



United Nations Development Program

Country: **Malawi**

Project Support Document

Gender Mainstreaming in the Democratic Governance Sector in Malawi

UNDAF Outcome (s) **Outcome 5:** Good governance, gender equality and rights based approach to development enhanced by 2011

Output 5.3.1 Strengthened legislative framework for gender equality and equity

Output 5.3.3 Capacity for gender analysis and gender mainstreaming strengthened

CPAP Expected Outcome (s) **Outcome 4:** An informed public actively claiming good governance and human rights by 2011.

CPAP Expected Outputs/Indicators **Output 4.1:** Increased access to quality and timely justice services

Output 4.3: Strengthened capacity of Parliament for oversight and legislation

Project Expected Outputs/Indicators

Output 1: Gender sensitive programming and planning in the Democratic Governance Sector Working Group enhanced

Indicators:

- Capacity diagnostic study on gender mainstreaming for the Democratic Governance sector undertaken
- Sector strategic plan responding to gender needs
- Two gender based indicators included in the Democratic Governance Sector M&E framework
- One sector wide gender reference group established and effectively supporting all sector activities.

Output 2: Legal and statutory interventions to strengthen the national gender machinery identified and put in place

Indicators:

- Implementation of the white paper action plan supported
- Comprehensive and sustained gender training strategy developed
- Training on skill building on gender for lawmakers and civil society conducted
- Evaluation on the proposed legislation on gender or gender related issues undertaken
- Review on oppressive statutory practices and customary laws that infringe on women's rights undertaken
- Monitoring tool for laws relating to women's rights developed

Output 3: Women’s participation in decision making processes in all administrative levels enhanced

Indicators:

- Study on women’s political and legal empowerment undertaken
- Framework for women’s political and legal empowerment developed
- Training/ awareness creation for executives of political parties on gender equality issues undertaken
- Systematic and strategic awareness campaign plans developed

Implementing Partner

Ministry of Justice and Constitutional Affairs, respective Democratic Governance Sector Stakeholders, Ministry of Gender, Gender SWAP

Brief Description

The United Nations Development Assistance Framework (UNDAF) and the UNDP Country Program Document have identified democratic governance as major focus area. UNDP support to Malawi on democratic governance is in line with national priorities as enshrined in the Malawi Growth and Development Strategy, which acknowledges that good governance is a fundamental prerequisite for the achievement of the long – term national development goals.

The Joint Country Review of Governance in 2007 identified ineffective coordination of donor support as one of the main constraints that had weakened the democratic governance sector in general, while gender mainstreaming was considered critical for the sector. The Government of Malawi, through the Ministry of Justice, developed a sector wide approach that brought together 19 government institutions plus development partners to work under one umbrella in the name of Democratic Governance Sector. The DG sector emphasizes the need to mainstream gender in all government institutions that align with the Democratic Governance Sector.

The project is responding to MDG 3 - Gender Equality and Women Empowerment; while in the UNDP Strategic Plan (2008-2011) the project will respond to all the three outputs namely; a) fostering inclusive participation; b)strengthening responsive governing institutions; and c) support national partners to implement democratic governance practices grounded in human rights, gender equality and anti corruption. Furthermore, the project will respond to the following outcomes; a) Civic engagement; b) Justice; c) Women's empowerment; and d) Human Rights.

The program approach is focusing on the legal aspect of the Malawi Gender Machinery and the Gender White paper. Most institutional structures created in response to the Beijing Platform of Action slowly disintegrated into a situation that is largely attributed to failure of creating and approving formal or legal binding documents that institutionalized the roles of different Government institutions and their relationship in promoting gender equality and women’s empowerment.

The project funding will be provided through the UNDP Democratic Governance Trust Fund and implemented by Ministry of Justice and Constitutional Affairs in close collaboration with other relevant Democratic Governance Sector Stakeholders and Ministry of Gender.

