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ASSIGNMENTS:

1. EXPLAIN HOW GENDER IS CURRENTLY ADDRESSED IN POLICY DEVELOPMENT AND PROGRAM AND SERVICE DELIVERY IN YOUR ORGANISATION.

All men and women are affected by development – within their homes, families, workspaces, communities, cultural groups and countries. In the 1970s, the birth of ‘gender’ in development was very much influenced by the ‘New Wave’ of feminism in the West, which emerged in the wake of the civil rights and anti-colonial struggles of the 1960s. Feminist policies focused on allowing more flexibility for women to carry out their gendered activities and responsibilities for the health and the welfare of their families, including their reproductive activities to do with fertility and childbearing. According to Kindon (2008,p.23): The Gender and Development (GAD) approach focuses on the socially constructeddifferences between men and women, the need to challenge existing gender roles and relations,and the creation and effects of class differences on development.This approach was majorly influenced by the writings of academic scholars such as Oakley (1972) and Rubin (1975), who argue the social relationship between men and women have systematically subordinated women, along with economist scholars Lourdes Benería and Amartya Sen (1981), who assess the impact of colonialism on development and gender inequality. They state that colonialism imposed more than a 'value system' upon developing nations, it introduced a system of economics 'designed to promote capital accumulation which caused class differentiation

**Principles Guiding the Policy the policy is underpinned by the following set of principles which shall guide its implementation**: Gender Justice in all sectors of development: Gender Justice forms the critical in gradient of this policy. Gender justice takes a rights based approach, where, as elaborated in the Constitution, both men and women shall enjoy equal rights defined in the bill of rights. Noting further that, in pursuit of addressing disparity through advancing one sex, the processes should not ultimately marginalize or prejudice the other or result in reverse discrimination. Affirmative action: Notwithstanding the principle of gender justice, this policy acknowledges that measures (legislative or others) designed to advance sex disadvantaged by previous unfair discrimination maybe taken. As such, affirmative action shall be pursued for more rapid and efficient progress towards redressing gender inequality particularly where targets have to be met within set timeframes. Integration of Gender Perspectives in all Aspects of Development: All multi-sectoral actors shall take appropriate actions to address gender inequalities within their areas of mandate in line with this policy. This entails among other things, development of sector specific gender policies aligned to the National Gender Policy, integrating the gender perspectives in planning, policy making, programmed designs, monitoring and evaluation and pursuing collaborative partnerships where necessary. Enhancing the capacities of development personnel to systematically address gender in their work becomes a central tenet of this principle. Broad Based and Inclusivity: This principle calls for the appreciation of all forms of social, economic and political differences, (age, religion, disability, cultural, educational, language, economic, geographical and any form of differences). It seeks to engage stakeholders across all sectors and to benefit men, women, boys and girls from all levels and of all backgrounds and to make special consideration of certain marginalized groups when necessary. Peace and Harmony at Family and Community Level: Peace and harmony at family and immediate community is a fundamental ingredient of positive out comes from this policy. Peace and harmony at family level contributes to fair appropriation, ownership and control of productive assets among men, women, boys and girls at both community and family levels. It also contributes to meaningful participation in decision making and activities for development.

**Policy strategies and objectives will be pursued through a range of strategies**. These strategies have been formulated around each of the eight priority areas.

1. Gender, Constitutional and Legal Rights The new Constitution contains the core components of a gender sensitive framework. It is comprehensive in its intentions for gender equality and hence provides a firm platform upon which equality rights can be claimed and initiative scan be pursued for generations to come. This NGP therefore establishes mechanisms to actualize the gender equality provisions of the new Constitution and other legislative provisions on gender equality. Policy Objective: To ensure that the constitutional and legislative provisions on gender justice are implemented and targets set in the national and international and regional protocols, to which Zimbabwe subscribe to, are achieved. Policy Strategies:

