

DRAFT

**SWAZILAND
365 DAY NATIONAL ACTION PLAN
TO END GENDER VIOLENCE**



Swaziland 365 Day National Action Plan workshop

CONTENTS

Executive Summary	pg 3
Overview	pg 7
Check List of Action Points	pg 11
National Action Plan to End Gender Violence	pg 16
Task Team	pg 35

EXECUTIVE SUMMARY

The Swaziland 365 Day National Action Plan to End Gender Violence is a comprehensive multi sector plan to end gender violence crafted by representatives of government and civil society using the SADC Addendum to the Declaration on Gender and Development on the Eradication of Violence Against Women and Children as a framework. It provides specific targets, timeframes, outputs and budget over a three year period and allocates responsibilities for achieving this. The action plan, which will be launched during the Sixteen Days of Activism in 2007, includes a coordinating structure for ensuring that all sectors of society are mobilized in the fight against gender violence. See **Annex A** for checklist of action points and **Annex B** for Draft National Action Plan.

The Action Plan was framed against the SADC Addendum on the Prevention and Eradication of Violence against Women and Children which outlines five key areas in which measures must be adopted to address violence against women and children. These are:

- Legal
- Social, Economic, Cultural and Political
- Services
- Education, Training and Awareness
- Integrated Approaches and Budgetary Allocation

Way forward

A technical task team comprising representatives from government and civil society was constituted to work on costing of the action plan in order to come up with a comprehensive budget. **See Annex C**. The task team will convene a donor round table to market the plan and mobilise resources to ensure that identified programmes are implemented. The draft action plan will go through a process of national consultations before being finalised. A one day stakeholders meeting will be held including sectors that were not represented at the first drafting workshop such as the business sector and canvassed with the rest of Swazi society. The target is to launch the Swaziland 365 Day National Action Plan to End Gender Based Violence during the 2007 16 Days of Activism Campaign. See schedule in table 1 below:

Table 1: Schedule

Activity	Timeframe	Who
Budget	15 th July 2007	Task team
Circulation of second draft	15 – 30 th July 2007	Task team
One day stakeholder conference	Mid-August 2007	All stakeholders
Donor briefing	September	Task team
Launch of 365 Day Action Plan	During 2007 16 days campaign period	

Key stakeholders identified

- Business sector
- Key government ministries (coordinated by the Gender Unit)
- UN theme group
- Diplomats
- Gender Consortium
- Media and Arts & Culture groups

- People living with disability (FOTWA)
- Civil society
- Church forum
- FBOs
- Traditional leaders
- Legislators
- Local government/authorities
- Youth Council
- Academic institutions including students/UNISWA
- Judicial service community/law society
- NERCHA
- Survivors of gender violence
- Royal Swaziland Police

Summary of Achievements, Challenges, Strategies and Priority Actions

Achievements	Challenges	Key strategies	Priority Actions
LEGISLATION AND THE CRIMINAL JUSTICE SYSTEM			
Policy & Legal Framework <ul style="list-style-type: none"> ▪ Adoption and commencement of constitution ▪ Legislation: Efforts to promulgate a Child Law and Sexual Offences and Domestic Violence legislation. ▪ Review of related legislation, e.g. the Teaching Services Commission Act and regulations. 	Policy & Legal Framework <ul style="list-style-type: none"> ▪ Non-compliance with international instruments and own commitments and policies. ▪ There is need for greater political will ▪ Mechanisms for need for monitoring and calling government to account. 	<ol style="list-style-type: none"> 1. To enact/amend laws and domesticate international instruments that deal with GBV 2. To ensure access to justice for survivors of GBV 3. To have a criminal justice system that addresses issues of GBV holistically, in line with the Constitution, and international instruments 	<ol style="list-style-type: none"> 1. Enactment of laws dealing with GBV 2. Establish structures to deal with GBV 3. Capacity building to train service providers involved in handling cases of GBV
Justice Delivery System <ul style="list-style-type: none"> ▪ Establishment of Specialised Police Unit ▪ Courts for in-camera evidence, protection of minors ▪ Community-based initiatives for dealing with GBV (e.g., LL) ▪ Increased availability of counseling services ▪ Greater awareness and legal literacy 	Justice Delivery System <ul style="list-style-type: none"> ▪ There is no holistic approach to the criminal justice delivery system ▪ Insufficient coordination of “actors” and service providers in addressing GBV ▪ Prohibitive cost of “justice” ▪ Insufficient resources for responsible structures ▪ Cases take too long to go to court 		
SERVICES			
<ul style="list-style-type: none"> ▪ Increased awareness on services available for survivors of GBV. ▪ Availability of counselling services provided by the state and NGOs albeit limited. 	<ul style="list-style-type: none"> ▪ Limited availability of supporting infrastructure – e.g. counseling services, places of safety, income-generating projects. ▪ Services for survivors of GBV are disintegrated 	<ol style="list-style-type: none"> 1. To ensure that all survivors of GBV have information on where to access services. 2. To ensure that these include comprehensive 	<ol style="list-style-type: none"> 1. Provision of ready access to PEP as well as treatment to prevent STDs and pregnancy. 2. Establishing at least a one stop shop in each region.