Program Period : March, 2011 — December 2012 UNDP Program Component: Fostering democratic governance Project Title: Gender Mainstreaming in the Democratic Governance Sector	Estimated budget:	US \$ 350,000
	UNDP	US \$ 0,00
	DGTTF	US \$ 350,000
	Malawi Government	US \$ 0,00



Ministry of Justice and Constitutional Affairs
Anthony Kamanga, SC
Solicitor General and Secretary to Justice



United Nations Development Program
Ram Shankar
Deputy Resident Representative (P)
Resident Representative a.i

Lilongwe, Malawi 28 February 2011

1.0 SITUATION ANALYSIS

1.1 The role of women in Malawi:

Women constitute 52% of the population of Malawi (HDR 2010, Malawi). They play multiple roles in society as sustainers of their families in addition to their role as child bearers. Women also play a significant role in the agriculture sector as the leading contributors to the labor force. Women are the majority of the voters and political activists, with an added role of encouraging political leaders. However, all these efforts continue to go unaccounted for or sometimes even unrecognized. Lack of recognition of women's contribution to development emanates from the low social value placed on them, historical, cultural and structural influences, and development and economic ideologies that are modeled on western patriarchal systems in a country that has been predominantly matriarchal. The fact too that they do not participate equally with men in politics has placed them in a subordinate position that does not allow them to participate and benefit equally from the development process of the country.

1.2 Gender Mainstreaming in the Government of Malawi:

The Government of Malawi recognizes the importance of gender mainstreaming as a key strategy for bridging disparities between men and women. From a broader perspective, striving to achieve gender equality strengthens democracy and advances human development at large. Gender mainstreaming tries to bring about equality by taking into account the implications of men and women for any planned actions including policies, legislations, programs and budgets in all areas and at all levels. A strategy for making gender concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, strategies and programs in political, economic, and social realms is further supported by Goal 3 of the Millennium Development Goal (MDG 3): Gender equality and women's empowerment, which is a goal in itself and a means to achieving other MDGs. Gender equality and women's empowerment are central to achieving the Millennium Development Goals. The Government of Malawi recognizes the need to create and nurture a conducive environment where women, men, girls and boys work as partners, complementing each other in their effort to reduce poverty so as to live in dignity and uphold the rights of all.

1.3 National policies and frameworks in support of gender mainstreaming:

The Constitution of the Republic of Malawi guarantees equal rights to men and women and this is further elaborated in Chapter IV Section 20 (1) and (2) and Section 24 (1) (a) (i) and (ii). While Article 3(1) of the National Gender Policy states the general goal of the policy document, which is to "mainstream gender in the national development processes to enhance the participation of women, men, boys, and girls for sustainable and equal development for poverty eradication".

A need assessment of the MGDS in 2006 considered to improve Gender based electoral reforms which could ensure a greater participation of women at the institutional level as well as in the electoral processes are pertinent. The reforms should include voting and campaigning, democratization of political parties, with a focus on

getting male political leaders to understand that even within parties' women can be and should be given the opportunity to be leaders. After the general elections in 2009 the report on increasing women representation in parliament referred to achievements made and the actual situation.

The National Gender Machinery, on the other hand, reaffirms the need to achieve gender equality and women empowerment, and this is further supported by the Malawi Growth and Development Strategy (MGDS).

The machinery was comprised of a wide array of government institutions allocated with different responsibilities in the quest for gender equality and women's empowerment. The Ministry of Gender was to provide policy directions on both gender and women's issues, and was to forge partnerships with a number of Development Partners, NGOs and Communities to work on implementation of the PFA. It established an effective working relationship with the Office of the Ombudsman; the Malawi National Law Commission and the National Commission on Women in Development (NCWID) where the NCWID was conceived as an independent body to lead coordination and advocacy initiatives to promote the advancement of women in Malawi.

However, most of the institutional structures that were created in response to the Beijing Platform of Action were slowly disintegrating and the links between the Ministry of gender and other government institutions became less stable, resulting in slow progress in the overall achievement of gender equality and women's empowerment in Malawi. The disintegration of the Machinery is largely attributed to failure of creating and approving formal or legal binding documents that institutionalized the roles of different Government institutions and their relationship in promoting gender equality and women's empowerment.

