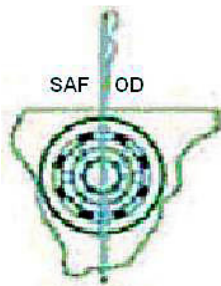


SOUTHERN AFRICA FEDERATION OF THE DISABLED (SAFOD)



SAFOD REGIONAL GENDER WORKSHOP
31 August – 4 September, 2009
Grand Palm Hotel
Gaborone, Botswana



BOSPED
Botswana Society of
People with Disabilities



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We thank the Botswana Former Minister of Health, Prof. Sheila Tlou, for not only officially opening the workshop but also for her informative presentation. Many thanks are also due to the facilitators whose insightful presentations and suggestions made this a comprehensive workshop. Their enthusiasm and encouragement was much appreciated. Our thanks also go to the workshop hosts, the Botswana Society of People with Disabilities, for their logistical and local technical support.

We are extremely grateful to all SAFOD member organisations for selecting wonderful delegates who made this important gender workshop a success.

Last but not least, our thanks go to the following who also contributed so meaningfully to the workshop arrangements: Met Court Inn and Grand Palm Hotel Management for taking care of all workshop participants; and the Portuguese and Sign Language Interpreters for their professional service to all the workshop participants and officials.

Thanks to you all.

*DOROTHY MUSAKANYA MAPULANGA
WOMEN'S REGIONAL DEVELOPMENT PROGRAMME COORDINATOR*

Abbreviations and Acronyms

BOSPED	-	Botswana Society of People with Disabilities
CRPD	-	Convention on the Rights of Persons with Disabilities
DIWA	-	Disabled Women in Africa
DPSA	-	Disabled People South Africa
DPOs	-	Disabled People's Organizations
FAPED	-	Federation of Organizations of Disabled People in Angola
FAMOD	-	Forum of Associations of Disabled People in Mozambique
FEDOMA	-	Federation of Disability Organizations in Malawi
FODPZ	-	Federation of Organizations of Disabled Persons in Zimbabwe
FODSWA	-	Federation of Organizations of Disabled People in Swaziland
FFO	-	Norwegian Federation of Organizations of Disabled People
LNFOOD	-	Lesotho National Federation of Organizations of the Disabled
MFA	-	Ministry of Foreign Affairs
NADAWO	-	National Association of Differently Abled Women
NFPDN	-	National Federation of People with Disabilities in Namibia
NGOs	-	Non – Governmental Organizations
PAFOD	-	Pan – African Federation of the Disabled
PWDs	-	People with Disabilities / Persons with Disabilities
SAFOD	-	Southern Africa Federation of the Disabled
UN	-	United Nations
WAGs	-	Women's Action Groups
WRDP	-	Women's Regional Development Programme
YWCA	-	Young Women's Christian Association
ZAFOD	-	Zambia Federation of Disability Organisations
ZNADWO	-	Zambia National Association of Disabled Women

1.1 Executive Summary

Southern Africa Federation of the Disabled (SAFOD), in collaboration with FFO and the Botswana Society of People with Disabilities (BOSPED), organized a Regional Gender Workshop at the Grand Palm Hotel, Gaborone, Botswana from the 31st August to the 4th September 2009. The workshop was facilitated by Mrs Dorothy Musakanya Mapulanga who is the Regional Women's Development Programme Coordinator of SAFOD.

The purpose of the workshop was to raise gender awareness and increase women's participation in the decision making bodies of SAFOD and its member organisations; thus ensuring that SAFOD member organisations equalize opportunities between women and men.

The three day workshop was officially opened by the former Botswana Minister of Health, Hon. Professor Sheila D. Tlou. Other Keynote speakers during the official ceremony were SAFOD Chairperson, Mr Lehlohonolo Mafofo, the Regional Women's Development Programme Coordinator, Mrs Dorothy Musakanya Mapulanga, (who read the speech of the Women's Committee Chairperson who could not attend the workshop), BOSPED Chairperson Mr Wabotlhe Chimidza, and Mrs Liv Arum, FFO Secretary General.

Thanks to the Norwegian Federation of Organizations of Disabled People (FFO) who provided the necessary resources for bringing women, youth and men with disabilities to Gaborone from all SAFOD member countries. Two representatives of both sexes of each member country and youth representatives of 6 countries participated, including seven members of SAFOD staff. All in all there were 51 people at the workshop. (Detailed list of participants is in Annexure 1).

Working in plenary sessions and in groups, the workshop participants updated each other on their country's activities, personal experiences, and more specifically debated very lively on critical issues related to Gender Equality in a Southern African context. Country specific working groups designed intervention strategies to facilitate gender equality in national DPOs and finally action plans were drawn up by each of the country working groups.

At the end of the workshop participants unanimously adopted a Memorandum of Understanding (MOU) with the following recommendations:

- a. THAT affiliates constitutions shall be reviewed.
- b. THAT they shall facilitate consultative workshops / meetings to ensure a participatory review of country DPO constitutions.
- c. THAT they shall organize general assemblies for the adoption of the amended constitutions.
- d. THAT they shall develop a programme on gender sensitization.
- e. THAT they shall draw up a gender equality monitoring and evaluation tool.
- f. THAT they shall undertake research in relation to gender equity.
- g. THAT they shall develop programmes on capacity building to ensure woman's effective participation.

- h. THAT they shall develop a Gender Mainstreaming Strategy.

DAY 1

Arrival and Registration of the Participants

Day 2

2.0 Workshop Proceedings

2.1 Welcome Remarks

The SAFOD Regional Women's Development Coordinator, Mrs Dorothy Musakanya Mapulanga, welcomed all participants to the workshop, and expressed her delight that all National Federations of the Disabled covering all ten countries of the SAFOD Regional were represented.

Mr Wabotlhe Chimidza, the Chairperson of Botswana Society of People with Disabilities (BOSPED), who is also the SAFOD Regional Executive Committee member, greeted all participants and expressed his gratitude for being given the opportunity to speak at the workshop. His expectation is not only to have interesting discussions on gender issues but also to share experiences on other disability issues. But the gender issue, he confessed, is a great challenge for all SAFOD members. He therefore expressed his hope that all participants will come up with clear resolutions on gender at the end of the workshop.

Mrs Dorothy Mapulanga apologized for the absence of the chairperson of the Women's Committee, Ms Josephine Shinaka, who had failed to travel to attend the workshop due to the change of passport regulations in Zambia.

Mr Lehlohonolo Mafofo, the Chairperson of SAFOD, then welcomed all participants and expressed his hope that people will carry the message of the workshop to their countries. He also emphasized the importance of the UN Convention on the Rights of Persons with Disabilities as a tool to advocate for disabled people's rights in general and for disabled women's rights in particular.

Mrs Liv Arum, the Director General of FFO, explained their interest to fund the workshop. She noted that FFO has been working together with SAFOD for more than 10 years in order to strengthen DPOs in Southern Africa. However, they were concerned about the structures of the federations that were not democratic, especially regarding gender equality. FFO recognizes that gender equality remains a big challenge everywhere. They hope to help to introduce within DPOS in the SAFOD Region a strategy to address gender inequality.

2.2 Introductions

Mrs Mapulanga then asked all participants to introduce themselves. A brief introduction of each attendee made participants feel familiar with each other.

2.3 Workshop Expectations

The participants were invited to write down their expectations of the workshop. They formulated their expectations as follows:

- Better understanding on Gender issues in DPO programmes;
- Equipped with knowledge and skills to interpret Gender issues to PWDs;
- Knowledge on how to mainstream Gender in DPO work;
- Drawing of workable recommendations;
- To hear from other countries how they are dealing with gender issues;
- Learn more about gender and more coordination with all members;
- Gain better knowledge of how to deal and overcome issues related to Gender;
- Learn more about the writing of constitutions;
- To acquire more knowledge on gender;
- To learn from other DPOs on how they have addressed gender equality in their constitutions and what they are doing in practice;
- Have a wider understanding of Gender equality;
- Sharing information with other countries;
- Need to know the way forward;
- What does SAFOD Women's desk do? What is their role?;
- Is SAFOD able to assist member organizations when it comes to training?
- Ability to clearly understand DPOs constitutions;
- To learn how best we can ensure and incorporate gender issues in our DPOs as well as examining the current gender inequality;
- Need certificate of attendance and need continuity;
- Come up with clear recommendations for SAFOD and National Federations to work on gender mainstreaming strategy;
- To see gender sensitive clauses in DPO constitutions;
- To see evidence of decision making on the part of women in the DPO constitutions;
- Come up with implementable resolutions;
- To see the programme continuing and women taking up their role after being empowered;
- Networking.