Achievements	Challenges	Key strategies	Priority Actions
<ul style="list-style-type: none"> ▪ Community Initiatives e.g <i>Lihlombe Lekukhalela</i> . ▪ Toll free lines 999 95 and 9665 provided by SWAAGA and Ministry of Education. ▪ Survivors are assisted with court preparation when they have to go to court. ▪ Domestic violence and child protection unit within Royal Swaziland Police service. ▪ There is a child friendly court within the High Court ▪ One Government safe House for children and privately owned safe houses. 	<ul style="list-style-type: none"> ▪ There is only one child friendly court in the country ▪ Some doctors do not want to take rape cases. ▪ Post exposure Prophylaxis (PEP) given at the discretion of medical personnel. ▪ Not all police stations have victim friendly interview rooms. ▪ Many incidences of withdrawal of cases from the police by survivors of GBV 	<p>treatment and care.</p> <p>3. To establish one stop centres where survivors of gender violence can access all the services they need under one roof.</p>	<p>3. Providing one government supported place of safety in each region.</p>
Education, awareness and training			
<ul style="list-style-type: none"> ▪ There are now high levels of GBV awareness in the country ▪ There Efforts to bring change in social, cultural and legal systems ▪ Training of service providers such as social workers, police, prosecutors and nurses ▪ Campaigns such as 16 days of activism, white ribbon launch ▪ Development of IEC materials ▪ Male Involvement: Community dialogues ▪ In school empowerment and sensitization ▪ Wide Media coverage on issues of GBV ▪ Integration of abuse into school curriculum 	<ul style="list-style-type: none"> ▪ Insufficient political will ▪ more focus on awareness creation than prevention ▪ Transferring of trained DCS officers. ▪ Limited participation/ exposure of media personnel. ▪ Non harmonization of training services resulting in some communities being over serviced 	<ol style="list-style-type: none"> 1. Educate men, women, boys and girls on Gender Based Violence (GBV). 2. Train key stakeholders (service providers, media, educators, etc) on sensitive handling of GBV. 3. Develop baseline data on (i) Attitudes to GBV to track behavioural change (ii) Prevalence of GBV to track rate of reporting. 	<ol style="list-style-type: none"> 1. Conduct a Gender and Opinion Survey on GBV. 2. Conduct Gender Training for media with a focus on GBV. 3. Conduct regional community dialogues.
Social, Economic, Cultural and Political			
<ul style="list-style-type: none"> ▪ Advocacy initiatives aimed at decision makers such as legislators, political leaders ▪ Sensitisation and training of traditional/community and religious leaders. 	<ul style="list-style-type: none"> ▪ Gender violence hardly features on the political agenda. ▪ Dual system governance of traditional and western concepts that sometimes cause tension ▪ General societal attitude is that gender violence is largely considered a private and family matter. ▪ Women still much less 	<ol style="list-style-type: none"> 1. To challenge gender stereotypes in the way that boys and girls are socialised; affirm positive aspects of culture in the fight against gender violence and challenge those aspects of culture that perpetuate gender violence. 2. To make gender violence a high profile political 	<ol style="list-style-type: none"> 1. Fund for economic empowerment of survivors of GBV; costing of the plan and reflection in the national budget. 2. Getting GBV on the political agenda in the run up to local and national elections. 3. Engaging with advertisers and getting them involved in campaigns to end GBV.

Achievements	Challenges	Key strategies	Priority Actions
	economically empowered compared to men.	<p>priority at national and local level.</p> <p>3. To empower survivors of gender violence and women more broadly, as well as ensure that GBV is properly costed and reflected in the national budget.</p>	
Integrated Approaches			
<ul style="list-style-type: none"> • Establishment of Gender Unit in the Ministry of Home Affairs, UN Gender Thematic Group and Gender Consortium • The Gender Consortium, Gender Unit and the UN have established a system of collaborating their efforts in planning and supporting of gender activities. • Launch of the GBV campaign in April 2007 • Commemorate important dates for women such as IWD, 16 days, day of the Child etc. • GBV Situational Analysis research 	<ul style="list-style-type: none"> • Lack of proper coordination of all the planned activities. • No clear cut off line between Coordination and Implementation. All the three Coordination offices are also implementing on the ground. • Roles and responsibilities- (Justification of the above) All donor funding comes with set targets if not used the money has to be returned. This forces Coordinating bodies to actually implement. • There is no consistency in our interventions, once of activities. • Monitoring and evaluation of our activities is very crucial and will allow us to know those sectors which are receiving little attention. 	<ol style="list-style-type: none"> 1. To create an effective coordinating structure for the National Action Plan at National, Provincial and Local level 2. To popularise the National Action Plan 3. To ensure that GBV is costed and reflected in the national budget 	<ol style="list-style-type: none"> 1. Establish, consolidate and implement a representative coordinating structure for implementation of the national action plan 2. Finalise the draft action plan and budget 3. Put in place a monitoring and evaluation mechanism for the action plan

OVERVIEW

Swaziland has a dual system of governance characterized by the co-existence of both traditional and modern modes of life. It has a strong cultural identity, which permeates all forms of social, political and economic interaction. This has a strong bearing on the gender relations and consequently GBV.