This situation has created a weak Gender Machinery that has been characterized by fragmented and *ad hoc* support mechanisms for gender equality and women's empowerment through specific project support by different developing partners and NGOs. Consequently, the MoGCCD has lost its focus as a coordinating body and ebbed into implementation.

1.4 Gender mainstreaming and governance:

The Government of Malawi recognizes that using women's political empowerment as a platform for achieving sustainable national development is one key mechanism towards attaining the Millennium Development Goals (MDG 3) on Gender equality and women's empowerment, with a major focus on the proportion of women in parliament. The emphasis on enlarging women's presence in parliament is based on the fact that women's political participation can be a cornerstone for progress on women's rights as a whole especially if policies and laws are influenced by a critical presence of women who can potentially move the gender equality agenda. The Government of Malawi also reaffirms that the legal environment that responds to the gender issues is one of the key elements that can contribute to achieving the MDGs and lead to sustainable development. The customary justice system if mainstreamed with gender could be more effective and gender responsive, and contribute to the reduction of poverty

among the many women who seek justice. However, the customary justice system, has on the other hand, had its own challenges to attaining a gender responsive system some of which are highlighted in the Malawi Country Gender Profile (Jan 2007). The report states that the law enforcement machinery is limited in its capacity to protect the rights of women. The HDR 2010 report confirms that the Constitution of Malawi requires that the customary justice system is empowered to uphold democratic and human rights principles. Other challenges reported in the Gender Profile report as facing the justice system are; although some women may know the rights and want to use the formal court system; certain interrelated factors prevent or even discourage them from accessing justice delivery systems in Malawi. Furthermore, lack of information and awareness among women about their legal rights and provisions has accelerated the problem. There is also general lack of access to legal services and justice delivery systems are not gender responsive. Although legal measures exist in society that protect women and girls from some form of violence, the existing discriminatory legal system often leaves women without adequate judicial recourse. The Malawi HDR 2010 reports that while the judiciary has a fundamental role to play in addressing poverty reduction, it's faced with numerous challenges namely; women having limited physical access to the law/ courts, and the country has only 4 High Courts, among others. The cost of taking cases to courts is also reported as a challenge - it is reported that the courts are economically inaccessible to most women, while most women are unaware of the options available to them. The Lay Magistrates are also reported not to be comprehensively trained and as a result their knowledge of gender and human rights is reported to be minimal. There is therefore a need for a broad menu of policy and legislative reforms aimed at removing discrimination against women and promoting gender equality. "Who interprets the law is at least as important as who makes the law, if not more so... I cannot stress how critical I consider it to be that women are represented and a gender perspective integrated at all levels of the investigation, prosecution, defence, witness protection and the judiciary." (*Hon N Pillay, former President of the International Criminal Tribunal for Rwanda and judge of the International Criminal Court*).

On women's participation in political and decision making positions, the Gender Profile states that few women hold decision making positions within the social, political and economic arenas in Malawi including the three arms of government (the executive, legislature and judiciary). Only 10% of Malawi's Principal Secretaries are women, and only 3 out of the 25 High Court Judges are women. Eleven (11) out of forty three (43) cabinet members are women representing 26% participation of women (NHDR, 2010). Similarly, men continue to dominate the decision making bodies at district and village levels. The absence of women from decision making positions entails that gender parity, which is a crucial pillar for ongoing democratic processes and efforts for attaining good governance, enabling economic and social reforms remains unattainable. A greater presence of women in public offices on national and district level, consultation with women to capture their voices, responding to their needs and demands and reforms to legal and policy frameworks and judicial systems are all key democratic

factors that cannot be realized in the absence of women's participation in politics and governance structures. The concept of democracy recognizes that women and men decide upon political policies and national legislation jointly and women are best placed to articulate their own needs and concerns.