The Regional Women's Development Programme Coordinator thanked the participants for their expectations and highlighted that they should ensure that their expectations are fulfilled by the end of the workshop. She then

expressed the need to share ideas on how participants should conduct themselves during the workshop for progress sake, due to the fact that 75% of the day was spent on official opening. Then participants agreed on the workshop ground rules, and a time keeper was appointed.

2.4 Opening Remarks of the Women's Committee Chairperson and SAFOD Chairperson

Mrs Dorothy Mapulanga noted that the SAFOD Women's Committee Chairperson, Josephine Shinaka, could not manage to travel to Gaborone, because she could not manage to secure a new Zambian passport. Dorothy had to read the speech of the Chairperson. In her speech she updated the participants on the formation of the women's desk in SAFOD. There were ups and downs along the way, but the Women's desk remained focused and led the desk to be where it is today. Following a joint visit to Angola sometime in 2007, it was found that women were not represented especially at decision making level and this was found to be against the SAFOD's constitution. This was communicated to FFO as a weakness that needed to be addressed, and thanks to FFO for considering this issue as a priority – hence this big gender workshop being held here today. It was noted that there were some of the international treaties that promote the participation of women at all levels and all national assemblies gathered here are encouraged to develop some proposals around the promotion of gender as this will take SAFOD to another level. And to ensure real progress towards equality, there should be some monitoring and evaluation mechanisms that should be put in place in SAFOD and member organisations.

It is expected that at the end of this programme, SAFOD DPOs would include gender issues in their programmes. There should also be a change of mindset in order for the society at large to know that women with disabilities exist.

SAFOD Chairperson, Mr Lehlohonolo Mafofo, also welcomed the participants and acknowledged the speech that was read by Dorothy and added that there is need to make the UN Convention a working tool. He then urged SAFOD member countries to work as a team.

2.5 Official Opening by Botswana Former Minister of Health: by Prof Sheila Tlou

Former Minister, Prof Sheila Tlou, welcomed the participants present to a country she referred to as the "Eden of Africa, (Botswana)", and thanked the workshop organizers for the workshop and FFO for funding this programme. She learnt from SAFOD that the organization is a human rights organization representing disabled people in the Southern Africa region.

In her presentation, the Former Minister noted that women and children are the most disadvantaged, especially the disabled women. Referring to the bible of the world, the MDGs, she said that they are concrete, achievable and time - bound. If these are achieved, then it would be a great achievement ever. In order to accelerate this achievement, there is need for the African governments to see the importance of this and domesticate the MDGs; and with the political will, zero tolerance for corruption, good governance and prioritizing, a dream will come true and Africa will not lag behind other global regions.

Poverty leads to a lot of vulnerability and there is need for some advocacy to be done in this area.

In terms of universal access to education, she noted that progress had been made but there is a higher percentage of children that are not at school and about 57% of these are girls, and noted that even the drop-outs are girls. She gave an example of children being graduated from primary or secondary school who are not mainstreamed into the outside world because there are no resources to enable them to excel.

Health is also an important issue, but the question is - how many women know their rights in terms of safer sex, post - natal care, HIV and AIDS, etc?

She proudly announced that during her term of office, she managed to provide 100% support to reduce the transmission of mother to child of HIV and AIDS and the rate had gone from 40% down to 2%. But with assistive devices for all society, the rate can even go further down.

From this workshop, she promised that she would advocate the concerns of gender globally.

"Gender equality is a prerequisite for reaching all the international goals including the MDGs" and with these words, she declared the workshop officially opened".

2.6 Vote of Thanks

Mrs Rachel Kachaje, the Immediate Past Chairperson of SAFOD, and present Chairperson of Disabled Women in Africa, thanked all speakers, especially the former Minister of Health. She also appreciated the role of FFO which according to her is a kind of marriage partner of SAFOD. She then stressed the point that women should come from behind to be at the front. There is a saying that educating a woman is educating a nation. Without women nothing will work. Mrs Kachaje then entered into the topic of the Millennium Development Goals. Although the MDGs are very important to SAFOD, they do not mention disability. So they must be amended to incorporate disability. If governments will not include disability within their development strategies, the MDGs will fail, said Mrs Kachaje.

3.0 Keynote Address

3.1 How does disability relate to issues of social inequality, e.g. gender, poverty and social exclusion? By Dr. Tsitsi Chataika, University of Stellenbosch

In her presentation, Dr Chataika focused on five aspects: Firstly, the concept of disability and social inequality; secondly, disability and gender; thirdly, women with disabilities' place in the struggle for independence and dignity; forth, the link between disability, gender, poverty and social exclusion; and fifth, the need for DPOs to work in partnership with each other in fighting gender inequalities.

Disability in many contexts is often understood as a "lack" or "deficit" as well as "difference". Very few people acknowledge that disability is as much a social construct as, say, poverty, gender and social exclusion. She went on to say it is for this narrow comprehension of society that People with Disabilities (PWDs) challenged the medical model of understanding by adopting the social model of disability.

Dr Chataika also touched on the results of social and cultural apartheid that is sustained by the existence of the built environment that lacks facilities for PWDs and caters solely for the needs of "more complete" and "other" non - disabled. She described poverty, disability and social exclusion as a worldwide phenomenon that has been present in all societies for centuries. Disability terms are complex, multifaceted and sometimes controversial. It is internationally recognized that PWDs are disproportionately represented amongst the poorest of the poor in all parts of the world. For PWDs, this is more than just monetary issues, but involves the condition of the "voiceless" which has great implications for discrimination, powerlessness and exclusion. In 2000, a DFID report revealed that the situation of the majority of PWDs affects their chances of accessing education, employment, enjoying family life and participation as equals in social life, and this is indeed a fact for most PWDs in our

countries. Women and disabled girls are faced with more complex conditions of discrimination due to cultural arrangements related to both disability and gender.

Therefore, if these complexities are not taken into account in the planning of our national development plans, then resources will not be evenly distributed to ensure equal opportunities for participation; hence creating never-ending exclusionary conditions. She further observed that while a direct relationship between disability and poverty is evident, these two concepts have unfortunately received minimal systematic examination. Most of the major international development agencies (e.g. World Bank, DFID and USAID) have placed disability on their developmental agendas. Development initiatives such as MDGs and PRSPs are now moving towards a more integrated approach, as it is highly unlikely that poverty can be eliminated unless it is not tackled from all angles, and the rights and needs of PWDs are taken into account. Unfortunately, there has been less focus into ways in which disability is thinly interwoven together with other inequalities that include gender.

Dr. Chataika acknowledged the efforts of various women's groups in fighting for the human rights of individual women but the issue has never received the deserved attention. Though feminist voices have always questioned patriarchal cases they excluded disabled women, who should be automatic allies. Feminists have failed to recognize the unique experiences of disabled women in a sexist and able society. She noted that disabled women often are simply not regarded as women.

It is important for the workshop to unpack the Southern African DPOs constitutions and establish how they facilitate gender equality or inequality. Evidence from these statutory documents should consequently help in coming up with concrete intervention strategies that effectively facilitate gender equality in DPOs.

In concluding her presentation, Dr Chaitaka noted that there were very limited existing formal and informal channels through which marginalized citizens can make their voices heard and influence policy and service delivery in most countries. Her experience with many DPOs has been that most leadership power was concentrated in men. This kind of institutional and governance arrangements leave little room for effective participation of women and youth in DPOs. She urged the DPOs to balance the power, and making sure that all groups were visible in the leadership. Every policy, initiative and programme should reach out to women with disabilities and ask: "How can we include you?" She urged the women and youth to go for it!