Background

The 16 Days of Activism Campaign has gained momentum in countries across Southern Africa and has served to raise awareness amongst ordinary citizens and governments about the high levels of gender violence in the region. However, critics are increasingly questioning its effectiveness. In 2006, the UN Secretary General Study on Violence against Women issued world wide, urged all member states to develop multi stakeholder action plans for ending gender violence.

Gender Violence in Swaziland

A study conducted in 2006, *Gender Based Violence Situational Analysis* (Doo Aphane and Phumelele Thwala, June 1996) which analysed the extent of Gender Based Violence (GBV) in Swaziland found that levels of GBV in the Kingdom of just over one million people was "unacceptably high". This led to the development of a 12-month awareness campaign that seeks to involve men in projecting a shared national vision of a Swaziland free from Gender Based Violence. The campaign was officially launched by the Ministry of Justice and Constitutional Affairs on the 13th April 2007.

The study which employed participatory methods guided by Human Rights and Social Relations approaches found that GBV incidents are escalating at an alarming rate and that urgent action needs to be taken at all levels of Swazi society. The study further corroborates what is asserted in international, regional and continental literature, that women and girls are the most vulnerable groups even though men and boys are also victims of GBV.

There was a strong indication that tradition and culture have an influence on how women and men in Swaziland conceptualise GBV. This is reinforced by the dual legal system comprising Roman Dutch Law and the Swazi Law and Custom. For example, even though female genital mutilation, trafficking of women and girls and forced pregnancy are commonly identified as GBV internationally and locally these were not raised by interviewees.

Patriarchy and systematic discrimination against females contribute to causes of GBV. A number of survivors of GBV interviewed referred to sustained incidences of GBV because of the power the perpetrators had over them as well as the powerful structures within the family which interfere in the way couples handle their relationships.

It is also clear from the study that while there are state and non-state interventions these are in need of strengthening. For example Health Care sector and Royal Swazi police need training in dealing with GBV cases. It was also observed that there was a lack of strong and emphatic response by the state. The state treats GBV as a private matter and this contributes to the serious gap in implementing appropriate interventions.

The campaign is a collaboration of the UN Gender Theme Group (UNGTG) and the NGO Gender Consortium, under the auspices of the Coordinating Assembly of Non- Governmental Organizations (CANGO). Conducted under the theme ***“A Swaziland Free from Gender Based Violence”***, the campaign seeks to build and strengthen community level awareness and involvement in the prevention of GBV through a series of community level dialogues in all four regions and a multi-media strategy.

Development of the 365 Days Programme and National Action Plan

Building on the campaign highlighted above, a workshop was convened to extend the campaign beyond awareness raising by drafting a multi sector 365 Day National Action Plan to End Gender Violence by Swaziland Action Group Against Abuse (SWAGAA), Gender and Media Southern Africa Network – Swaziland (GEMSWA) and Gender Links (GL). The Gender Unit in the Ministry of Home Affairs contributed resources in support of the workshop.

The workshop also drew on Swaziland findings in the audit of progress made in ending gender violence undertaken by country chapters of the Gender and Media Southern Africa (GEMSA) Network in 2004, and the “IT for advocacy” training that Gender Links (GL) and GEMSA undertook in nine countries in the region in 2005.

Officially opened by the Principal Secretary, Misheck Shongwe in the Ministry of Home Affairs the workshop was attended by 24 participants. These were representatives from NGOs, CBOs, CANGO, business, media, UNDP and government departments including; the Gender Unit in the Ministry of Home Affairs, Ministry of Justice, Ministry of Rural Development and Youth Affairs and Swaziland Royal Police. Two survivors of GBV and one counsellor also participated in crafting the action plan.

Key issues

Legislation and Criminal Justice System

The over arching duality of Roman Dutch Law and the Swazi law and custom creates tension especially when it comes to applying the two systems of governance. In the absence of the Sexual Offences and Domestic Violence Bill which is still being debated, Swazi survivors of gender violence continue to rely on antiquated legislation for recourse. For example; Laws governing sexual offences include: Common law; Criminal Procedure and Evidence Act 67 of 1930; Girls and Women’s Protection Act of 1920; Crimes Act 6 of 1889. The main provisions of the laws governing sexual offences include indecent assault, sodomy, abduction (for sexual purposes), defilement, incest and rape.

There are concerns around definitions inherent in these old laws hence the need to revise them. For example, what is criminally recognised as rape or what does justice mean for a survivor of gender violence. Current laws have inadequacies regarding “new” offences, and emergent forms of GBV such as human trafficking, willful transmission of HIV among others. There is difficulty in prosecutions; for example around evidentiary issues and resultant inadequacy of sanctions against perpetrators and even would be perpetrators. For example, when considering issues of incapacitation, retribution, rehabilitation and deterrence not enough has been done. There are also concerns around inconsistencies in the application of the law as well as law enforcement agents who are often insufficiently equipped in skills and resources to deal with GBV.

Services

Ensuring access to justice poses serious challenges as this is mainly based on criminal justice process. Law enforcement agents are often insufficiently equipped in terms of skills and resources to deal with GBV. There is much emphasis on the court system and legal process yet the law will not work on its own unless there is infrastructure in place to ensure a holistic approach to dealing with victims and survivors of GBV.