1. Simplify, translate in all languages, disseminate and popularize the gender justice components of the new Constitution and other relevant policies and legal provisions.
2. Conduct a gender audit of all existing relevant laws, identify gaps in line with the new constitutional provisions, and recommend areas for review or enactment of new instruments.
3. Advocate for the enactment of new laws, and/or support any efforts towards enactment of laws needed to deliver the gender equality provisions as provided in the new constitution.
4. Advocate for the establishment of institutions and/or support any efforts towards the establishment of institutions and other mechanisms needed to deliver the gender equality provisions as provided in the new constitution.
5. Operationalise the Gender Commission.
6. Develop and implement a Gender Equality Result Oriented Tracking System across all sectors.
7. Identify areas that require affirmative action to achieve gender equality, facilitate and support efforts to develop a national Affirmative Action Plan for gender equality and equity
8. Identify harmful laws, cultures and traditional practices that infringe on women’s and girls’ rights and that impede the gender equality objectives and lobby for their elimination.

2. Gender and Economic Empowerment Recognizing that gender disparities not only disadvantage women but also reduce growth potential of a nation as whole; Zimbabwe is committed to economic empowerment that is equitable, where both men and women participate and benefit. Yet institutional and legal barriers continue to hamper the ability of both men and women, to formalize and grow their businesses, create jobs and enhance productivity and women continue to be more constrained in these efforts. This policy therefore prescribes objectives and strategies to address these barriers to achieve economic empowerment equity and hence national growth. As provided in the constitution, and without prejudice, this policy proposes affirmative action measures to address economic empowerment imbalances in areas where sharp equity disparities exist.

**Policy Objective:** To promote equality and equity in access to economic opportunities for men and women, and to the benefits from the economic development of the country. Policy Strategies are:

1. Support gender sensitive economic policy planning and budgeting.
2. Support initiatives to promote equal access to entrepreneurial opportunities and equity in ownership of business in the key economic sectors.
3. Develop and support affirmative action initiatives that enhance business skills and competences and access to finance, land, other productive resources and technologies.
4. Institute mechanisms to advance equal representation in key economic decision making positions in all sectors including equal representation in community trusts and other grassroots structures.
5. Set up or support the development of appropriate micro and macro level institutional mechanisms including networks for women to effectively receive entrepreneurship support.
6. Advocate for equity in formal employment and remuneration and mechanisms that increase opportunities for employment for the female employable population.
7. Support efforts to transform informal livelihood income generation into viable economic activities and broaden agro-entrepreneurship in disadvantaged rural, resettlement and urban areas.
8. Support efforts to improve the performance and growth of Small to Medium Scale Enterprises (SMEs) for both men and women and put in place mechanisms to particularly support young women in trade and entrepreneurship.
9. Develop and implementation a framework to monitor gender disparities in key economic empowerment indicators including gender sensitive tools for poverty surveys

3. Gender, Politics and Decision Making Zimbabwe recognize that sustainable development and good governance is dependent on women taking part in all decision making processes. The absence of a legislative frame work for affirmative action to ensure attainment of gender quota systems for political parties and in urban and rural councils is a key hindrance to achievement of gender parity. Other underlying factors that perpetuate gender disparities in candidature in the electoral process and participation in public office such as lack of resources for the campaign process, lack of civic education, cultural perceptions, and gender based violence and intimidation need a strong policy grounding to be effectively addressed. The last three factors also limit the participation of girls in leadership positions at a young age. The situation motivates this explicit policy objective and strategies to ensure equal participation in politics and decision making. Policy Objective: To create a supportive environment for gender parity in politics and decision making positions. Policy Strategies:

i. Develop a monitoring and evaluation framework and carry out periodic gender audits on representation and participation of men and women in politics and decision making positions.

ii. Develop and strengthen policies, legal provisions and progammes, to ensure attainment of a50/50 representation of men and women in politics and other key decision making positions.

iii. Formulate and implement capacity building progammes for sitting and aspiring women leaders and support initiatives, including resource mobilization efforts that seek to promote women in politics and other governance structures.

iv. Invest in progammes aimed at enhancing assertiveness and leader ship confidence in young girls to ensure equal participation in leadership in schools, tertiary institutions and junior parliament.

v. Lobby for affirmative action measures in areas where sharp gender disparities exist.

vi. Lobby for the elimination of cultural and traditional customs that inhibit equal participation of men and women in traditional governance and other grassroots structures.