There is need to address the socialization process which entrenches perceptions that women are to be confined to the private (home) and men to the public domain. Further the unwillingness of some male counterparts and other women who refuse to accept women as equals or superiors in the workplace requires a lot of sensitization. The way parliamentary candidates are selected needs to be looked at and there are good examples to learn from even within the region. The fact too that women are less educated than men, have less resources such as money for campaigns and the fact that women are poorly portrayed in the media compound the problem of small numbers of women in positions of decision making. There is urgent need to address the inappropriate electoral systems that do not create space for women's equal participation and even more challenging is the need to create solidarity among women voters and candidates.

2. Rationale

The Democratic Governance Sector drafted a final Policy Framework Paper (PFP) that recognizes gender mainstreaming in the seven (8) pillars (Rule of Law, Human Rights, Access to Justice, Public Safety and Security, Integrity, Accountability and Transparency, Public Participation, Free and Fair Elections) of the Democratic Governance sector, this proposal seeks to address a more responsive, coordinated and effective gender responsive Democratic Governance sector. The Sector has recognized the importance of having both women and men's needs and/ rights equally represented in the three (3) arms of government namely; the executive, legislature, and judiciary. Further the sector has recognized the need for inclusive and equal participation of women and men in the decision making process, as well as equal access to resources.

The Project on Gender Mainstreaming in the Democratic Governance Sector is focusing on the legal aspect of the Malawi Gender Machinery and the Gender White paper. The disintegration of the Machinery into other sectors and government institutions is largely attributed to failure of creating and approving formal or legal binding documents that institutionalized the roles of different Government institutions and their relationship in promoting gender equality and women's empowerment. UNDP is currently working on re- redefining and strengthening the Gender Machinery. However, there is a dire need for legal and statutory backing to achieve this. It is therefore necessary that the Governance sector joins efforts to strengthen the gender machinery through a proper institutionalization.

Therefore the project aims to strengthen the capacity of Democratic Governance Sector Institutions to provide effective support to the legal and political empowerment of

women in accordance with recommendations of the gender white paper to the Malawi gender machinery.

3. Objectives

The overall objective of the Project is enhancing legal and political empowerment of women in Malawi.

The three components of the project are following three objectives:

- 1) Identify gaps in woman's political and legal participation
- 2) Strengthening capacity of Democratic Governance Sector institutions to provide effective legislation for the political and legal empowerment of women.
- 3) Formulate a framework to support women's political and legal empowerment.

4. INTERVENTION STRATEGY

The envisaged Gender Mainstreaming in the Democratic Governance Sector while not addressing all of the perceived weaknesses in the institutionalization of gender mainstreaming in the sector, will nevertheless focus on enhancing legal and political empowerment of women to make them aware of their rights and effectively participate in decision making at different levels of the society in so doing deepening Malawi democratic tradition. This will be complimented by working with men to redefine masculinity so that they begin to work towards gender equality and see women as partners in the development and governance processes of the country.

4.1 Project components

The strategy envisages a three-pronged intervention that will, firstly, concentrate on the planning and programming issues. In this component a capacity diagnostic study will identify gender mainstreaming capacity gaps among sector framework papers, policies and will give recommendation to the ongoing planning processes as the sector strategic plan and sector institutions strategic plans. The findings of the assessment will support the drafting process of the sector strategic plan. A Gender reference group comprising sector institutions will be formed to monitor gender sensitive strategic planning processes, contributions to the MGDS II and gender responsive planning and budgeting. The task of the gender reference group is to create capacity within the sector and being a focal point for gender related questions concerning the sector working group.

The second component will focus on Legal and statutory interventions needed to strengthen the national gender machinery. Other than supporting the approval of a Cabinet paper crucial to pave way for the possible enactment of an Act of Parliament to institutionalize the position, mandate, roles and responsibilities of the National Gender Machinery, a situation analysis of the status of other gender related legislations will be conducted and a report shared with all relevant stakeholders. A comprehensive and

sustained Gender Training Strategy will be developed to aid key legislative and independent bodies of the National Gender Machinery. i.e. Parliamentary Committee on Social and Community Affairs, the Parliamentary Women's Caucus, Judicial Institutions, the Malawi Law Commission, Malawi Human Rights Commission, National Commission on Gender and Development, Malawi Human Resource Centre, Malawi Civil Service Commission, and Malawi Electoral Commission in order to ensure that the bodies in question are adequately equipped in addressing gender issues within their specific mandates. Furthermore support will also be provided to key partners i.e. civil society organizations, Democracy Consolidation Program so as to enable the review of oppressive statutory practices and customary laws that infringe on women's rights. As the review of customary laws is a ongoing process a monitoring tool to be developed will assist respective institutions to involve gender mainstreaming in their constant review and formulation process. This component responds to project output 2 that considers not only legal but also political empowerment of women. The approach has in first instance a legal focus but political bodies will play a crucial role in supporting the gender machinery.