Operation of quasi-judicial structures such as the Teaching Service Commission, the unfriendly court system, law and legal process that are intimidating, negative attitudes and continued maltreatment of those experiencing GBV by law enforcers persist. There is also a fragmented approach by all stakeholders in providing services including NGOs, to survivors of gender violence remain a challenge. Therefore there is a need for an integrated approach to providing services where survivors of GBV will get all services under one roof. It is also imperative to provide specialised services such as family courts, shelters for abused women and adequate training of the service providers.

Education, awareness and training

Through education and awareness by state and non-state agencies a high level of awareness on GBV has been created in the country. This has been achieved through various programmes including campaigns such as the 16 Days of Activism, involvement of men and boys and integration of GBV in the school curriculum. It is argued that results of positive change in behavior and attitudes by society are beginning to become evident.

However more still needs to be done to move beyond awareness raising and place emphasis on prevention. There is need to integrate GBV component in training of service providers for example, for the police, nurses and doctors. Monitoring and evaluation mechanisms need to be put in place to measure whether these interventions are making any difference.

Social, Cultural, Political, Economic

The dual monarchy, comprising the King ruling in conjunction with the Queen Mother, plays an important part in the life of the nation. The system of government combines traditional and western concepts. The King rules in consultation with the cabinet, headed by a Prime Minister, and a bicameral parliament with elected representatives. The legal system consists of customary laws and systems operating side by side with common and statutory laws derived from Roman/Dutch law.

Because of the co-existence of both traditional and modern modes of life, Swazi society has a strong cultural identity, which permeates all forms of social, political and economic interaction. This has a strong bearing on the gender relations. There are aspects within culture that perpetuate GBV. However, every culture has room for respecting women and it is those aspects of Swazi culture that provide entry points for promoting dignity. The strategy will involve affirming the positive tenets of culture while challenging any oppressive tendencies.

A number of factors provide a welcoming environment for this discussion. These include the ratification of CEDAW; a Constitution that includes an equality clause; the government's gender policy; as well as the SADC Declaration on Gender and Development among other

instruments. However there is need to garner more political will to ensure GBV is dealt with decisively.

Integrated approaches

There has been progress in placing gender on the national agenda. A Gender Unit within the Ministry of Home Affairs has been established though more needs to be done to ensure that it is well resourced to carry out its mandate. Other gender coordinating structures are UN Gender Theme Group and the Gender Consortium.

These structures have made it possible to coordinate gender programmes in the country. However there is still more room for better coordination and pulling of resources to ensure more sustained campaigns are carried out as opposed to once of events.

A monitoring and evaluation mechanism needs to be put in place to measure whether the collective efforts are contributing to ending GBV.

Check List Of Action Points

Annex A identifies some of the priority areas under the various themes against which progress can be measured.

National Action Plan to End Gender Violence

Annex B is the comprehensive multi-sector action plan.

ANNEX A

Check List of Action Points

Legislation and the Criminal Justice System

Legislation

- √ Lobby for review and harmonization of the dual application of the law, that is traditional and Roman Dutch Law.
- √ Domesticating international instruments which we have acceded to especially CEDAW.
- √ Harmonize Swazi Law and Custom with legislative enactments and common law by 2010.
- √ Enact reform, repeal or review all laws which are discriminatory and gender insensitive.
- √ Advocate for passing of the Sexual Offences and Domestic Violence Bill by 2007.
- √ Conduct research on human trafficking in Swaziland to inform legislation and policies.
- √ Lobby for and the enactment of the Human Trafficking Law.
- √ Finalise the process towards formulation of the Child Bill into an Act by end 2007.

Access to Justice

- √ Lobby for state support legal aid.
- √ Create legal aid clinics.
- √ Establish family courts, child and vulnerable friendly courts.
- √ Conduct capacity building for service providers (medical practitioners, legal officers, investigators on matters of GBV).
- √ To conduct intensive campaigns, trainings, dialogues, on legal literacy.

Criminal Justice System

- √ Advocate for victim friendly conditions at police stations.
- √ Working with who do not want to be more responsive in dealing with rape cases especially those who do not have the expertise to do so. Training for court preparation.
- √ Reducing the time for cases to go to court.
- √ Reduce cases going to the wrong courts.
- √ Increasing the rate of conviction.
- √ Reducing barriers to holding cases in camera.
- √ Lobby for compulsory court preparation for victims of gender based violence through government legal services.
- √ Advocate for clearance of backlog of cases through either hiring more personnel??? (how can civil society influence this process?).
- √ Lobby for specialised courts as research shows these facilitate increased rate of prosecution.
- √ Conduct Victim Empowerment programmes to minimise or even eliminate withdrawal of cases by victims of GBV especially when a perpetrator is a bread winner.

Services

Information and access to services

- √ Conduct training of service providers in use of sign language.
- √ Lobby for and ensure sufficient services are available in rural areas.
- √ Conduct a Mass media campaign on available services.

Specialised services

- √ Create regional one stop centres using existing facilities to ensure that services are made available in a holistic manner.
- √ Establish family courts in all administrative regions.
- √ Establish Child friendly rooms at all police stations and counseling sites
- √ Create Regional child friendly courts.