3.2. Discussions / Comments on the presentation:

Because the workshop was already behind schedule, and just before lunchtime, only a few contributions were allowed. Mr Alex C. Kafwabulula remarked that he is often observing that women are women's biggest enemies because they do not allow other women to excel without discriminating them. Another contribution focused on the fact that girls are educated by women who are therefore responsible if girls are to fulfill a certain role which disadvantages them. Ms Linda Brown then raised the issue that there must be a deconstruction of socialization for both sexes in order to provide equal opportunities for women and men.

4.0 Plenary Discussions

4.1 Brief Country Reports - Sharing Experience on Gender Equality and / or Inequality in DPOs in Southern Africa

The following were the detailed country reports:

Botswana

- The DPO currently does not have any gender targeting programmes, but the organization promotes gender issues. It promotes this by ensuring that all the activities carried out are gender balanced.
- BOSPED has some programmes which address gender issues especially the women's wing programme, and health and youth programmes.
- The organization also has partnerships with gender based NGOs and government organizations like women affairs department.
- The programme managed to register an Independent Living Centre in Kanye (Southern part of Botswana). The centre is working to source funds and the main aim is to provide services to PWDs especially women with disabilities. It seeks also to provide information and sign language interpreters because public services like customary courts have no interpreters and most of the deaf people lose their cases due to lack of interpretation services. Sign Language Interpreters are also needed at clinics or health centres.

Mozambique

- Mozambique has a Ministry of Women and disabled women participate in the issues of gender at mainstream level.
- Mozambique has an organization of women with disabilities and there is also a women's forum.
- There is no policy on gender.

Namibia

- Namibian Non – Governmental Organisation Forum (NANGOF) does not have a gender programme but is planning to implement a gender based violence programme. Most of the women in Namibia are affected by domestic violence from their partners.
- The organization of women with disabilities carried out a research project with the Ministry of Health and Social Services in one of the towns which was disadvantaged for a long time. One of the recommendations from the research was to call for a Gender Based Violence Conference.
- The Legal Assistance Centre deals with legal policies on Gender issues. This organization consults NADAWO and other organizations to contribute to the policies of the country. Ministry of Gender and Child Welfare also consults and conducts workshops in regions to raise awareness on human rights policy. NADAWO is working on a gender based violence programme. Domestic violence is very high in Namibia.

Swaziland

- Swaziland has no specific programme on gender.
- Due to cultural issues which are very strong in Swaziland, women face a lot of discrimination; it is worse for women and girls with disabilities.

South Africa

- South Africa has five disabled women who are members of parliament.
- DPSA has a programme on women with disabilities.
- DPSA creates awareness and mobilizes resources and promotes gender equality.
- Challenges are on gender sensitivity.

Zambia

- Women participate in leadership positions.
- Women with disabilities have a lot of challenges.
- Disabled People are involved at national level e.g. amendment of the Zambian constitution.
- National constitution has a chapter which is looking into disability and policies, and two of the representatives are women.
- YWCA is setting up a desk on gender and violence and women with disabilities.
- ZAFOD is running a project on violence (cases are taken to court).

Zimbabwe

- Promotion on gender issues – the constitution promotes gender issues.
- Gender Violence Act, the women are playing their role.
- Women are lobbying for 50% representation in the constitution.

Angola

- Disabled people in Angola are speaking with one voice.
- Parliament has approved a law to protect people with disabilities.

- Government has a programme which offers scholarships to disabled people to study at the University.
- Most families have rejected their disabled children.
- Challenges on Gender – government policies are there and call for 35% representation.
- Domestic violence is very high.

Lesotho

- 58.3% of the board of LNFOD are men while 41.7% are women.
- Men seem to dominate in terms of numbers, but the influential positions such as presidency and treasury are occupied by women.
- Provisions of the LNFOD and DPOs constitutions: the constitutions do not necessarily and explicitly make it mandatory to struggle for gender equality in either leadership structures or in any disability initiatives. However, all of them provide for the establishment of women's wings as a form of women's empowerment strategy.
- Traditional and cultural practices in Lesotho have always subordinated women to men thereby subjecting them to marginalization and limited access to social, political and economic opportunities.
- The establishment of women's wings in the absence of men's wings within LNFOD and the DPOs was an attempt to bridge the gender imbalance that was created by the previous regimes (laws, culture, and traditional leadership).

4.2. Comments / Discussions

Mrs Gwebu Sinah: Women are empowered at grass-root level but lacking in decision making

Dr. Tsitsi Chataika: Women should be capacitated before pushing them in leadership positions otherwise their failure will strengthen prejudices against women. It will then become a self-fulfilling prophecy if women fail.

Mr Alex Kafwabulula: Gender equality should be no matter of numbers or statistics. It is a matter of quality. So quotation is no advisable tool.

Mr Alexander Phiri: Disabled people were not trusted to be able to perform well, so numbers are important for them to strive for equality. And the same argument must be allowed regarding women.

Mr Mcebo Khumalo: Women should not be pushed into positions just because they are women. It is lack of respect to vote for a woman only in order to comply with gender balance.

Mrs Sigere Kasisi: In Malawi within the FEDOMA Constitution women are not even mentioned.

Mrs Masuku Buyelaphi: In Swaziland FODSWA has its own National Women's Committee.

5.0 Presentation on Disabled Women in Africa (DIWA): by Monika Scheffler, Coordinator

In her presentation Mrs Scheffler firstly introduced herself and explained why she was working with SAFOD. She went on to say Disabled Women in Africa (DIWA) is the women's wing of the Pan Africa Federation of the Disabled (PAFOD), which is the umbrella of Disabled People's Organizations in Africa.

The mission of DIWA is to give a voice to women with disabilities in Africa and to empower them to claim their human rights whenever they are violated. DIWA was founded in 2002, but due to lack of support DIWA remained stagnant for some years. Then in 2005, SAFOD resolved to support the further development of DIWA. Mrs Scheffler thanked SAFOD for accommodating the DIWA Project within its headquarters. It shows some greatness of mind to support the Federations in other African regions which are not as well developed as SAFOD. The merit for this will sometime come back to SAFOD.

She then stressed two of DIWA's objectives:

The first one was to mainstream gender policies within Disabled People's Organizations. For example, in the PAFOD constitution there is no specific mention about women's representation within the Executive Committee. But Gender Mainstreaming means more than numbers, it means that the organization, its programmes and its outcomes are assessed in terms of their contribution to gender equality. She gave the example of SAFOD's Research Programme in which participants are gender balanced. But SAFOD needs to ask if the on going research activities and the outcome is likely to decrease the power imbalance between men and women.

The second objective of DIWA, Mrs Scheffler stressed, was to mainstream disability policies in civil society, development organizations, and government programmes. If there is a policy it is often trapped on paper. The end result is that most programmes and services do not even evaluate what disabled women have access to.

What DIWA is lacking now is funding to start implementing programmes, Mrs Scheffler said. But she expressed that disabled women do not have to wait for funds, they can start working on some activities now, especially regarding gender mainstreaming within DPOs. Mutual support and networking is essential to be successful. She encouraged all participants to contact and network with her or Mrs Rachel Kachaje, who is the DIWA chairperson.

6.0 Unpacking DPO Constitutions in Southern Africa

6.1 Do they facilitate Gender equality or inequality? By Alex C. Kafwabulula – Lawyer

In his presentation, Mr Kafwabulula said that a disabled woman suffers double. A disabled woman suffers both from being a woman and being disabled. He went on to say through affirmative action men were scared of women. Coming to the main issue on the agenda, Mr Kafwabulula said from the study of the constitutions the following were his findings:

SAFOD Constitution: The word "women" appears 30 times.

ZAFOD Constitution: The word "women" appears 15 times.

LNFOOD Constitution: The word "women" appears 2 times.

NCDPZ (Zimbabwe): The constitution which was sent to the facilitator was for NCDPZ instead of FODPZ. Nevertheless the word "women" appears 2 times in the NCDPZ constitution.

DPSA Constitution: The word "women" appears 4 times.

FEDOMA Constitution: It is silent on women.

FODSWA Constitution: "Women" appears 11 times.

He went on to say that if you do not understand what Human Rights are, it is difficult to explore. There were a lot of gaps and challenges in drafting the constitutions. A constitution should have some clauses.