.4. Gender and Health The universal recognition that gender inequalities are responsible for most of the health issues and that poor health and HIV and AIDS delivery system impacts negatively more on women than men. There is therefore growing commitment among stakeholders in the health sector that strategies to improve health delivery should be gender focused if they have to positively impact on women’s lives and achieve gender equality. This policy aligns to this notion and to the commitment of stakeholders in the health sector by giving significance to the issues. Prioritizing Gender and Health within this National Gender Policy will contribute to the effective protection of the right to healthcare for the marginalized sex and the achievement of equality in health delivery Policy Objective: To improve gender sensitivity in health service delivery. Policy Strategies

i. Popularize and conscientise women and men on the new constitutional provisions for rights to health, food and shelter and other provisions that impact on efforts to achieve gender equality in health and HIV and AID Treatment.

ii. Institute a system to track gender inequalities in health delivery, conduct gender audits and regularly advice on programming priorities achieve gender equality in the sector

iii. Advocate for increased budget allocation for financing gender responsive policies and progammes in the health sector and in national HIV and AIDS policies and strategies.

iv. Advocate for gender responsive mechanisms to ensure universal and affordable access to health services for all and support affirmative action initiatives to address areas that have sharp gender disparities including initiatives that directly address problems that are specific to women such as sanitary facilities.

v. Support efforts to develop relevant and robust national policies and strategies for addressing high levels of maternal; infant and child mortality and cancers in men and women.

vi. Advocate for the appropriate recognition of work carried out by caregivers, the majority whom are women, and for the allocation of resources and psychological support for caregivers as well as promote the involvement of men in providing care work.

.5. Gender, Education and Training Education remain a fundamental and universal human right and a pre-requisite for economic growth, human development and poverty reduction. The gender parity achieved in some areas in the education sector need to be sustained through addressing the factors that may reverse the status quo especially problems that result in school drop outs. At the same time, the new constitutional and the economic developments open to a broad spectrum of new opportunities for equal participation in the workplace, market place and governance structures. Increased attention to training and capacity building for all, particularly for women to enable them to fully take on these opportunities is imperative. These new gender related learning and skills development priorities have to be pursued through recasting gender policy and strategies. Policy Objective: To ensure equal access to education for boys and girls and their retention at all levels of education; and to ensure access to training opportunities for men and women to make possible their equal participation in the workplace, marketplace and in governance structures. Policy Strategies

i. Conduct training and capacity needs survey and support the implementation of capacity building progammes to actualize the constitutional provision for equal participation in all social, economic and political spheres.

ii. Advocate for, and support efforts to design and implement progammes aimed at creating an enabling environment for the retention of girls at secondary school levels particularly in rural and resettlement areas.

iii. Establish mechanisms to encourage women and girls to study stereotyped science subjects and to take up training in technical courses.

iv. Lobby for affirmative action aimed at encouraging enrolment and retention of females in vocational training institutions especially in male domains.

v. Promote equal access to ICT by both boys and girls, and men and women.

vi. Support initiatives for training and skills development to achieve the objectives of women’s economic empowerment and seek strategic partnerships to conduct training progammes to enhance the skills of women and girls in entrepreneurship, business leadership, self-confidence, advocacy, negotiation skills and financial literacy.

vii. Advocate for and support in service training and capacity-building progammes to prepare women to advance to positions of power in the private and public sector institutions and in political and other governance structures

6. Gender Based Violence Zimbabwe recognizes that gender based violence, in particular violence against women, constitutes one of the biggest women’s participation in decision-making and severely limits their ability to participate in economic and social activities. Yet efforts to eliminate GBV are likely to continue to yield limited results due to a number of problems key of which are inadequate services and weak institutions for addressing GBV, poor information communication systems and patriarchal attitude that restrain men from reporting incidences of abuse. It is imperative to ground all efforts to reduce GBV on policy provisions particularly that aim to institute strong institutions and information and communication systems and to shift attitudes on GBV. Policy Objective: To reduce all forms of Gender Based Violence in Policy Strategies