Rehabilitation

- √ Rehabilitation of offenders.
- √ Establish new and consolidate rehabilitation of offenders programmes.
- √ Provide counseling to perpetrators of GBV.

Comprehensive Treatment and Care

- √ Lobby for standardized provision of Post Exposure Prophylaxis (PEP) to all rape cases (HIV, pregnancy) by 2008. Provide regiments for preventing pregnancy and STIs as well as provide counselling for survivors.
- √ Develop programmes for counselling services for service providers

Infrastructure and Places of Safety

- √ Lobby for setting up of well resourced government supported shelters for abused women and children on an incremental basis (at least one per region).
- √ Establish system for women to be able to move from shelters affordable homes.
- √ Set up skills development and self help groups(economic empowerment programmes) in each region.
- √ Advocate for safety in public spaces, eg bus stations, parks etc

Education, Training and Awareness

Education and Awareness

- √ Launch of GBV National Action Plan as complimenting the recently launced GBV campaign.
- √ Design and develop targeted IEC materials on GBV.

Involvement of men

- √ Engage men and boys on issues of GBV in communities through hosting regional men's dialogues facilitated by men.

Involvement of survivors

- √ Document first hand accounts from survivors of GBV.

- √ Capacity building in public speaking, lobbying and advocacy through integration of survivors in public awareness campaigns.

Stretching the 16 days to 365

- √ Hold 16 days of Activism campaign events annually attended by high profile people carrying key messages.
- √ Mount at least one high profile campaign each year e.g. Take Back the Night campaign
- √ To incorporate GBV activism into existing campaigns that stretch across the year, e.g International Women's Day, Human Rights Day, Child Protection Week, Day of the African Child, National Day, etc.

GBV and HIV and AIDS

- √ Conduct campaigns on the link between GBV and HIV and AIDS and PEP.

Schools

- √ Design new and consolidate existing education materials on GBV appropriate for different age groups.
- √ Integration of education materials into school curriculum appropriate for different levels.
- √ Train educators/teachers on GBV.
- √ Promote the idea of safer schools through developing policies for dealing with GBV in schools

Training of service providers

- √ Design GBV curriculum for training of service providers by December 2008.
- √ Finalise designing of the police training module on GBV by December 2007.
- √ Roll out of GBV training for service providers from January 2009.

The Media

- √ Develop and air radio programme with a focus on GBV.
- √ Finalise and roll out of a women's programme which has a focus on GBV from July 2007/
- √ Develop a TV soap programme focusing on GBV.
- √ Host TV talk shows on GBV.
- √ Design messages on GBV for advertising in print media, billboards, public spaces, packaging.
- √ Conduct media monitoring.
- √ Engage with the media through conducting quarterly meetings with them.
- √ Development of Gender and HIV and AIDS newsroom policies by 2009.
- √ Conduct media training workshops on reporting GBV.
- √ Advocate for rotating of journalists on the GBV beat by media mangers.
- √ Conduct media literacy training especially among women (consumer activism).

Monitoring and Evaluation

- √ Establish targets and indicators; conduct regular opinion surveys
- √ Conduct regular media monitoring & comparative analysis

Social, Cultural, Economic And Political

Social and Cultural

- √ Mainstream gender in the “youth menu” and in the youth centres.
- √ Mainstream gender and its relationship to HIV and AIDS in youth organizations eg Boy Scouts, Girl Guides, Super Buddies (boys and girls under 15) and in their publication (Super Buddies).
- √ Workshops with *lutsango* (women); *libutho* (older men); *imbali* (young women); *tingaaja* (young men) separately and together.
- √ Develop IEC materials; arm bands.
- √ Gender training for cultural workers, especially script and song writers.
- √ Support these groups in producing popular plays, songs, theatre that challenge stereotypes.
- √ Competition and awards for popular plays, songs, theatre that challenge gender stereotypes.
- √ Monitor advertisements and send out alerts.
- √ Form an association of advertisers and engage on gender stereotypes in advertising.
- √ Engage advertisers in campaigns against gender violence.
- √ Award for gender aware advertising as part of media awards.
- √ Engage the Premier League to brand the white ribbon.
- √ Include an award for sports personality or association that has proven to be gender aware.
- √ Gender sensitisation and awareness training with key functionaries, eg counselors.
- √ Follow up backstopping at regional level.
- √ Mainstream knowledge of gender violence in counseling training.
- √ Monitoring and backstopping.
- √ Establish a Men for Change organization.
- √ Audit of good practice within traditional system with regard to GBV; how traditional courts and systems address GBV
- √ Hold gender dialogues with traditional authorities.
- √ “Peace begins at home” family of the year award.

Political

- √ Sensitisation of politicians/ portfolio committees to gender, and gender violence. Take advantage of elections.
- √ Civic education to ensure that gender violence is put on the agenda especially during the election year.
- √ Profile champions of gender violence.
- √ Gender sensitization for Councilors soon after elections and zone leaders, central committees.
- √ Support to local councils in urban areas and tikundla in rural areas to develop local action plans for ending gender violence.
- √ Documenting and sharing good practices of fighting gender violence at local level.

Economic Empowerment

- √ Priority for survivors of gender violence in job creation to get out of the dependency syndrome.
- √ Educate and provide information to survivors on economic opportunities available.
- √ Advocate for easier access to capital; seed funding for women including survivors of gender violence.