The third component will concentrate on women's legal and political empowerment. Based on the actual in-deficit situation on women's access to knowledge on legal issues and active participation in democratic processes a broad study/assessment will identify women's legal knowledge gaps and areas that hinder women's full participation in the political decision-making process and will include all administrative levels, from Parliament to Community level. The results will feed into the formulation of a broad framework on woman's legal and political empowerment. The designing process will involve a broad stakeholder consultation and consider all initiatives undertaken in the past (50:50 Campaign, review of the 50:50 Campaign, Gender Machinery, and support to woman's candidates in LGE's). A situation analysis demonstrated that there is a continuous effort to empower women but mainly focused on national level and very event based (Elections). The framework and the assessment will contribute to a more sustainable strategy and include the aspects on women's *political* empowerment.

The sequencing of the components is reflected in the RRF (annex 1). All assessments and studies undertaken will feed into the formulation of a framework on women's legal and political empowerment.

4.2 Roles

The Democratic Governance SWG secretariat is located in the Ministry of Justice. As the SWG guides effective coordination and implementation of sector policies and strategies so that there is coordination among all the Sector agencies it is envisaged that this project can only function better if primary implementers are the secretariat and hence

the Ministry of Justice. The Ministry will work hand in hand with the Office of the Ombudsman where the Democratic Accountability subsector is housed in reaching out to targeted institutions in both the Justice and Democratic Accountability Subsectors. Ministry of Gender will have a supporting role during project implementation and provide technical backstopping to all stages. The the Women's Caucus of the Malawi National Assembly, the Social and Community Affairs, the Legal Affairs Committee and the Law commission will be part of the respective program components.

4.3 Ownership

The diverse challenges in the democratic governance sector are being addressed by several institutions using different approaches. Some of these institutions have developed strategic plans to guide them on how to discharge their functions, while others do not. Existing and new plans will be scrutinized to ensure that they respond to the need for mainstreaming gender. As daunting as it is, a participatory, consultative, inclusive and Government led process should be used to mainstreaming gender in these plans and programmes informed by baseline evidence on institutional capacity gaps and the needs/expectations of the public; as well as the operational functions of each institutions through which these priorities will be implemented to ensure that it is responsive and relevant.

UNDP will continue its coordination role for support to the project through regular, monthly meetings with officials of the implementing institutions to ensure project monitoring, evaluating the impact of activities undertaken, and identifying opportunities for improved performance.

4.4 Inter Sectoral Coordination

The established management structure for the Democratic Governance Sector should identify ways to strengthen inter-sectoral dialogue with other relevant sector working groups especially gender SWG so the mainstreaming efforts fall within the realms of the national framework. Strategic partnerships and cross representation to the respective sectors should therefore be identified and adopted where appropriate to allow institutions with dual roles in both sectors to participate in and to facilitate strategic discussions between the Sector.

The project, which will be implemented in cooperation with different stakeholders, will initially establish a task force comprising of all the project stakeholders, UNDP, and Non State Actors. The task force will meet on a regular basis or as when need arise.

The task force will discuss the implementation of the project on any stage based on the work plan and budget. On monitoring and evaluation, the task force will meet every three months to review progress of the project outputs and outcomes, and provide recommendations on the way forward.

5. PROJECT MANAGEMENT

5.1 Project Approach

The project will be implemented under National Implementation modality (NIM) under the UNDP Access to Justice project. The Project Support Document will be approved by stakeholders through a Local Appraisal Committee (LPAC). After submission of the LPAC minutes and final DGTTF project proposal, the project team and implementing partners are requested to confirm that all parties are prepared to begin implementation no later than March 2011.