i. Create a supportive a policy and programmatic environment for non-tolerance to all forms of Gender Based Violence (GBV)

ii. Implement progammes aimed at eradicating all harmful social norms, religious and cultural beliefs, attitudes and practices that legitimize the acceptance of GBV at all levels

iii. Advocate for, and support initiatives to strengthen institutional mechanisms among multi-sectoral stakeholders (police stations, safe houses, courts, community leadership and other community structures) to create an enabling, safe and non-intimidating environment for provision of all services for GBV including services for care and support of GBV survivors and correctional and rehabilitation services of GBV perpetrators iv. Institute mechanisms for conducting gender safety audits and gender responsive evidence based research and documentation on all forms of Gender Based Violence

v. Strengthen institutional and coordination mechanisms for addressing gender based violence at all levels including increased financing towards awareness activities

vi. Promote the integration of GBV issues in the educational curriculum at all levels.

vii. Encourage open platforms for GBV discussions particularly men’s forms, establish collaborative initiatives to eliminate the attitudes restraining men and women from openly discussing and reporting GBV.

7. Gender, Environment and Climate Change Although Zimbabwe has taken a firm stance towards attaining the Millennium Development Goal 7 on Environmental Sustain ability, and is developing national progammes on climate change adaptation and mitigation there have been limited gender considerations in policy frameworks on the management and protection of environment and natural resources in New mechanisms for climate change mitigation and environmental management that incorporate gender-sensitive perspectives need to be sought. This NGP therefore commits to spear heading a specific gender responsive effort in management of the environment particularly focusing on the exacerbation effects of climate change on pre-existing inequalities between men and women. Policy Objective: To increase gender responsiveness of the environment and natural resources management strategies and in climate change adaptation and mitigation initiatives Policy Strategies:

i. Conduct a review of current environment and natural resources management policies and strategies and audit for gender considerations, identify gaps, recommend advocate for the incorporation of gender perspectives.

ii. Support initiatives that aim to actualize the constitutional environmental rights

iii. Conduct research to collect gender segregated data that highlight environment challenges and climate change induced inequalities among women and men, and recommend gender responsive strategies.

iv. Build the capacity of state and non state development agencies in gender mainstreaming in environment and climate change policies, progammes and national environmental action plans.

v. Contribute to the development and regular reviews of the National Climate Change Policy and Response Strategy, the National Biodiversity Strategy and other related national strategies ensuring they adequately incorporate gender considerations.

vi. Support interventions aimed at increased participation of both females and males in the sustainable utilisation of natural resources for economic benefits including opportunities for carbon trading.

vii. Ensure national level strategies for climate induced disaster management and risk red.

**8. Gender, Media, Information Communication and Technology**

It is widely acknowledged that media has an important role to play in influencing policies and attitudes towards equality between men and women. It is further acknowledged that this ideal can be achieved when women and men are equally contributing as news sources. Zimbabwe has committed itself to taking measures to promote the equal access to media, ICTs, representation of women in ownership of, and decision making structures of the media through policies and dialogue. Without policies to target women it remains difficult for the country to attain the SADC Gender Protocol target of equal representation by 2015 and to influence equality in media.

**Policy Objective**: To promote equal access to, control and ownership of, media and ICTs by men and women to enhance development across all sectors.

**Policy Strategies**

i. Advocate for a more gender sensitive and inclusive media environment to achieve equity of employment in media, equity in media entrepreneurship and media houses ownership.

ii. Promote equal representation and participation of women in decision making structures of media houses.

iii. Integrate gender perspectives into implementation of ICT policies, legal provisions and programmes

iv. Develop programmes aimed at education and training on a variety of ICTs with special emphasis on enhancing access to, and effective application of, ICTs by women entrepreneurs in marginalized areas.

v. Strengthen the role of media in responsible reporting that is consistent with protecting human dignity of women and girls, promoting balanced portrayals of women and men in media, upholding gender equity principles and protecting the right to information.

vi. Promote the establishment of community media houses including use of radio, print and television.