Equality: All human beings are born free and equal in rights and in dignity. Human Rights are rights you are born with. Immediately you are born, you are born with rights.

DPOs' constitutions should address equality and entrench it. He then went on to talk of practising the rights. A constitution is the mother of laws. He briefly talked on the Zambian Constitution and urged the DPOs to stick to their constitutions if they have any grievance. He also gave the definition of a constitution as follows:

What is a Constitution?

- System of governance
- Written or unwritten
- Establishes rules / principles
- Supreme law
- Comparison with oath
- The constitutions should have a clause that protects women
- Constitution as law
- Constitution as a political legal document
- Utility of preamble.

He further said in DPOs the law that is there should guide you. SAFOD constitution is higher than any other document in the organization.

Minimum essential paragraphs of a good constitution:

- Name and objectives
- Membership
- Officers (titles, duties, terms, tenure, election)
- Meetings (frequency)
- Finances
- Amendments
- Ratification

Name and objective:

- Statement of purpose, objectives be clear, broad and allow freedom in the choice of present and future officers.

Membership:

- Open to PWDs regardless of sex, gender, ethnicity, race, religion, political affiliation
- Qualifications for membership, clearly stated.
- Classes of membership e.g active, associate, honorary etc.
- Method of admitting members (criteria)
- Provision for dropping a member.

Officers:

- Officers ,and their titles
- Qualifications for holding office.
- Duties of officers should be listed.
- Terms of office.
- Election procedures (nominating committee, secret ballot, etc).
- Method of filling vacancies in office should be provided for.
- Method of officer impeachment to avoid whims and caprices.
- Structures, powers, responsibilities of Executive Board.
- Standing committees and duties (list)
- Operational procedures for meetings.

Meetings:

- Types of meetings
- Powers to call a meeting.
- Quorum (**realistic**) for a valid meeting.
- Agenda be known / valid notice circulated in advance.

Finances:

- Reporting: to whom? Members? Govt? NGO Laws?
- Audited accounts (donor funding)
- Who maintains financial records?

Amendments:

- Built in mechanism for amendments/avoid daily amendments to suit circumstances/amphibian constitutions/third term African Constitutions/ notify members in advance.

Ratification:

- To be effective e.g. $\frac{3}{4}$ approval from paid up members/some members have no voting rights.

Mr Kafwagulula then gave his suggestions and recommendations for a gender based DPO Constitution.

Proposed Clauses for Gender based Constitutions:

General Principle:

- Relate to National or International Policies, Strategies, and Programmes with relevant Regional and International Standards and Instruments on women and girls to achieve gender equality and equity e.g. CEDAW, Beijing

Evidence of Participation in DPO

- E.g. in the Executive Committee/Steering Committee
- Voting Rights
- Tenure of office
- Can they initiate motions

Representation:

- Look at numbers, ratios between male and female
- In elections / nominations
- DPO structures, do they promote decision making

Decision making:

- Extent of participation and influencing of policy formulation and implementation within the DPO and the disability movement in general.
- Extent to which women can initiate on their own different gender based programmes/activities.

Impact on Community:

- Extent to which DPO Constitutions impact communities in safe-guarding disabled women in gender based violence, domestic violence, sexual harassment and recourse to the law.
- Sensitization programmes for disabled women and appropriate actions to be taken.
- Retention or legal representatives

HIV and AIDS

- Extent to which DPO Constitutions take steps to adopt and implement gender sensitive policies and programmes aimed at the treatment, care and support related to HIV and AIDS.
- Highlight the vulnerability of disabled women and possibility of a REVERSE BURDEN OF PROOF

DPO Budgets

- Extent to which DPO budgets become gender sensitive budgets.
- Designing of activities which address peculiar difficulties faced by disabled women.

6.2 Discussion and Comments

After the above presentation the floor was open for some comments and clarifications. The participants felt that qualifications for holding office, for example a woman's concern, cannot be articulated by men.

The issue of audit was discussed at length. The participants felt that audits should not only be accounts records but also the audit of the organizations' performance. Resolutions must be captured in the Action taken in the report.

The meeting recommended that Gender in principle should relate to national and international policies, and strategies and programmes.

The question was discussed as to what extent should DPOs budgets become gender sensitive. To ensure the budget goes towards women's programmes it needs to have a percentage allocated towards women. It was suggested that Constitutions should also reflect the MDGs.

DAY 3

7.0 Group Work on Intervention Strategies to Facilitate Gender Equality in DPOs

7.1 Group Work

Mrs Mapulanga asked the participants to split into working groups according to their countries. The working groups then worked on intervention strategies which are appropriate to facilitate gender equality within the national DPOs.

7.2 Presentation of group work reports

ANGOLA

1. to increase the leadership of women in DPOs.
2. To encourage women with disabilities to participate in DPOs and formulation of government policies.
3. The SAFOD Women's Committee should to organize seminars on gender in member countries.
4. Inter - exchange on policies concerning gender at regional level.

BOTSWANA

1. Need to review the constitution of the organization (silent on gender issue).
2. To design a programme and policies based on gender strengthening.
3. To support existing women's wing committee with resources.
4. To capacitate women's governance structure.
5. Promote representative of women in DPO structures especially in decision making structures.

LESOTHO

1. Constitutions should be amended to include disability and gender balance.
2. When DPOs are organizing their congresses, workshops, etc, gender participation should be considered.
3. Women and youth programmes should be strengthened and encouraged to also consider gender balance in their activities.
4. DPOs constitutions should be reviewed so that key positions in our organizations are shared equally between men and women.
5. Leadership skills, self esteem and self confidence empowerment for both men and women with disabilities should be recommended for all SAFOD member affiliates.
6. Rotation of key positions within DPOs and federations should be noted carefully. For example if the current leadership is headed by a deaf woman during the next term a visually disabled or physically disabled man should be the head of the federation or DPO.
7. Workshop on gender mainstreaming needed.

MOZAMBIQUE

1. The statutes and regulations have to take into account gender balanced mechanisms and participation of men and women.
2. The social organs have to consider that respective number of individuals is balanced between women and men.
3. Boost participation of women in the activities of DPOs.
4. Promote capacity concerning gender issues of both sexes.

NAMIBIA

1. Empower women with disabilities to participate in the activities of the society.
2. Access to the tertiary education.
3. Equal opportunities for women with disabilities.

4. Women organizations to do more research on gender equality; qualified resource persons with disabilities to focus more on gender and disability.
5. The federation to focus on mobilising resources to support women's organizations.
6. HIV / AIDS awareness training programmes for women with disabilities should be introduced in the regions.
7. Networking more closely with ministry of gender to get resources to train DPO members.
8. Currently ministry of gender is the body that is running training workshops.
9. Introduce home based training care focusing on gender equality, disability, culture and HIV / AIDS in local languages.
10. To empower members to know their rights.
11. The information must be transmitted through flyers, newsletters, radio, etc, using local languages.
12. Trainers must transfer the trainings deep in rural areas in order to reach out to all members.
13. Qualified trainers with disabilities are needed to facilitate on disability and gender sensitisation.

SWAZILAND

1. To establish an association for women with disabilities.
2. To review the constitution to ensure gender mainstreaming within FODSWA and member organisations.
3. To mobilize and build capacity of women with disabilities.
4. To facilitate workshops on gender mainstreaming for DPOs.
5. To assist individual DPOs to develop gender programmes.

SOUTH AFRICA

1. Quota Systems – 50:50 Constitution, National Executive Council, Provincial Executive Council and Branch Executive Council.
2. Mentorship Programme – Senior people in leadership positions identifying young people with leadership capacities and potential to emancipate them to invest in the future of disabled women's organizational life.
3. Constitution – persons with disabilities autonomy, clear roles and responsibilities, constitutional powers (full rights) delegated to PWD, gender activities and programme championed by disabled people themselves.
4. Monitoring and evaluation – political gender portfolio in the executive committee, gender coordinator in administration in all structures and there must be reporting at General Assembly (congress)

ZAMBIA

1. Strengthen capacity of ZNADWO to influence women's participation in the DPOs.
2. Establish the linkages between chairperson of women affairs on ZAFOD Board and ZNADWO.
3. Build the capacity of young women in all ZAFOD affiliates to prepare them for future leadership.

