

Table 1: PROVISIONS IN THE DECLARATION AND IN RELATED INTERNATIONAL AND REGIONAL COMMITMENTS

Economic empowerment

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
ECONOMIC POLICIES AND DECISION-MAKING					
Equal participation in policy formulation			<p>F1 - 165: d) Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies; n) Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;</p>		
			<p>167: a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;</p>		
Mainstreaming gender in economic policy formulation			<p>F4 - 175 a) Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women who are affected by economic restructuring, including structural adjustment programmes, and for women who work in the informal sector; F5 – 178: d) Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women, the self-employed and those negatively affected by structural adjustment;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
ACCESS TO PROPERTY AND RESOURCES					
Right to own property	<i>Provision H (iii)</i> Promoting women's full access to, and control over productive resources such as land, livestock, markets, credit, modern technology, formal employment, and a good quality of life in order to reduce the level of poverty among women.	Article 19 Right to Sustainable Development c) promote women's access to and control over productive resources such as land and guarantee their right to property;	F1 - 165: e) Undertake legislation and administrative reforms to give women equal rights with men to economic resources, including access to ownership and control over land and other properties, credit, inheritance, natural resources, and appropriate new technology;	Article 15 (2) States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals. Article 16 (1) (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.	
Access to credit and capital		Article 19 Right to Sustainable Development d) promote women's access to credit, training, skills development and extension services at rural and urban levels in order to provide women with a higher quality of life and reduce the level of poverty among women;	F2: Facilitate women's equal access to resources, employment, markets and trade F1 - 166: a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to those of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;	Article 13 b) The right to bank loans, mortgages and other forms of financial credit;	
			F1 - 167: b) Mobilise the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas; F3 - 173: Provide public infrastructure to ensure equal market access for women and men entrepreneurs;		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Technology and support services			<p>F1 - 166:</p> <p>b) Strengthen the incentive role of the State as employer to develop a policy of equal opportunities for women and men;</p> <p>e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture, as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;</p>		
Right to inheritance		<p>Article 21 Right to Inheritance</p> <p>1) A widow shall have the right to an equitable share in the inheritance of the property of her husband. A widow shall have the right to continue to live in the matrimonial house. In case of remarriage, she shall retain this right if the house belongs to her or she has inherited it.</p> <p>2) Women and men shall have the right to inherit, in equitable shares, their parents' properties.</p>	<p>f) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;</p> <p>h) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;</p>		
TRADE AND GLOBALISATION					
Trade			<p>F1 - 165:</p> <p>k) Seek to ensure that national policies related to international and regional trade agreements do not adversely impact women's new and traditional economic activities;</p>		<p>Goal 8 Develop a global partnership for development</p>