Integrated Approaches and Budgetary Allocations

- √ Create a coordination structure, ensure regular meetings
- √ Ensure that partners are recognized to avoid turf wars.
- √ Ensure that all stakeholders are involved eg medical doctors, Police Domestic Violence and Protection Unit in the National Action Plan.
- √ Design and implement a popularisation strategy of the National Action Plan (e.g. by developing comprehensive communication strategy.
- √ Costing of plan and donor round table.
- √ Develop tools for conducting regular monitoring and evaluation to gauge progress on implementation of the plan.

ANNEX B DRAFT SWAZILAND 365 DAY NATIONAL ACTION PLAN TO END GENDER BASED VIOLENCE

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
LEGISLATION AND THE CRIMINAL JUSTICE SYSTEM						
Create an enabling environment in which GBV is addressed using a rights based approach	Lobby for review and harmonization of the dual application of the law, that is traditional and Roman Dutch Law.	Gender Consortium, media practitioners , Government , Law Reform commission	Dual application of the litigation reviewed and harmonized	2007-2008		
	Harmonize Swazi law and Custom with legislative enactments and Common Law	AG/ Parliament	Laws harmonized	2010		
	Domesticate international instruments which we have acceded to especially CEDAW	Parliament, MOJ, cabinet, Gender Consortium, media	All international legislation domesticated.	2009		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
		practitioners ,				
	Conduct an audit of all remaining discriminatory legislation; enact, reform, repeal or all laws which are discriminatory and gender based	MOJ, Parliament, Law Reform Commission	All discriminatory legislation removed	2007-2009		
To pass comprehensive, specific legislation to address GBV	Passing of the Sexual Offenses and Domestic Violence Bill	Gender Consortium, Parliamentary women's caucus, Government	The Sexual Offenses Bill enacted	December 2007		
To enact a law that deals with Human Trafficking with emphasis on women and children	Conduct research on human trafficking in Swaziland	Gender Consortium, Parliamentary women's caucus, Government	Data on human trafficking in Swaziland compiled	2007-2008		
	Lobby for and enact the Human Trafficking Law	MOJ, Parliament/ civil society	Law passed	2008		
To pass comprehensive legislation to protect children	Finalise the process towards formulation of the Child Bill into an Act	Gender Consortium, Parliament, MOJ	Child Act enacted	2007-2009		
To ensure availability and affordability of structures for efficient	Lobby for state supported legal aid; establishment of legal aid clinics decentralized	Gender Consortium, Government	Legal Aid clinics, family courts, child and	2007-2009		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
justice delivery	across the country	(Min of Justice, Finance) Parliament	vulnerable friendly courts established.			
Raise awareness on how to access justice	To conduct campaigns, trainings, dialogues, on legal literacy	Gender Consortium, (Ministry of Justice, Finance) Parliament	Awareness on Access to justice	2007-2008 intensive; ongoing		
To have a criminal justice system that addresses issues of GBV holistically in line with the Constitution, and international instruments	Creating police stations that are friendly to victims (legislation)	Gender Consortium, Government , Parliament, stakeholders , civil society	Enjoy a free gender violence criminal justice system	2007-2015		
	Working with doctors who do not want to take rape cases or do not have the expertise to do so and conduct training on court procedures					
	Reducing the time for cases to go to court; cases going to the wrong courts.					
	Lobby for establishment of	Civil society				