4. Ensure all DPOs affiliates constitutions entrench women's participation and ability.
5. Exhibit evidence of women's participation and influence in decision making.

ZIMBABWE

1. Our mission statement should clearly articulate our position in the issue of gender.
2. SAFOD to have gender sensitization programmes.
3. The need for resources (e.g. funds, equipment) in order to implement targeted programmes.
4. To have capacity building programmes targeting women's action groups and the general membership as well.
5. To have a monitoring and evaluation tool and mechanism to establish gender equality in DPOs.

8.0 Presentation and Discussion on Gender in the Home - Is it a Reality?

8.4. Presentation of Mrs Farai Cherera:

This topic was presented in plenary. The following were the presenters: Mrs Farai Cherera, Mrs Sinah Gwebu and Mrs Nokuthula Ntini.

Mrs Farai Cherera started her presentation by introducing the Gender Concept. She went on to say that there has been a lot of misunderstanding and interpretation of Gender and because of this situation gender inequality continues to take its toll. The situation is exacerbated by the fact that interpretation of gender differs from country – to – country and communities and this usually has great links to their way of living and individual social upbringing. As leaders it is very important to be aware of the various gender issues and to endeavour to provide a better understanding about gender to be able to adequately answer the question whether gender equality in the home is a reality or not.

She went on to say the understanding of roles is essential if one needs to determine whether there is gender balance or not. She spoke of different situations about what happens at funerals, religious and marriage ceremonies. Women are not allowed to make decisions. In her conclusion, she said, it is against this background that gender equality in the home has a lot more scenarios in terms of what happens on a day - to - day basis and these go unrecorded. The situation is even worse where a woman with disability is involved. Most women with disabilities now prefer not to get married for fear of being victims. Gender equality then remains a white elephant and this can only be changed if there is a major paradigm shift in the socialization and cultural upbringing of our communities to be able to attain 100% gender equality in the home.

In her conclusion she also made the following recommendations:

- Capacity building of women in DPOs.
- That workshops be done to raise awareness of people on the issue of gender and gender equality e.g. engage Chiefs, Councilors, Human Rights Lawyers, Subheads, Parliamentarians and the disabled people themselves.
- That there be strategic engagement with various cultural watch dogs on those specific aspects of culture that do not promote gender equality.
- That there be a deliberate move to also involve men in issues of gender.

She noted that most organizations do not do this and this creates a situation where men and women end up fighting. There is therefore need to make sure that everyone understands that gender involves all men and women.

8.2 Presentation of Mrs Sinah Gwebu

Mrs Sinah Gwebu said most families do not fully understand what gender is. Men say:

- Gender is Beijing.
- Gender is women's issues.
- Gender is teachings by women to destroy marriages.
- Gender is taking over men's power.

She went on to highlight that gender is equality in sharing of roles and responsibilities between women and men, boys and girls, young and old. These roles are man made in contrast with biological make-up. Gender is a method of killing patriarchy where men have defined certain roles and responsibilities to be a no go area of women, and women all over the world are fighting to break that ceiling of no go area of women, killing the inequalities which are shown to exist between people on the basis of being female or male.

In general practice, in homes gender has not been fully understood, especially by male partners who exclude themselves in appreciating the gender dynamics e.g. ownership, control, status. Women's issues are not being addressed properly. Men view the above dynamics with a suspicious eye and do not respect women who are advocating for gender based issues because men want to remain in total control.

In her conclusion she said gender is dynamic, females and males need to work together. There is need to identify the challenges that affect both parties and together find a workable solution. Education and training needs to start at an early age for the benefit of boys and girls to adopt and adapt to gender based issues. This will bring an easy understanding

of gender and not the prevailing situation where the majority of men show resistance and are still using the divide and rule especially when dealing with women.

8.3 Presentation of Mrs Nokuthula Ntini

Mrs Nokuthula Ntini presented her perspective by saying that she is a disabled woman who is married to a non - disabled man, and narrated her experience on how she implements gender in her home. She went on to define gender as follows: gender refers to widely shared expectations and norms within a society about male and female behaviour, characteristics and roles. It is a social and cultural construct that differentiates women from men and defines the ways in which women and men interact with each other.

She went on to say that in a home there are certain gender roles that are expected to be performed by her. As a married woman she is expected to take care of the roles expected of her to prepare meals, do laundry for the family and maintain a standard of cleanliness of the home. She noted that there has been a positive aspect of her life and has told herself that having a disability does not mean that she is not able to perform anything. The issue of gender equality has to play a role in the home. The husband has to appreciate that he and his wife are equal despite their biological differences; thus there is nothing in her that stops her from performing household chores.

In her conclusion, she said gender equality plays a vital role in the home of a disabled wife and non - disabled husband. As a couple there is need to pull together in the same direction for the home to function smoothly, and the husband should always assist where disability limits.

9.0 Presentation on Gender Field Survey: by Hanne Witsø, Advisor, FFO

The following are the findings of the Gender Review of the Atlas Alliance:

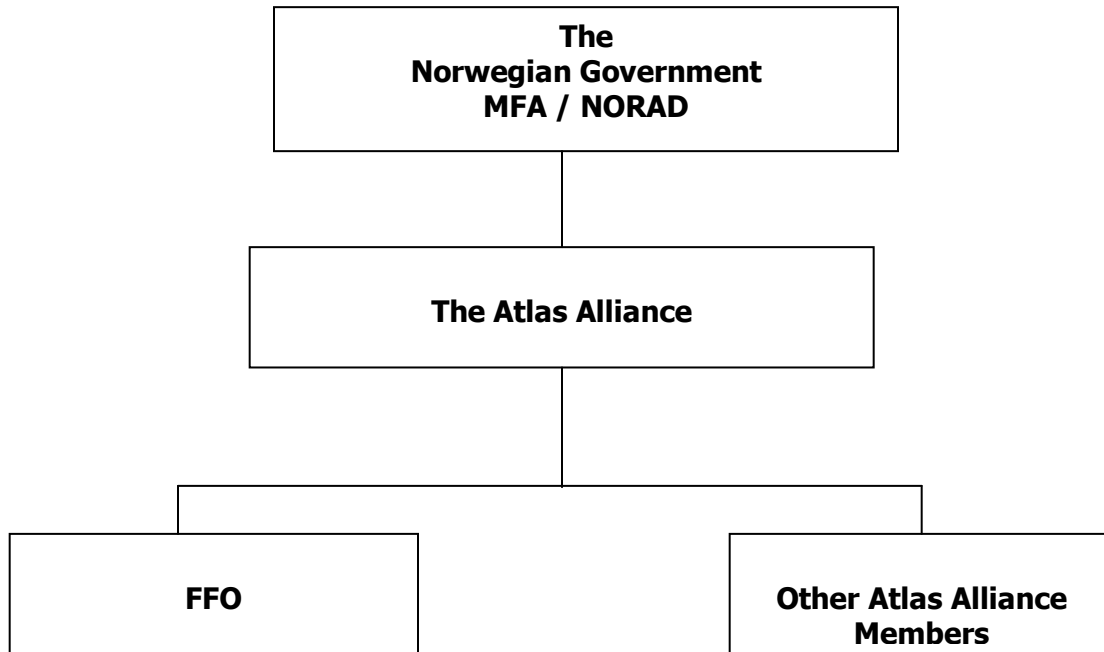
Goal:

- Documenting actions taken or not taken;
- Raise awareness of gender equality.

The Atlas Alliance's focus on Gender Issues:

- Cross cutting theme over the last few years;
- Also one of the main focus areas of Norwegian government in foreign cooperation;
- This review aims at being a starting point for a process of raising awareness on the importance of improving women's rights and working towards gender equality for achieving sustainable development;
- Luckily coincidence – SAFOD is in front!

The Norwegian Structure:



The Process:

- a. A review of the latest reports and applications.
- b. Surveys of attitudes and actions.
- c. A field study in Lesotho / SAFOD.
- d. Starts a process working with the recommendations.