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Globalisation		<p>Article 19 f) ensure that the negative effects of globalisation and any adverse effects of the implementation of trade and economic policies and programmes are reduced to the minimum for women.</p>			<p>Develop an open, rule-based, predictable, non-discriminatory trading, and financial system that includes a commitment to good governance, development and poverty reduction – nationally and internationally. Address the special needs of the least developed countries, and landlocked and small island developing states. Deal comprehensively with the debt problems of developing countries.</p>
EMPLOYMENT					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Research			<p>F1 – 165: g) Seek to develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encourage the sharing and dissemination of information on studies and experience in this field, including the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from, but consistent with, core national accounts;</p> <p>F4 – 175: e) Promote gender equality through the promotion of women's studies and through the use of the results of studies and gender research in all fields</p>		
Equal access to employment	<p><i>Provision H (iii)</i> Promoting women's full access to... formal employment</p>	<p><i>Article 13-Economic and Social Welfare Rights</i> State Parties shall guarantee women equal opportunities to work. In this respect, they shall: a) promote equality in access to employment; d) allow women freedom to choose their occupation, and protect them from exploitation by their employers; j) ensure equality in taxation for men and women; k) recognise the right of salaried women to the same allowances and entitlements as those granted to salaried men for their spouses and</p>	<p>F1: Promote women's economic rights and independence, including access to employment; appropriate working conditions and control over economic resources. F1 - 166: 1) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association and the right to organize and bargain collectively, equal remuneration for men and women for work of equal value and non-discrimination in employment, fully implementing the conventions of the International Labour Organization in the case of States Parties to those conventions and, taking into account the principles embodied in the case of those countries that are not parties to those conventions in order to achieve truly sustained economic growth and sustainable development.</p>	<p><i>Article 11</i> 1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: (a) The right to work as an inalienable right of all human beings; (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment; (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Affirmative action			<p>F5 – 178 f) Implement and monitor positive public- and private-sector employment, equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to hiring, retention and promotion, and vocational training of women in all sectors;</p>		
Equal pay for equal work and work of equal value		<p>Article 13 b) promote the right to equal remuneration for jobs of equal value for men and women;</p>	<p>F1 - 165: a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value; b) Adopt and implement laws against discrimination based on sex in the labour market; F5 – 178: k) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender-neutral criteria; l) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination; o) Review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings;</p>	<p>Article 11 (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Occupational segregation and all forms of employment discrimination		<p>Article 13 c) ensure transparency in employment and dismissal relating to women in order to address issues of sexual harassment in the workplace;</p>	<p>Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination 178: a) Implement and enforce laws and regulations and encourage voluntary codes of conduct that ensure that international labour standards, such as International Labour Organization Convention No. 100 on equal pay and workers' rights, apply equally to female and male workers; b) Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in cases of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, including by reference to marital or family status, in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, g) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions, and through other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men; encourage women to take up non-traditional jobs, especially in science and technology, and encourage men to seek employment in the social sector;</p> <p>F5 – 178 : c) Enact and enforce laws and develop workplace policies against gender discrimination in the labour market, especially considering older women workers, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;</p>		
Domestic work			<p>F4 – 175: g) Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Non-remunerated work		<p>Article 13 h) take the necessary measures to recognise the economic value of the work of women in the home;</p>		<p>Article 14 1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.</p>	
Sexual harassment			<p>F6 – 180: c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.</p>		
Social security and benefits			<p>F1 - 165: q) Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;</p>	<p>Article 11 (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;</p>	
Representation in unions			<p>F5 – 178: h) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions;</p> <p>F5 – 178: i) Promote the election of women trade union officials and ensure that trade union officials elected to represent women are given job protection and physical security in connection with the discharge of their functions;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
<p>Family responsibility policies</p>		<p>Article 13 l) Recognise that both parents bear the primary, responsibility for the upbringing and development of children and that this is a social function for which the State and the private sector have secondary responsibility;</p>	<p>F1 - 165: m) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;</p> <p>F1 - 165: c) Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or women re-entering the labour market after childbearing are not discriminated against;</p> <p>F5 – 178: d) Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities;</p>	<p>Article 11 (1)(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.</p> <p>(2) In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures: (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status; (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
			<p>Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men</p> <p>a) Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers; promote career development based on work conditions that harmonize work and family responsibilities;</p> <p>b) Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions and social security;</p> <p>f) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.</p>	<p>Article 13 States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:</p> <p>a) The right to family benefits;</p>	
Benefits		<p>Article 13 i) guarantee adequate pre and post-natal maternity leave;</p>	<p>F6 – 179: c) Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits;</p> <p>F6 – 180: a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;</p>	<p>Article 11 (2) (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Family friendly facilities			<p>F6 – 179: c) promote the equal sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement, and also promote the facilitation of breast-feeding for working mothers;</p>	<p>Article 11 (2) c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;</p>	
Education and awareness raising			<p>F6 – 179: d) Develop policies, inter alia, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility for work in the home, particularly in relation to children and elder care; e) Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self- support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;</p> <p>F6 – 180: b) Design and provide educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements;</p>		<p>Goal 2 Achieve universal primary education Ensure that all girls and boys will be able to complete primary school. Goal 3 Promote gender equality and empower women</p>
INFORMAL SECTOR					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Access and support		<p>Article 13 e) create conditions to promote and support the occupations and economic activities dominated by women, in particular, within the informal sector;</p>	<p>F4 – 175: i) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.</p> <p>F1 - 166: h) Review, reformulate, if necessary, and implement policies, including business, commercial and contract law and government regulations, to ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas; i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets; k) Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative;</p> <p>F2 - 166: c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;</p>	<p>Article 14 1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas. 2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right: (a) To participate in the elaboration and implementation of development planning at all levels;</p>	
		<p>f) encourage the establishment of a system of protection and social insurance for women working in the informal sector;</p>	<p>d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas; F4 – 175: e) Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development;</p>	<p>(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment; (f) To participate in all community activities;</p>	

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Services			<p>F2 - 167: c) Structure services to reach rural and urban women involved in micro, small and medium-scale enterprises, with special attention to young women, low-income women, and indigenous women who lack access to capital and assets; and expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support financial institutions' direct and indirect efforts to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;</p>	<p>Article 14 (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes; (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.</p>	
DEVELOPMENT PLANNING					
Policies and programmes		<p>Article 19 e) take into account indicators of human development specifically relating to women in the elaboration of development policies and programmes; and</p>			
			<p>F1 - 167: d) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water and sanitation, electrification and energy conservation, transport and road construction; promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure access to jobs and contracts.</p>		
Aid mechanisms			<p>F1 - 166: f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimise access to necessary services;</p>		
Community development			<p>F2 - 168: b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families, and communities.</p>		
MARGINALISED GROUPS					

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Child Labour		<p>Article 13 g) introduce a minimum age of work and prohibit children below that age from working, and prohibit the exploitation of children, especially the girl-child;</p>	<p>F5 – 178: m) Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards and ensure the full enforcement of relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular, street children, through the provision of appropriate health, education and other social services; n) Ensure that strategies to eliminate child labour also address the excessive demands made on some girls for unpaid work in their household and other households, where applicable;</p>		
Migrant women			<p>F5 – 178: p) Facilitate the productive employment of documented migrant women (including women who have been determined refugees according to the 1951 Convention relating to the Status of Refugees) through greater recognition of foreign education and credentials and by adopting an integrated approach to labour market training that incorporates language training.</p>		
Elderly women		<p>Article 22: Special Protection of Elderly Women a) provide protection to elderly women and take specific measures commensurate with their physical, economic and social needs as well as their access to employment and professional training b) ensure the right of elderly women to freedom from violence, including sexual abuse, discrimination based on age and the right to be treated with dignity.</p>			