5.1.1 The Government of Malawi

The Government of Malawi here represented by Ministry of Justice and Constitutional affairs is responsible and can be held accountable for the program implementation. The PPU in MoJCA will report on regular basis to UNDP on the financial situation and program implementation following UNDP corporate reporting requirements.

5.1.2 The United Nations Development Program

UNDP will provide technical and financial support to the project. The UNDP becomes directly responsible for procurement of goods and services in accordance with its corporate guidelines. These emphasize transparency, competitive selection of vendors and direct accountability for use of resources. All procurement and recruitment processes will be undertaken by UNDP based on a substantive and documented agreement (TOR's) between MoJ and UNDP, especially on the specifications. UNDP is responsible for the adequate and timely disbursement of funds via advance payments or direct payment modality.

6. MONITORING, EVALUATION AND REPORTING

The overarching institution for monitoring implementation of the project will be UNDP in close collaboration with the MoJCA and Sector Stakeholders involved.

Ministry of Justice will be responsible for producing regular performance reports in accordance with DGTTF reporting requirements. The reports will comprise a quarterly technical report, a monthly financial report, and monthly updates on project issues and progress to be presented to the UNDP. The reports will contain a summary of activities supported by the project, information on progress achieved as well as constraints encountered and action taken to address them. An evaluation of the project will be undertaken in 2012 after completion of the project.

7. AUDITING

The project shall be subject to the internal and external auditing procedures laid down in the Financial Regulations, Rules and directives of UNDP during the first quarter of 2012. UNDP will ensure that all the audit recommendations and action points are duly implemented.

8. FUNDING

The project will be funded by the Democratic Governance Trust Fund (DGTTF) edition 2011/2012. The total funding provided the DGTTF will not extend USD 350,000 over the project period from 2011 to 2012.

The financial contribution will be coordinated and administered by Ministry of Justice in accordance with UNDP corporate procedures which include technical and financial reports at regular intervals throughout the duration of the project.

9. RISKS/ Assumptions:

- There is a further risk/ assumption that gender mainstreaming might be interpreted as a women's issue as opposed to using it as a tool that can bridge disparities between men and women to advance development
- There is a risk that there might be unequal representation of women in the DG sector activities and this is likely to be attributed to the limited number of women practitioners in the sector, which may also be linked to some cultural hindrances that may not have allowed women to actively participate in their own development. A detailed risk log can be found under annex 3.

10. LEGAL CONTEXT

This Project Document is the instrument referred to in Article 1 of the Standard Basic Agreement between the Government of the Republic of Malawi (herein called the Government) and the United Nations Development Program (herein called UNDP) signed on 15th July 1977.

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the SBAA and all CPAP provisions apply to this document.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;

- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999).

Based on an agreement between the signatories, revisions may be made to the project document to cater for increases in costs due to inflation or as a result of the need for expenditure flexibility.

Intended Outcome as stated in the CPAP Results and Resource Framework:

An informed public actively claiming good governance and human rights by 2011

CPAP Output (s):

Output 4.1: Increased access to quality and timely justice services

Output 4.3: Strengthened capacity of Parliament for oversight and legislation

Partnership Strategy: Ministry of Justice and Constitutional Affairs, respective Democratic Governance Sector Stakeholders, Ministry of Gender, Gender SWAP

Project title and ID (ATLAS Award ID):