Conclusions:

- i. Generally: Gender work is not being dealt with in a systematic and holistic manner.
- ii. SAFOD: Gender equality is not explicitly defined further than the reference to equality of participation in decision – making bodies.
- iii. SAFOD still needs to develop a more systematic and analytical approach to gender integration and to have this commonly shared and applied by the network as a whole. A clearer definition of gender equality as a policy objective for SAFOD would strengthen its gender analysis.
- iv. Female representation in decision - making bodies does not guarantee gender - sensitive policies and actions. To ensure this, knowledge and competence of gender sensitively of individual men and women is needed.

Recommendations:

1. Objectives, programming, and implementation:
 - A gender perspective should be integrated in the existing policies and strategies of all partner organizations. The organizations should be encouraged to develop a gender Action Plan.
 - The partners should strengthen their analytical abilities on gender and define in their context terms such as gender equality, gender mainstreaming, women's empowerment, equal opportunities, men and masculinities.
 - Partners should benefit from the experience of organizations / institutions in the region that have already adopted a gender mainstreaming policy and strategies.
 - Ensure that gender policy issues are addressed in the preparation and follow-up of forthcoming SAFOD discussions on the constitution in September 2009.
 - SAFOD and LNFOD should begin work on coordinating a new interregional project that aims to enhance gender mainstreaming among their members.
2. Technical expertise, competence and capacity building:
 - Partners should set a clear standard for basic knowledge.
 - Training on basic gender sensitivity and competence must be a specific requirement for all staff.
 - Make gender issues a part staff / board development.
 - Training on gender issues should include awareness of discrimination, stereotyping, sexist behaviour and sexual harassment.
3. Staffing, human resources and decision-making:
 - Develop indicators to monitor how gender equality is integrated and measure the results on the interventions on gender.
4. Organizational culture and perception of achievement of gender equality:
 - Include more gender issues on the agenda of mainstream events.
 - Organize "gender equality events" on a regular basis.
 - Strengthen the functioning of the Women's Wings through capacity building and develop TORs for the Women's Wings, emphasizing their roles in assisting the development of action plans and gender tools.
 - Develop a Code of Conduct to meet sexual and other forms of harassment and all forms of sexist behaviour with zero tolerance. This must be regarded as grave offences requiring disciplinary action.

10.0 Presentation from Living Conditions Surveys: by Prof. Arne Eide, SINTEF

Prof. Eide gave a presentation of the outcomes of the Living Conditions Survey which took place in Malawi by focussing on the sex relevant data.

Disabled by Gender and Age

Male

Female

Total

N	819	804	1623
%	10.8	10.3	10.6

Does your partner have a disability?

Yes	9.0	12.8
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Mean Age

	Disabled		Non – Disabled	
	Male	Female	Male	Female
	33.3	34.3	19.5	20.4

Currently Working

	Disabled	Non-Disabled
Male	50.0	59.9
Female	29.0	36.1

Marital Status among Disabled by Gender (%)

	Male	Female
Never married	51.2	40.4
Married with certificate	13.3	8.3
Married traditional	20.9	14.3
Consensual union	5.3	4.9
Divorced / separated	4.6	11.7
Widowed	4.2	20.1

School Attendance by Disability Status and Gender

	Disabled		Non-Disabled	
	Male	Female	Male	Female
Never attended school	29.8	44.0	15.1	22.9

School Achievement by Disability Status and Gender

Highest grade	Disabled		Non-Disabled	
	Male	Female	Male	Female
Standard 1	10.6	17.4	9.8	11.1
2	12.8	12.3	11.2	12.1
3	10.7	11.2	10.5	10.6
4	7.8	10.5	8.2	10.5
5	7.8	8.5	8.7	9.1
6	4.4	6.3	6.9	8.2
7	6.3	4.0	6.9	7.5
8	11.1	7.0	9.4	7.5
Form 1	2.0	1.6	3.0	2.5
2	3.7	3.3	4.0	3.2
3	1.9	2.6	2.1	1.5
4	7.2	3.0	6.8	3.7
Higher	1.9	0.9	1.2	0.6

Impairment Types

	Male	Female
Visually	21.9	24.2
Hearing	13.7	17.8
Communication	3.4	3.0
Disabled limb	46.0	40.1
Intellectual / emotional	12.4	10.6

Overall Physical Health

	Male	Female
1. Poor	6.3	9.6
2. Not very good	34.7	40.3
3. Good	40.2	35.8
4. Very good	18.8	14.2

Self assessed physical health is better among males.

Cause of Disability by Gender

	Male	Female
Violence	4.8	4.7
Accident	14.1	7.9
Natural / from birth	18.1	15.6

Physical illness	45.1	51.9
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Assistive Device by Gender

	Male	Female
Have an assistive device	25.3	13.9
Were you given any help in how to use the device	30.8	19.8

Received Services by Gender (% of needed services)

	Male	Female
Received		
Medical rehabilitation	15.6	14.1
Assistive device	16.6	8.4
Vocational training	5.4	2.7
Counselling for disabled	12.6	10.7
Welfare service	5.3	5.1
Traditional healer	35.5	39.4

Social / Family Life by Gender

	Male	Female
Do you make important decisions about your life?		
All the time	68.2	57.4
Sometimes	22.9	35.7
Never	8.4	6.7
Are you consulted in household discussions?		
Yes and sometimes	72.4	72.4
Do you go with family to events / gatherings?		
Yes and sometimes	81.9	84.3
Are you involved in and part of HH/ family?		
Yes and sometimes	92.2	93.4
Does your family involve you in conversations?		
Yes and sometimes	85.5	85.1

Activities, Participation and Environmental Barriers

	Male	Female
Activity limitations	28.9	29.5
No significant difference.		

11.0 Presentation on Gender Experiences in the North

11.1 Presentation by Mrs Liv Arum, Secretary General, FFO

In her presentation she gave a brief history about her working experience, and the experience before her child was born and after. She went on to say Gender issues have been on our common agendas for the last years. And the empowerment of women is important to reach goals concerning, for instance, poverty and health issues. She also talked of the work SAFOD and FFO were involved in or agreed on in order to build the capacity of DPOs.

She said, she has been working for gender issues for over 40 years. Although there is still a great deal to be done, the status and the role of women in society is one of the hallmarks of Norway. It is the result of decades of effort to promote gender equality. Gender balance is the general rule in Norway; to balance gender participation is an indicator of democracy.

She also talked about Norway's national legislation on gender equality which was from the late 70's. The Act promotes and aims at improving the position of women. As a result of this legislation, women were given the opportunity to ensure they were recruited in formal positions and on the labour market. Public authorities were forced to make active, targeted, and systematic efforts to promote gender equality in all sectors of society.

Norway's gender equality efforts add considerably to its international credibility. This is an area where Norway has a good reputation and a high level of expertise. The Norwegian model and the experience gained is relevant for others who are seeking to deal with these issues. Gender equality is an area where Norway is listened to. She went on to say promoting gender equality is a long process; the Norwegian partner must address the challenges with humility. It is important to take into account the challenging powerful cultural forces.

The effort to empower women must be designed to encourage men to loosen their grip and give women an opportunity to participate fully in economic, political, and social processes. Men can play an important part in the efforts to promote women's rights. When rigid gender patterns become more flexible, men also gain greater freedom to have more individual choices.

In her conclusion, she informed the participants that FFO is aware that changing the constitution can take time, but nevertheless they as a partner and as well other partners are concerned about the lack of women in decision making structures in the DPOs in Southern Africa. She

went on to say that the Norwegian government is more and more focused on gender issues. Her expectation at the end of the workshop is that participants should agree on certain recommendations that will ensure the common goal: Gender balance in the DPOs in general and especially in the federations.

11.2 Comments and Discussion

Mr Mcebo Khumalo remarked that there were three obstacles to Gender Equality in Africa. These are Culture, Religion and lack of Democracy. He expressed his concern that if we chase 3 rabbits we will not get one. As an African man he is also concerned that hierarchies could be destroyed which are useful. Hierarchy can help to keep a house in order. Gender equality and democracy are issues coming from the west. It is not probable that these concepts are fitting in Africa.