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	family courts					
	Compulsory court prep	Police; DPP; counselors	Increasing the rate of conviction			
To reducing the withdrawal of cases especially when a person is a bread winner.	Reducing barriers to holding cases in camera					
Ensure survivors of GBV can sustain themselves to avoid being trapped in abusive relationships	Economic empowerment	Gender Unit, Gender Consortium, Min of Finance	Survivors of violence become economically independent			
	To enhance access to juvenile justice					
SERVICES						
INFORMATION AND ACCESS TO SERVICES						
To ensure that all survivors of gender based violence including people with disability are aware and have access to services	Training of service providers in use of sign language.	Civil Society	One sign language training for various stakeholders per year : police, nurse, prosecutor, interpreters, counselors, educators	2007		
	Making services available in rural areas	UNICEF, NERCHA	215 reached; extend to all 360 Community Child	2007- 2008		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
			Protectors- Lihlombe Lekukhalela			
	Mass media campaign on available services	Civil society, media	Adverts, IEC material	Ongoing		
SPECIALISED SERVICES						
Provide a holistic approach to provision of services to survivors of GBV to overcome the current disintegrated approach to services.	Create regional one stop centres using existing facilities to ensure that services are available under one roof	Min of Health, Min of Justice, RSP, Gender Unit in MHOA, Civil Society	At least one stop centre established in each region	2011		
Specialized courts (e.g. family courts)	Establish family courts in all administrative regions	Ministry of Justice	One family court per region	2011		
To provide child friendly interview rooms at all police stations.	Child friendly rooms at all police stations and counseling sites	RSP, UNICEF	23 victim friendly interview rooms (ie in all police stations)	2008		
To ensure that Child friendly courts are accessible across the country (currently only one in the High Court).	Regional child friendly courts	Ministry of Justice	At least one child friendly court per region	2011		
REHABILITATION						
To prevent re occurrence of GBV through rehabilitation of offenders	Rehabilitation of offenders	SACRO Correctional Services	Structured sensitisation and counseling of imprisoned offenders;	ON GOING		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
			reintegration and monitoring			
Peace building and reconciliation	Provide counseling to perpetrators	Civil Society, Pastors	Increase in the number of perpetrators seeking counseling services	Ongoing		
COMPREHENSIVE TREATMENT AND CARE						
Strengthen treatment and support programmes and services for survivors of gender-based violence.	Provision of Post Exposure Prophylaxis to all rape cases, STD, prevention of pregnancy as well as counseling.	Ministry of Health, Civil Society	All rape cases receiving PEP and other forms of treatment including counseling.	2007/2008		
To provide socio psychosocial support to service providers	Counselling services for service providers	Ministry of Health and Ministry of Public Service	One psychologist for service providers per region	2008		
INFRASTRUCTURE AND PLACES OF SAFETY						
To provide places of safety for abused women and children	Government supported shelter for abused women and children	Ministry of Health and civil society	One per region	2011		
To ensure that survivors of GBV have access to secondary housing	Establish system for women to be able to move from shelters into affordable homes.	Ministry of Housing	All women taking temporary refuge at places of safety able to move to their	Ongoing		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
			own homes.			
Ensure safety in public spaces.	Secure bus stations, parks etc	Min of Housing and Urban Development	Adequate lighting; policing; bush clearing; improved market structures; clearing derelict buildings.	On going		
EDUCATION, TRAINING AND AWARENESS						
To raise awareness and enhance understanding of Gender Based Violence (GBV) in communities and place a greater focus on prevention.	Launch of GBV campaign Design and develop targeted IEC materials on GBV	Gender Unit in MHOA, Gender Consortium, Business partners, NGOs, CBOs, GEMSWA, MISA-Swaziland	Targeted messages on GBV reaching out to men, women, boys and girls	April 2007		
Create a critical mass of men and boys involved in ending gender based violence	Engage men and boys on issues of GBV in communities through hosting regional men's dialogues facilitated by men; Establish an independent network of men starting with NAP workshop	Gender Unit in MOHA, Gender Consortium, Men's groups, FBOs, CBOs, Theatre groups, SWAGAA	Four dialogues held per region with increased men's participation	Increased involvement of men in ending GBV	315 000	
To involve survivors of	Document first hand	GEMSWA,	Twenty first	July – Dec 2007	350 000	

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
violence in GBV campaigns	accounts from survivors	SWAGAA, MISA	hands published and distributed through mainstream media and relevant stakeholders.			
	Capacity building in public speaking, lobbying and advocacy through integration of survivors in public awareness campaigns	GEMSWA, SWAGAA, MISA				
To stretch the 16 days campaign to 365 through using this high profile campaign to heighten awareness of GBV	Hold 16 days of Activism campaign events annually attended by high profile people carrying key messages, eg Take Back the Night campaign; White Ribbon Launch.	Gender Unit in MOHA, Gender Consortium, GEMSWA etc	High profile campaign each year.	25 November-10 December		
	To incorporate GBV activism into existing campaigns that stretch across the year e.g International Women's Day, Human Rights Day, Child Protection Week, Day of the African Child; National Day	Gender Unit in MOHA, Gender Consortium, GEMSWA etc	GBV features on all major dates in the calendar.	Year long		
Create awareness on the	Campaigns on the link	GEMSWA,	One high profile	Sept – Dec	210,000	

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
link between GBV and HIV and AIDS	between GBV and HIV and AIDS.	(Identify HIV&AIDS organisations)	campaign held each year	2007 Ongoing		
Educate school going boys and girls on GBV	Design new and consolidate existing education materials on GBV appropriate for different age groups.	Min of Educ, Gender Unit in MOHA, SWATCYP.	Pupils who are educated in Gender Violence.	August 2007 – March 2009		
	Integration of education materials into school curriculum appropriate for different levels.	Min of Educ, Gender Unit in MOHA, SWATCYP,	Pupils who are educated in Gender Violence.	April 2009 – March 2010		
	Train educators/teachers on GBV	MOE	All teachers trained	Over the three years		
	Policies for dealing with GBV in schools	MOE	Comprehensive policy for GBV in schools	2008		
Integrate GBV into training of service providers	Design GBV curriculum for training of service providers.	SWAAGA, Save the Children, TASC, Gender Unit in MHOA, Min of Health, Min of Justice, service providers	Standardised curriculum for training service providers for GBV.	August 2007 – December 2008		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	Finalise designing of the police training module on GBV	SWAAGA, Save the Children,	Standardised curriculum for training police	By December 2007	X	
	Roll out of GBV training for service providers	SWAAGA, Save the Children, TASC, Gender Unit in MHOA, Min of Justice, service providers	All service providers trained in GBV			
Effective use of multi-media products to end gender violence	Develop and air radio programme with a focus on GBV	Gender Unit in MOHA, Gender Consortium	Radio programme focusing of GBV developed and aired - Women, men, boys and girls have increased awareness and better understanding of GBV	April 2007 – Dec 2007	X 91,000	
	Finalise and roll out of a women's programme which has a focus on GBV	SBIS 2, Gender Consortium	An increase in awareness on GBV and provide platform for engagement by communities	July 2007 – ongoing		X 200,000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	Develop a TV soap programme focusing on GBV	Gender Unit in MOHA, Gender Consortium, an identified Swazi TV channel	TV soap programme focusing of GBV developed and aired – increased public discourse on GBV	April 2007 – Dec 2007		X 33,000
	Host TV talk shows on GBV	Gender Unit in MOHA, Gender Consortium, an identified Swazi TV channel	Regular Television Talk Shows held and increased public discourse on gender violence	September 2007 – ongoing		
	Design messages on GBV for advertising in print media, billboards, public spaces, packaging	Gender Unit in MOHA, Gender Consortium, NGOs, CBOs, Business sector	Multi-media messages designed and placed in print media as well as distributed through various channels	April – Dec 2007		
To promote balance, fairness, sensitivity and compliance with ethical standards in media coverage.	Media monitoring, Engaging with media houses Quarterly meetings with the media to review progress.	MISA; GEMSWA	Direct engagement with all media houses on covering GBV; ongoing engagement.	July-Oct 2007		
	Development of Gender and HIV and AIDS	GL/MISA MAP	All media houses have Gender and	2006 - 2009	Covered	Covered