INTENDED OUTPUTS	OUTPUT TARGETS FOR (YEARS)	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS	FUNDING
<p>Output 1</p> <p>Gender sensitive programming and strategic planning in the democratic governance sector working group enhanced</p> <p>Indicators:</p> <p>1) Capacity diagnostic on gender mainstreaming in the Democratic Governance Sector improved</p> <p>2) Both Sub Sector strategic plans responding to gender needs</p> <p>3) Two gender based indicators are included in the Democratic Governance Sector M&E framework</p> <p>4) One sector wide gender reference group established and effectively supporting all sector activities.</p>	<p>Target for 2011</p> <p>Gender Gaps in the Sector identified</p> <p>Draft gender sensitive sub sector strategic plans developed</p> <p>Gender sensitive Governance Indicators agreed</p>	<p>Conduct studies to assess present gender gaps in the Democratic Governance Sector so as to develop a strategy on how best the gaps can be addressed</p> <p>Conduct a stakeholder consultation process within the Democratic Governance Sector in order to develop a sub sector strategic plan aimed at addressing the identified gender gaps</p> <p>In the framework of the Governance Assessment Project two gender responsive Governance Indicators are developed, agreed and in effectively integrated in the M&E framework</p>	Ministry of Justice	<p>International consultants</p> <p>National professionals</p> <p>Studies and research</p> <p>Workshops/training</p> <p>Travel</p> <p>Procurement</p> <p>Project management</p> <p>Miscellaneous</p>	USD 100,000
	<p>Targets 2012</p> <p>Sector wide gender reference group established and its active participation in all sector activities fulfilled</p> <p>Gender sensitive Sector Budget 2012/2013 established and stakeholders enabled to exercise gender sensitive budgeting.</p>	<p>Identify a sector wide gender reference group</p> <p>Develop and approve TOR's for the gender reference group</p> <p>Ensure the effective operation of the reference group by providing necessary support to sector activities</p> <p>Training and facilitating gender sensitive budgeting process 2012/2013</p>	Ministry of Justice		USD 20,000
<p>Output 2</p> <p>Legal and statutory interventions strengthening the national gender machinery identified and put in place</p>	<p>Targets 2011</p> <p>Comprehensive Gender Training strategy for key legislative and independent bodies developed</p>	<p>Identify key partners/stakeholders to participate in the gender training strategy</p>	Ministry of Justice	<p>International consultants</p> <p>National professionals</p> <p>Studies and</p>	USD 50,000

<p>Indicators:</p> <ol style="list-style-type: none"> 1) Implementation of the white paper action plan supported 2) Comprehensive and sustained gender training strategy developed 3) Training on skill building on gender for lawmakers conducted 4) Evaluation on the proposed legislation on gender or gender related issues undertaken 5) Review on oppressive statutory practices and customary laws that infringe on women's rights undertaken 6) Monitoring tool for laws relating to women's rights developed 	<p>Training in gender mainstreaming for law makers conducted</p> <p>Monitoring tool for implementation of laws that relate to women's rights developed</p> <p>Consultation and sensitisation of Justice stakeholders on the implementation of the gender white paper started</p>	<p>Develop capacity development strategy and start implementation</p> <p>Identify the key players involved in the law making process and conduct a training to enable them to address gender issues in the law making process</p> <p>Develop a monitoring kit with key stakeholders to ensure implementation of laws relating to gender</p> <p>Install working group to implement/advocate for gender white paper action plan within the Justice sector</p>		<p>research</p> <p>Workshops/training</p> <p>Travel</p> <p>Procurement</p> <p>Project management</p> <p>Miscellaneous</p> <p>Additional national stakeholders:</p> <p>Ministry of Justice, Law Commission</p>	USD 25,000	
	<p><u>Targets 2012</u></p> <p>Evaluation on proposed legislation on gender or gender related issues finalized</p> <p>Review on statutory practices and customary laws that infringe on women's rights started</p> <p>Relevant parts of the Gender white paper action plan implemented</p>	<p>Examine the extent at which gender issues are being addressed in proposals on gender or gender related issues (based on monitoring kit)</p> <p>Establish statutory and customary practices that infringe on the rights of women and provide support and advocacy for their review</p>			USD 10,000	USD 10,000