Mr Tjivera Martin contributed that it is the African culture that says women should show respect at home. It is the work of parliaments to deal with this issue. Gender equality must be tackled at a higher level. But this is not an excuse to oppress women at home. The change of gender relation is a matter of gradual development which will take a long time.

Mrs Sinah Gwebu replied that one should be very careful in referring to cultures because some of them are very oppressing to women, i.e. kidnapping and rape them in order to make them wives. If a girl refuses to get married it is appalling to force her by saying it's culture.

Mrs Francisca Muyenga added that we need to change the mindset of women with Disabilities themselves so that they support each other.

Mr Adao Joao Pombal remarked that 56 years ago, when he was young, he found his house made of grass. That was the culture. These kind of houses are no longer there. It shows that culture changes if new better ideas come up. He also pointed out that the Catholic Church discriminates women by not allowing them to preach. He stressed the point that as disabled persons we have to make sure that nobody is discriminated by anybody.

Mrs Farai Cherera stressed the issue that culture is formed by people and can be changed by people. Women are oppressed today by culture and they should be freed from this slavery.

Mr Jairos Dube contributed that disabled persons have been slaughtered before Christianity. It was culture. Even in Germany they were slaughtered during fascism. If culture has not been changed we disabled people would not be here today.

Mr Moses Chanda expressed his view that the traditional gender system should be lived at home but there should be an equal allocation of responsibilities.

Mrs Likopo Lesoetsa noted that women with disabilities are mostly poor, therefore they are not respected. For the most part, their educational level is low which produces poverty again. It is a vicious cycle. If women within DPO's are not challenging men within DPOs, they will never be treated like equals.

Mrs Mirjam Sam added that cultural behaviour in Namibia is that men have the say. If there is no change in culture we will not go anywhere. There have been some changes in culture now because of HIV/AIDS. She raised the question why there are no changes regarding disability and gender. She feels that traditional leaders must be educated.

Mrs Mkabela Thulisile noted that some men are also oppressed by women. She reminded the audience not to confuse oppression and discrimination.

Mrs Sigere Kasasi mentioned that it is a long time since women had been listening, so it is their time now to speak. When she entered her church congregation, women were not allowed to participate equally but today she is the treasurer.

Ms Constance Otukile contributed that even today some disabled babies were killed. And when a woman becomes disabled men very often leave her.

Mr Ricardo Moresse added that also in Mozambique disabled people were killed. Today there is a law to protect women from violence.

Dr. Tsitsi Chataika remarked that culture is dynamic. She gave the example of women as cooks within the family according to culture. But most cooks in hotels are male because there is money to earn. She then appealed to DPOs not to fight against each other; we all are daughters, fathers, sisters, and brothers.

Ms Linda Brown noted that culture is oppressive to women because of the patriarchal system in Africa. But women do not say: "We want to take over." They only want to work together with men as equals.

Mr Alex Kafwabulula remarked that there are always some good and some bad things in culture. It is true that culture is oppressive to women. But there is a law in Zambia that culture should be respected except when it is violating the right. If it is violating Human Rights or other laws it should not be respected.

12.0 Addressing Gender Inequality in DPO National Constitutions

12.1 Working Groups on Country Action Plans

The facilitator asked all participants to split again into working groups according to their countries. The working groups then drew up action plans in order to address Gender Inequality in DPO's National Constitutions.

12.2 Report Back on Country Action Plans and Election of a Resolutions Committee

ANGOLA ACTION PLAN

	ACTIVITIES	PERIOD
1	Members mobilization during this period organs of information stickers, leaflets women with disabilities and communities, 1/3 of national territory will be involved	Dec. - Mar. 2010
2	Changes in the current constitution this will include 50% of the gender leadership and the general assembly to approve the changes	Jun. – Sept. 2010
3	Lobbying and advocating for a non government institution for the promotion and defence of women with disability	Dec.– Mar. 2010
4	Propose to the committee of SAFOD on women to arrange for a seminar in Angola	Aug. – Sept. 2010
5	Exchange of information between organizations on gender	Sept. – Dec. 2010

BOTSWANA ACTION PLAN

ACTION	PURPOSE	TIME FRAME	RESPONSIBLE BODY	BODY SUPPORT
To make a program / policy based on gender	To intergrate all genders into the rolls of the organization	November 2009	BOSPED Executive committee + sub committees (women, youth)	SAFOD, Resource offices
To support women's wing committee with resources	To help them activate their activities (write presentations of proposals)	December 2009	BOSPED Executive committee + sub committees (women, youth)	SAFOD + Donors, resource offices
Capacitate women's structures	To build / equip leadership understand of women's	January 2010	BOSPED Executive Committee and SAFOD	FFO + other DPOs

	structures			
Promote self representation of women in DPOs structures especially decision making structures	Ensure balanced structures	March 2010	BOSPED as a whole	DPOs + SAFOD partners (NGOs)

LESOTHO ACTION PLAN

Addressing Gender Inequalities in DPOs
National Constitutions

LNFOOD has:

- Congress
- Council
- Executive Board
- Executive General Assembly

1. The Lesotho participants to this workshop will influence the above structures to fully address and include Gender Policy within DPOs and LNFOOD. After this, it will be incorporated into Action Plans of DPOs until next General Assembly / Congress where there will be Gender Amendments to the Constitution.
2. To develop a small draft Gender Policy which is implementable while awaiting to adopt the Gender amendment into the constitution during the next LNFOOD Congress in 2014. This means after the adoption of draft Gender Policy, the DPOs will be continuing to implement activities based on Gender issues, until 2014. Time frame: September – December 2009.

Responsible: LNFOOD Secretariat, LNFOOD Advocacy Task Team (LATT),
Funding for the above activities will be sourced from SAFOD.

3. Hold two Gender mainstreaming workshops for LNFOOD Member Organizations in order for a larger audience to be exposed in Gender issues. To be done February 2010. Funds requested from CBR and SAFOD, by women with disabilities and Secretariat.

MALAWI ACTION PLAN

OBJECTIVE	ACTIVITY	TIME FRAME
Sensitization of DPO Leadership on the need to engender our constitutions	<ul style="list-style-type: none"> - Review of DPO Constitutions and analysis of the gender gaps. - Preparation of stakeholder consultative workshop. - Dissemination of workshop. 	Sept. – Dec. 2009 Feb. 2010 Mar. 2010
Amendment of FEDOMA and DPO Constitutions	<ul style="list-style-type: none"> - Utilization of council meeting for constitutional amendments. - DPO Extra Ordinary General Assemblies to vet and endorse the constitutional gender equality provisions. 	Apr. – Jun. 2010 Aug.– Oct. 2010
Mobilization and sensitization of disabled women and girls	<ul style="list-style-type: none"> - Preparation of mobilization and sensitization rallies. - Mobilization and sensitization rallies: <ul style="list-style-type: none"> - South: Chikwana, Nsanje, Mwanza and Neno - Central: Dowa, Mchinji, Dedza Ntcheu - North: Chitipa and Karonga Districts 	Sept. 2010 Apr. – Aug. 2011
Capacity Building (empowerment) of disabled women and girls in various competencies of skills to take up decision making positions	<ul style="list-style-type: none"> - Analysis of skills needs from the mobilized districts. - Preparation of workshops / trainings / exchange visits. - Workshops / trainings / exchange visits. - Monitoring and evaluation. 	Apr. – Aug. 2011 Sept. – Dec. 2011 Feb. – Sept. 2012 Oct. 2012

GOAL:

Increase effective participation of disabled women in decision making positions in all sectors.

Strategic Objectives:

1. Sensitization of DPO leadership on the need to engender our constitutions.
2. Amendments of both FEDOMA and DPO Constitutions.
3. Mobilization and sensitization of disabled women and girls.
4. Capacity building (empowerment) of disabled women and girls in various competencies of skills to take – up decision making positions.

