60

* Countries that belong to more than one regional group.

Table 2h: All Africa - Gender Indexes, divided by Regional Economic Community 2007

Gender Indexes												
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
AMU/UMA	86	99	102	99	98	44	34	39	8	16	12	50
CEN-SAD	70	84	72	51	70	64	49	56	15	14	14	45
EAC	94	99	89	54	84	92	75	84	18	46	32	66
ECCSA/CEEAC	83	90	75	37	74	73	56	64	14	23	18	52
ECOWAS	66	84	69	43	67	70	54	62	18	14	16	48
SADC	95	99	100	83	94	74	56	65	17	25	21	60
Africa	83	92	84	62	81	68	52	60	15	20	17	52

Table 2i: All Africa - Gender Indexes, divided by Regional Economic Community 1995

	Gender Indexes											
	Education					Economic			Empowerment			Overall
	Literacy ratio (F/M)	Net primary enrolment ratio (F/M)	Net secondary enrolment ratio (F/M)	Gross tertiary enrolment ratio (F/M)	Education Gender Index	Activity rate ratio (F/M)	Estimated earned income ratio (F/M)	Economic Gender Index	Ratio of Positions at Ministerial Level	Ratio of Seats in Parliament (F/M)	Empowerment Gender Index	Overall Gender Index
AMU/UMA	60	85	73	65	71	22	-	22	4	2	2	32
CEN-SAD	53	71	60	43	56	50	-	50	6	5	6	37
EAC	65	97	79	63	76	75	-	75	14	9	11	54
ECCSA/CEEAC	67	79	61	39	65	60	-	60	10	6	8	41
ECOWAS	50	69	59	37	53	57	-	57	7	8	7	39
SADC	76	100	91	62	84	57	-	57	12	9	10	50
Africa	62	84	72	52	68	53	-	53	9	6	7	42

Appendix 3

3.1.1 Definition of Education Gender Indexes

Education Gender Index: the average of the Literacy ratio, the Net primary enrolment ratio, the Net secondary enrolment ratio and the Gross tertiary enrolment ratio.

Literacy Ratio: the number of literate females between the ages 15 to 24 for every 100 literate males between the ages 15 to 24.

Net Primary Enrolment Ratio: the ratio of the net female primary enrolment rate to the net male primary enrolment rate, expressed as a percentage. The net female primary enrolment rate is the ratio of the number of females enrolling into primary school, at the primary school age group, to the total number of females in that age group. The net male primary enrolment rate is defined similarly.

Net Secondary Enrolment Ratio: the ratio of the net female secondary enrolment rate to the net male secondary enrolment rate, expressed as a percentage. The net female secondary enrolment rate is the ratio of the number of females enrolling into secondary school, at the secondary school age group, to the total number of females in that age group. The net male secondary enrolment rate is defined similarly.

Gross Tertiary Enrolment Ratio: the ratio of the gross female tertiary enrolment rate to the gross male tertiary enrolment rate. The female tertiary enrolment rate is the ratio of the number of females enrolling into tertiary education to the total number of females in the theoretical age group for tertiary education. The theoretical age group for tertiary education is the 5 years that follow the secondary school age group (this definition is according to the UNDP 2007 Human Development Report). The male gross tertiary enrolment rate is defined similarly.

3.1.2 Definition of Economy Gender Indexes

Economic Gender Index: the average of the Activity rate ratio and the Estimated earned income ratio.

Activity Rate Ratio: the ratio of female economic activity to male economic activity, as a percentage. Female economic activity is defined as the share of the female population, aged 15 and older, who supply, or are available to supply, labour for the production of goods and services (as defined in the Social Watch Report 2007 www.socialwatch.org).

Estimated Earned Income Ratio: Ratio of estimated female earned income to estimated male earned income, as a percentage. Because of the lack of gender-disaggregated income data, female and male earned income are crudely estimated on the basis of data on the ratio of the female nonagricultural wage to the male nonagricultural wage, the female and male shares of the economically active population, the total female and male population and GDP per capita in PPP US\$ (Purchasing Power Parity). The wage ratios used in this calculation are based on data for the most recent year available between 1996 and 2005 group (according to the UNDP 2007 Human Development Report).

3.1.3 Definition of Empowerment Gender Indexes

Empowerment Gender Index: the average of the Ratio of Positions at ministerial level and the Ratio of seats in parliament.

Ratio of Positions at Ministerial Level: this is the number of females in a ministerial position for every 100 males in a ministerial position.

Ratio of Seats in Parliament: this is the number of females with a seat in parliament (or the lower house of parliament) for every 100 males with a seat in parliament (or the lower house of parliament).

3.1.4 Overall Gender Index

This is defined as the average of the Education Gender Index, the Economic Gender Index and the Empowerment Gender Index.

3.2 Sources of Statistical Data

Contraceptive Prevalence Among Women

The contraceptive prevalence among women data quoted as '2000-2007' are as published in the Social Watch Report 2007 and accessed from <http://www.socialwatch.org/statistics2007>, where it is stated as 'Contraceptive Use Among Currently in Union Women Aged 15-49' and sourced from the World Bank, World Development Indicators website (<http://www.worldbank.org>). The data quoted as '1986-1993' are as in the Human Development Report 1995 published for the United Nations

Development Programmewhere it is stated as ‘Women Using Contraception’ and sourced from the United Nations, *World Contraceptive Use 1994*, Population Division, New York.

Gender Indexes

All data quoted as 1995 figures are sourced from the UNDP Human Development Report 1995, and can be found at <http://www.undp.org>. Data quoted as 2007 figures have been taken from various sources as follows.

3.2.1 Education

All the education indicators, the Literacy ratio, the Net primary ratio, the Net secondary ratio and the gross tertiary ratio, are sourced from the UNESCO Institute for Statistics (UIS) at <http://www.uis.unesco.org/> and are essentially based on data provided by UNESCO member states through the UIS annual data collection. These education statistics refer to data released at various times between 1999 and 2006 and for this reason, cross country comparisons should be made with caution.

3.2.2 Economy

The economic indicators, the Activity rate ratio and the Estimated earned income ratio, are quoted from the UNDP Human Development Report 2007 at <http://www.undp.org>. According to the UNDP Development Report 2007, these indicators are defined as follows. The activity rate indicator is calculated on the basis of data on economically active rates from ILO (International Labour Organization) 2005. The Estimated earned income ratio indicator is calculated on the basis of GDP per capita and population data from the World Bank, data on wages from the ILO and data on economically active populations from the ILO.

3.2.3 Empowerment

The empowerment indicators, the Ratio of positions at ministerial level and the Ratio of seats in parliament, are quoted from information on the Inter-Parliamentary Union website at <http://www.ipu.org>.

(all data quoted from the above websites was accessed in December 2007).

Status of Ratifications of Human Rights International Treaties

The data in Appendix 2 for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its Optional Protocol is taken as published from the United Nations Division for the Advancement of Women website (<http://www.un.org/womenwatch>) and dated 27th November 2007. That data for the Convention on the Rights of the Child and its Option Protocol on the sale of children, child prostitution and child pornography is taken as published on the United Nations Treaty Collection Website, Database “Status of Multilateral Treaties Deposited with the Secretary General” (<http://untreaty.un.org>) and was accessed in January of 2007.