<p>Output 3:</p> <p>Woman's participation in decision making processes in all administrative levels enhanced</p> <p>Indicators:</p> <p>1) Study on women's political and legal empowerment undertaken</p> <p>2) Framework for women's political and legal empowerment developed</p>	<p><u>Target 2011:</u></p> <p>Study to assess women's political and legal participation finalized</p> <p>Broad consultations with all stakeholders started</p>	<p>Elaborate TOR's for study with relevant stakeholders</p> <p>Conduct nationwide study</p>	<p>Ministry of Justice Parliament, DCP, Ministry of Gender, Gender SWAP, CSO's</p>	<p>Ministry of Justice, Parliament, DCP</p>	<p>USD 100,000</p> <p>USD 10,000</p>
	<p><u>Target 2012:</u></p> <p>Framework on legal and political empowerment of woman finalized</p>	<p>National stakeholder consultation process within the Democratic Governance Sector on the legal and political participation and formulation of a framework paper and broad gender capacity building plan based on assessments undertaken.</p> <p>Draft program support document on woman's legal and political empowerment in Malawi developed</p>	<p>Ministry of Justice Parliament, DCP, Ministry of Gender, Gender SWAP, CSO's</p>	<p>USD 25,000</p>	

Annex 2: Risk Log

Critical Issue/Event	Dead line	Stakeholders	What stakeholders need to do		Potential impact/risk of deadline being missed/major problem	Risk (Impact/likelihood)	Risk Mitigation	Status: On Track or not?
			What	When				
1. ENVIRONMENTAL RISKS								
Political Will	March to December 2011	MoJ	<ol style="list-style-type: none"> MoJ to expeditiously implement the project as a priority for development. LPAC includes all relevant stakeholders 	<p>Whole project period</p> <p>February, 2011</p>	<ul style="list-style-type: none"> Delay in the implementation of gender mainstreaming activities as outlined in the project (causing the implementation having been started later than March,2011) 	Medium	<ul style="list-style-type: none"> Involve Ministry of Gender as early as possible 	
Capacity		MoJ	<ol style="list-style-type: none"> MoJ to endorse the gender project document and AWP in due time MoJ to have the necessary capacity to implement activities in the project Women adequately 	<p>January to March, 2011</p>	<ul style="list-style-type: none"> Delay by MoJ in the endorsement of the gender PSD and AWP by end January will delay commencement of the project activities. Lack of capacity by MoJ to coordinate and implement the project activities Lack of efficiency in financial and project management Unequal representation of 	High	<ul style="list-style-type: none"> Provide support to key stakeholder enabling them to give priority towards the endorsement and implementation of the project as a key tool in advancing development Provide support to MoJ in order to strengthen its capacity in 	

Critical Issue/Event	Dead line	Stakeholders	What stakeholders need to do		Potential impact/risk of deadline being missed/major problem	Risk (Impact/likelihood)	Risk Mitigation	Status: On Track or not?
			What	When				
			represented in sector activities within the project		women in the democratic governance sector activities due to limited number of women practitioners in the sector		<ul style="list-style-type: none"> implementing the project Provide support to ensure equitable representation of women in democratic governance sector activities 	
2. OPERATIONAL RISKS								
Procurement	March to April, 2011	MoJ, UNDP	1. Donor to release sufficient funding in accordance with the scheduled timeframe	March to April, 2011	Delayed procurement will result delays in the implementation of the project	High	<ul style="list-style-type: none"> Ensure that donor and UNDP demonstrate strict adherence to procurement timelines 	
			2. UNDP to complete the necessary procurement processes in due time	Whole project period			<ul style="list-style-type: none"> Elaborate all TORs and commence procurement in early stage 	
3. FUNDING RISKS								
Transfer of Funds	March to April, 2011	UNDP, MoJ	1. Funds to be timely transferred to project account so that activities are duly	By early March	<ul style="list-style-type: none"> Funding delays will result in delays in the implementation of the project activities 	Medium	<ul style="list-style-type: none"> Proper coordination with donors in order to ensure that funding is provided in line with funding 	

Critical Issue/Event	Dead line	Stakeholders	What stakeholders need to do		Potential impact/risk of deadline being missed/major problem	Risk (Impact/likelihood)	Risk Mitigation	Status: On Track or not?
			What	When				
			implemented 2. Call for LPAC meeting early February			arrangements. <ul style="list-style-type: none"> • UNDP to prepare AWP and ATLAS budget on time. 		