1. LIST EXAMPLES OF POLICIES, PROGRAMS OR SERVICES WHERE GENDER HAS BEEN SUCCESSFULLY ADDRESSED IN YOUR ORGANISATION.

Mainstreaming a gender perspective into policies, programmes and projects requires that both women’s and men’s needs are taken into consideration at all stages of the policy cycle. Gender planning refers to the process of planning and designing the implementation phase of policies, programmes, or projects from a gender perspective, and it takes place in the second stage of the policy cycle. Integrating a gender perspective into the planning and design of policies, programmes and projects requires, firstly, the recognition of gender gaps and structural gender inequalities that need to be tackled in a given context and, secondly, the definition of gender-policy objectives and the formulation of appropriate approaches and interventions to achieve them. Gender planning pays particular attention to unequal gender relations and structural inequalities. It aims to transform unequal gender relations in different policy areas by responding to the needs of women and men and through a more even distribution of resources, actions, responsibilities and power.

### Important gender planning

Introducing a gender perspective into the planning of policies, programmes and projects enables women’s and men’s needs to be made visible and to be addressed. The inclusion of a gender perspective in the planning process enables policymakers to understand gender inequalities when planning an intervention, thereby avoiding perpetuating them during the implementation of a policy, programme or project, and achieving better results.

Adopting a gender perspective in the planning stage contributes to preventing bottlenecks in the implementation process, or at worst the adoption of measures that — if not considered from a gender perspective — could result in undesired consequences for women or men.

In addition, adopting a participatory process for gender planning, for example by consulting with different, stakeholders can contribute to increasing the relevance for the people affected by the policy or programme, its transparency and the accountability of those in charge of implementation, and to avoiding conflicts in the implementation phase.

## How does gender planning work?

### Step 1. Defining the problem

At this step, an issue enters the agenda of decision-makers and the intervention problem is defined. Through a gender analysis, the needs, roles, resources, opportunities of women and men and the constraints for public intervention in the respective area are identified.

### Step 2. Defining the policy/programme/project

This step includes the framing of the intervention approach, based on previous analysis, and the identification of a set of alternative solutions. The framing of the approach implies deciding what gender-aware approach will be the most suitable for the policy intervention at stake. Adopting a gender-aware approach is different from simply including women as an ‘add-on’. This gender approach can be a gender-mainstreaming approach, which aims to benefit women and men equally, or a gender-specific approach, which takes into account the gender differences that emerged during the problem definition and that target (a particular group of) women or men specifically.

This step also assesses how the proposed solutions will affect women and men by carrying out a gender impact assessment of the various solutions. Finally, gender-specific objectives are identified.

### Step 3. Legitimacy and operational design

During this stage a detailed definition of the intervention and its organizational and delivery design is formulated. In this stage, decision-makers identify the outcomes of the intervention, the actions to be taken in order to achieve the outcomes, the partners and their roles and the necessary budget, along with the delivery procedures, timing and organizational structure.

Decision-makers should also identify specific gender indications to assess the outcomes of the intervention for both women and men, disaggregated by specific target groups and taking account of how gender intersects with age, ethnicity, and education, country of birth or disability, among other factors.

It is also important to address the issue of the representation of women and men. When designing a policy, a programme or a project, specific attention should be paid to ensuring gender balance in the composition of the team, the presence of staff with specific knowledge and experience with gender issues and the provision of gender equality training for staff and partners involved in the intervention.

Delivery procedures have to ensure accessibility to the intervention for both women and men or the target group. In case of access to the intervention through tenders, terms of reference must be written using gender-sensitive language. It must also be used for consultants involved in assisting the planning, implementation and delivery of the intervention.

A gender evaluation should be planned at this stage to monitor and evaluate the relevance and effectiveness of the intervention from a gender point of view.

**Step 4. Defining the budget**

In defining the budget at the planning stage, decision-makers have to allocate adequate resources to meet the gender objectives and reach the planned outcomes. **Gender budgeting** may be used to ensure the adequate reflection of both women’s and men’s needs in the allocation of resources for the intervention measures.

### Ensuring a gender participatory approach

The potential of gender planning to challenge gender social roles and the unequal distribution of resources and power will be greater if individuals and groups potentially affected by the respective intervention are involved, and if their participation is taken into account in other stages of the policy cycle, such as monitoring and evaluation.