MOZAMBIQUE ACTION PLAN

	ACTIONS	WHEN	WHERE	NUMBER OF PERSONS
1	Changes in the constitution and regulations	Nov. 2009	Maputo	60
2	Promoting and capacitating women to participate in activities in DPOs	Dec. 2009	Maputo	40
3	To mediate with government in order to improve access to public and private institutions	Jan. – Mar.20 10	Various institutions	20

NAMIBIA ACTION PLAN

ACTIVITY	TIME FRAME	WHO IS RESPONSIBLE
Awareness raising and training to be conducted to members through women's organization together with members who are the men to carry out this task	November 2009 rural villages (50 people) benefiting	Women organizations
Tertiary education	January 2010 (10 people) benefiting	Consult institutions Literacy education Colleges UNAM University Polytechnic of Namibia
Research must be conducted on gender equality - HIV /AIDS awareness and training	March 2010 (13 regions Namibia)	National federation in Namibia and women organ representatives of Namibia elected by SAFOD
The information must be translated more in local languages such as flyers, audio cassettes, braille material all documents related to gender equality and balance	May 2010 (all countries)	SAFOD

SWAZILAND ACTION PLAN

	ACTIVITY	TIME FRAME
1	To establish an association for women with disabilities	Mar. 2010
2	To review constitution to ensure gender mainstreaming	Dec. 2010
3	To assist individual (DPOs) to develop gender programmes	ongoing

4	To mobilize and build capacity of women with disabilities	ongoing
5	To facilitate workshops on gender mainstreaming for DPOs	ongoing
6	To conduct a research on gender based violence against women with disabilities	Dec. 2010

SOUTH AFRICA ACTION PLAN

ACTIVITIES	TIME FRAME	EXECUTOR DPSA	OBJECTIVES	INDICATORS
Quota System 50-50	Dec. 2010	Secretary General and leadership	To achieve Gender Balance	Increase of numbers of women and quality participation in all spheres of government
Mentorship and Database	Apr. 2010	Office of SG and DW leadership	Capacity building and updating	To have accurate states to have ± 5 mentorship programme running
Constitutional Review	Dec. 2010 - 2011	Disabled women and leadership	To reach an autonomous status	Launching of Disabled Women structure
Evaluation and Monitoring	Twice a year	DW Chair portfolio member coordinator	Monitor implementation	Increase of gender activities and programmes

ZAMBIA ACTION PLAN

	STRATEGY	BY WHO	WHEN
1	Strengthen ZNDWO	ZAFOD	Dec. 2010
2	Establish strong linkages	ZAFOD / ZNADWO	Jan. 2010
3	Build capacity of young women	ZNADWO	Dec. 2011
4	Ensure all DPOs constitutions entrench women's participation	ZNADWO / ZAFOD	Dec. 2012
5	Exhibit women's participation in decision making	ZNADWO	Dec. 2010

ZIMBABWE ACTION PLAN

ACTIVITY	OBJECTIVES	HOW	BY WHOM	WHEN
Gender Equality and Capacity Building workshop	<ul style="list-style-type: none"> - to sensitive membership on gender equality - to develop capacity on women 	To organize a two day workshop	FODPZ	Feb. 2010
Amendment of the Constitution	<ul style="list-style-type: none"> - To amend the constitution so that it becomes gender sensitive - For FODPZ to analyse the feedback ion the amendment of the constitution and come up with a revised constitution 	<ul style="list-style-type: none"> - Revision of the constitution and identifying gaps relating to gender equality (individual, DPOs to go through the constitution) and submit feedback to FODPZ - working on the feedback and producing a draft document for the general assembly 	FODPZ DPOs	April – June 2010
Presentation of draft amended Constitution to General Assembly for ratification	To submit a draft amended construction to general assembly for approval	Calling for and hold assembly meeting	FODPZ	Aug. 2010
Development of a Gender Monitoring and Evaluation tool	To develop a gender monitoring and evaluation tool for monitoring gender equality	<ul style="list-style-type: none"> - To identify an individual working group with expertise to design the tool - FODPZ to analyse draft tool - FODPZ to distribute tool to affiliates for comments - ADOPTION 	FODPZ and Affiliates working group / individual with expertise	Aug. – Sept. 2010

After the presentation of action plans, SAFOD was called upon to provide some guidelines on the design of action plans. Mrs Mapulanga responded by asking participants to elect a resolutions committee that will be given the assignment to work on the workshop recommendations for adoption by all participants. The following persons were then elected:

1. Bhekie Jele
2. Constance Otukile
3. Linda Brown
4. Alex C Kafwabolula
5. Dr. Tsitsi Chataika

DAY 4

13.0 RECOMMENDATIONS AND WAY FORWARD

The Committee presented the recommendations which were appreciated by all the participants. The following recommendations, captured in the form of a Memorandum of Understanding (MOU) were then agreed upon:

THIS MEMORANDUM OF UNDERSTANDING (MOU) is deemed to have been made between Southern Africa Federation of the Disabled of Registered in the Republic Zimbabwe and Botswana herein after called SAFOD of the one part and collectively the AFFILIATES of the other part.

WHEREAS SAFOD has ten affiliate members aforesaid,
AND WHEREAS SAFOD inter alia promotes and uplifts the status of women and children with disabilities in the Southern African Region,

AND WHEREAS SAFOD is desirous of raising gender awareness,
AND WHEREAS SAFOD intends to increase women's participation in decision making among its member affiliates.

AND WHEREAS SAFOD intends to become gender sensitive

AND WHEREAS SAFOD is desirous of equalizing opportunities between disabled women and men

NOW THEREFORE the parties herein assembled at The Grand Palm Hotel in the Okavango 1 Conference Room, Gaborone, in the Republic of Botswana agree as follows:-

- a. **THAT AFFILIATE constitutions shall be reviewed.**

- b. **THAT they shall facilitate consultative workshops / meetings to ensure a participatory review of constitutions.**
- c. **THAT they shall organize general assemblies for the adoption of the amended constitutions.**
- d. **THAT they shall develop a programme on gender sensitization.**
- e. **THAT they shall draw up a gender equality monitoring and evaluation tool.**
- f. **THAT they shall undertake research in relation to gender equity.**
- g. **THAT they shall develop programmes on capacity building to ensure woman's effective participation.**
- h. **THAT they shall develop a Gender Mainstreaming Strategy.**

SCHEDULE

SIGNED by the duly authorised representatives of the parties on the date at the top of this document.

SIGNED by the duly authorized representative of:

In the presence of:

Witness:
 Name:
 Address:
 Occupation:

SIGNED by the duly authorized representative of:

In the presence of:

Witness:
 Name:
 Address:
 Occupation:

SIGNED by the duly authorized representative of

In the presence of:

Witness:
 Name:
 Address:
 Occupation:

14.0 Official Closure

Mrs Sinah Gwebu thanked all participants of the workshop on behalf of the Regional Women's Committee, and then she asked Mr Jarl Ovesen to share the perspective of FFO on the workshop.

Mr Jarl Ovesen then explained the reasons FFO had in funding this workshop. He promised that FFO will in future again support the gender equality process within SAFOD and its national member Federations. He announced that FFO already agreed to fund another regional workshop in 2010 to follow up the outcomes of this workshop. FFO is also intending to support a pilot project on action plans in 2010. The launch of the Living Conditions Surveys in Lesotho and Swaziland will be another highlight of FFO's commitment with SAFOD.

Mr Ovesen also commented on the discussion on culture and gender. He made the interesting observation that only men expressed that culture should be respected; women respectively demanded culture to change because it is oppressing women. He then referred to Mrs Rachel Kachaje's remark, that FFO is to her a kind of marriage partner of SAFOD. His comment on this statement is that it is not yet decided on who the husband is and who the wife is. Mr Ovesen then thanked especially Dorothy Mapulanga for her excellent facilitation of the workshop which helped very much to make it a successful one.

Mr Alexander Phiri expressed his great satisfaction about this workshop. Rated against other previous SAFOD workshops, he said this was one of the best. He also thanked Mrs Mapulanga, the lawyer, Mr Alex Kafwabulula, Dr Tsitsi Chataika and all other people who contributed to the success of the workshop. He then stressed the point that all seniors of SAFOD membership federations have been present, and there is therefore no excuse for not implementing what was agreed upon. The signatures in the registration form are binding and clearly shows who was there and when it was adopted. Mr Phiri then exclaimed: "Culture will be no longer an excuse to abuse women! Change is needed!" Finally he thanked FFO for a very special "symbiotic" partnership.