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Women with Disabilities		<p><i>Article 23: Special Protection of Women with Disabilities</i></p> <p>a) ensure the protection of women with disabilities and take specific measures commensurate with their physical, economic and social needs to facilitate their access to employment, professional and vocational training as well as their participation in decision-making;</p> <p>b) ensure the right of women with disabilities to freedom from violence, including sexual abuse, discrimination based on disability and the right to be treated with dignity</p>	<p>F5 – 178:</p> <p>j) Ensure access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure access to education and training at all proper levels, in accordance with the Standard Rules on the Equalization of Opportunities for Persons with Disabilities; adjust working conditions, to the extent possible, in order to suit the needs of women with disabilities, who should be assured legal protection against unfounded job loss on account of their disabilities;</p>		
BASIC SERVICES					
Food		<p><i>Article 15: Right to Food Security</i></p> <p>States Parties shall ensure that women have the right to nutritious and adequate food. In this regard, they shall take appropriate measures to:</p> <p>a) provide women with access to clean drinking water, sources of domestic fuel, land, and the means of producing nutritious food;</p> <p>b) establish adequate systems of supply and storage to ensure food security.</p>			<p>Goal 1 Eradicate extreme poverty and hunger Target 1 Reduce by half the proportion of people living on less than a dollar a day</p>
					<p>Target 2 Reduce by half the proportion of people who suffer from hunger</p>

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Housing		<p><i>Article 16: Right to Adequate hosing</i> Women shall have the right to equal access to housing and to acceptable living conditions in a healthy environment. To ensure this right, States Parties shall grant-to women, whatever their marital status, access to adequate housing.</p>			<p>Goal 7 Integrate the principles of sustainable development into country policies and programmes, and reverse the loss of environmental resources</p>
CAPACITY BUILDING AND ACCESS TO INFORMATION					
Training and counselling			<p>F2 - 166: j) Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas; Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women 173: b) Develop programmes that provide training and retraining, particularly in new technologies and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business; f) Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;</p>		

SPECIFIC PROVISIONS	SDGD	AFRICAN PROTOCOL	BPFA	CEDAW	MDG
Information dissemination			<p>F2 - 168: a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;</p> <p>F3 - 173: c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities; e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success; facilitate networking and the exchange of information;</p>		<p>Goal 8 In cooperation with the private sector, make available the benefits of new technologies – especially information and communication technologies.</p>
Services			<p>F3 – 173: d) Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low- income women, in trade promotion programmes; g) Provide affordable support services, such as high-quality, flexible, and affordable child-care services, that take into account the needs of working men and women.</p>		
Support			<p>Strategic objective F.4. Strengthen women's economic capacity and commercial networks</p> <p>175: a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self- help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas; c) Adopt policies that create an enabling environment for women's self-help groups, workers' organizations and cooperatives through non-conventional forms of support and by recognizing the right to freedom of association and the right to organize; d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;</p>		

Table 2. HOW HAVE MEMBER COUNTRIES PERFORMED AGAINST THESE COMMITMENTS

The specific provisions should then form a checklist against which the performance of individual countries can be measured. What pertains in each country.

Commitments	Angola	Botswana	DRC	Lesotho	Malawi	Mauritius	Mozambique	Namibia	South Africa	Swaziland	Tanzania	Zambia	Zimbabwe
Economic policies and decision making	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶	●▶
Access to property and resources	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲	●▲
Trade and globalisation	◇	◇	◇	◇	◇	◇*	◇	◇*	◇*	◇	◇*	◇	◇
Employment	● ▲	● ▲	No data	● ▲	● ▲	● ▲	● ▲	● ▲	● ▲	● ▲	● ▲	● ▲	● ▲
Informal sector	▶	▶	No data	▶	▶	*	▶	▶	▶	*	*	*	▶
Development planning	●	●	●	●	●	●	●	●	●	●	●	●	●
Marginalized groups	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶
Basic services	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶
Capacity building and Access to Information dissemination	◆ ■	◆ ■	No data	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■	◆ ■

SOURCE: Information in Table 2 is based on the analysis of the performance of individual countries derived from information in the reports and documents on country reviews and evaluation on the implementation of the Beijing Declaration and Platform for Action and the SADC Gender and Development Declarations.

The materials consulted are indicated in the bibliographic list.

- Key =
- Policies to address specific provisions exist but mechanisms to enforce implementation are weak or do not exist.
 - ▲ Legal mechanisms to address specific provision exist but enforcement is weak.
 - ▶ Institutional mechanisms and programmes to address specific provisions exist but budgetary resources limit implementation.
 - * Specific provisions under implementation.
 - ◇ Trade and economic policies exist but lack strong gender components.
 - ◆ Training in mainstreaming gender in economic policies is undertaken, but skills acquired are not adequately utilised to translate theory into practise.
 - Limited access to communication technologies such as e-mail, internet, and telephones.