The adoption of a gender participatory approach to gender planning:

1. makes it possible to identify the problems, needs and expectations of the women and men whose lives will be directly affected by the policy;
2. allows for a better understanding of how gender relates to the content of policy measures;
3. increases participants’ empowerment and trust in public institutions;
4. assists in preventing and managing risks, unexpected results and conflicts; and
5. Increases the effectiveness and efficiency of policies through the involvement of affected parties.

In order to ensure a successful gender participatory approach to planning, the following are some of the key elements that should be taken into account:

1. ensuring the participation of women especially those who may not be traditionally represented in decision-making structures ;
2. implementing a time frame that suits all participants, both women and men;
3. ensuring the participation of gender experts, especially in decision-making;
4. addressing not only women’s practical needs, but
5. especially their gender strategic interests;
6. making gender planning suitable for the local context;
7. avoiding the reproduction of gender-unequal power
8. relations between women and men during the process;
9. Sharing the results and proposals with the target groups of the plan.

Finally, a gender participatory approach also includes identifying and engaging relevant partners who can bring expertise and knowledge into the planning phase. In this context, women’s organisations and other organisations that have expertise in gender-related planning and implementation should be involved in the delivery of the intervention.

**Gender planning in different policy fields**

Gender planning can be applied in different fields, from agriculture and rural development to culture, employment and health. Gender planning can also be applied to different types of interventions: policies, programmes and projects. Finally, gender planning can be implemented by organisations and public institutions.

Find out more about how gender planning is applied in different policy areas in the section on policy areas in EIGE’s Gender Mainstreaming Platform.

1. WHY IS GENDER ANALYSIS IMPORTANT IN DEVELOPMENT SPHERE?

## What is gender analysis?

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes and projects. As a starting point for gender mainstreaming, gender analysis identifies the differences between and among women and men in terms of their relative position in society and the distribution of resources, opportunities, constraints and power in a given context. In this way, conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women and men.

**Definition and purpose**

The European Commission defines gender analysis as ‘the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc., between women and men in their assigned gender roles’.

The purpose of gender analysis is to identify and address gender inequalities, by:

1. acknowledging differences between and among women and men, based on the unequal distribution of resources, opportunities, constraints and power;
2. ensuring that the different needs of women and men are clearly identified and addressed at all stages of the policy cycle;
3. recognizing that policies, programmes and projects can have different effects on women and men;
4. seeking and articulating the viewpoints of women and men and making their contribution a critical part of developing policies, programmes and projects;
5. promoting women’s participation and engagement in community, political and economic life;
6. Promoting better informed gender-responsive and effective interventions.

Gender analysis involves acknowledging the historical and social inequalities faced by women and aims to inform the design of policies, programmes and projects to address these inequalities. This includes consideration of women’s particular experiences, roles and responsibilities, and their level of access to resources and decision-making.

**Why is gender analysis important?**

Gender analysis provides information on the different roles of women and men at different levels in policies, programmes and projects; their respective access to and control over resources, and the material and non-material benefits of society; and their gender-specific needs, priorities and responsibilities.

A thorough gender analysis enables policymakers to understand gender inequalities in a given situation or sector, as it not only describes the current state of contextual situations by gender, but also explores the causes and effects of gender disparities on the target group. Looking at the underlying causes of gender inequalities and discrimination can assist in setting relevant and targeted objectives and measures to eliminate gender inequalities. In this way, gender analysis contributes to the improved gender responsiveness of policies and legislation as it provides the basis for ensuring that the needs of all citizens — women and men — are adequately addressed.

When focused on organisations and institutions, gender analysis is also important in determining how the nature of their service delivery may affect women and men, or how institutions themselves are also ‘gendered’, for example, in the workplace in terms of recruitment practices, the gendered divisions of labour and women’s access to decision-making positions.

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***THE NATIONAL GENDER POLICY (2013-2017) THE REPUBLIC OF ZIMBABWE Ministry of Women Affairs, Gender and Community Development*** *uction and coping mechanisms are gender responsive.*