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	newsroom policies	project; SNAJ, Swaziland Editors Forum, MISA, GEMSWA, Media houses	HIV and AIDS policies by 2009			
To build capacity of reporters to report on GBV in a balanced and sensitive way.	Training workshops on covering GBV Rotating of journalists on the GBV beat	Media houses, UNISWA (dept of JMC), Business Mgt and Comm. Centre, SIMPA,	Media that fulfills their role in combating GBV	Ongoing		
Creating media literate consumers who can challenge the media	Conduct media literacy training especially among women (consumer activism)	Gender Links, GEMSWA, MISA- Swaziland,				
Media legislation; self regulation						
To measure whether attitudes are changing so as to target campaigns more effectively	Establish targets and indicators; conduct regular surveys	GEMSWA, Gender Consortium	An incremental positive shift in attitudes towards GBV	Begin January 2008; every five years		
Assess media	Conduct regular media	MISA	Before and during	November -		

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
performance on reporting GBV.	monitoring & comparative analysis	GEMSWA	every Sixteen Day campaign	December each year		
SOCIAL, CULTURAL, ECONOMIC AND POLITICAL						
To challenge the way that boys and girls are socialised	<ul style="list-style-type: none"> Mainstream gender in the “youth menu” and in the youth centres 	Swaziland National Youth Council (Ministry of Regional development)	Workshops on gender violence as part of the programmes	Ongoing		75 000
	<ul style="list-style-type: none"> Mainstream gender and its relationship to HIV and AIDS in youth organizations eg Boy Scouts, Girl Guides, Super Buddies (boys and girls under 15) and in their publication (Super Buddies) 	MRDYA; SNYC; youth organizations	Workshops to review curriculum and practice	Over the three years		150 000
To initiate dialogues on gender and culture	<ul style="list-style-type: none"> Workshops with <i>lutsango</i> (women); <i>libutho</i> (older men); <i>imbali</i> (young women); <i>tingaja</i> (young men) separately and together. IEC materials; arm bands 	Home Affairs (Sports and Culture division); Ministry of regional development	Annual <i>incwala</i> at national and regional level; Annual <i>marula</i> ceremony Events at 55 <i>tinkundla</i> as part of the decentralization process	Ongoing at strategic events throughout the year.		1 500 000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
To challenge gender stereotype in popular media, culture and music	<ul style="list-style-type: none"> Gender training for cultural workers, especially script and song writers 	SWIT; SWATCYPT; Swaziland Music association; Association of Swaziland Theatre Group; SNCC	Major national three day workshop bringing together 50 cultural workers	2007		80 000
	<ul style="list-style-type: none"> Support these groups in producing popular plays, songs, theatre that challenge stereotypes 	Ministry of Home affairs (Sports and Culture)	Regular productions	Ongoing		7 500 000
	<ul style="list-style-type: none"> Competition and awards for popular plays, songs, theatre that challenge gender stereotypes. 	Ditto	Annual awards that empower and sustain the sector (eg instruments)	Every year.		1 500 000
To engage with advertisers on messaging on gender violence	<ul style="list-style-type: none"> Monitor advertisements and send out alerts 	GEMSWA/ GL	Report on gender stereotypes in advertising	2007/2008		150 000
	<ul style="list-style-type: none"> Form an association of advertisers and engage on gender stereotypes in advertising. 	GEMSWA advertisers		2008		60 000
	<ul style="list-style-type: none"> Engage advertisers in campaigns against gender violence 	GEMSWA		Ongoing		In kind
	<ul style="list-style-type: none"> Award for gender aware 	SNAJ	Annual award			150 000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	advertising as part of media awards					
To promote the ending of gender violence through sport personalities and activities.	<ul style="list-style-type: none"> Engage the Premier League to brand the white ribbon 	Ministry of Home Affairs; National sports Council	Sixteen Days of Activism	Annual		In kind
	<ul style="list-style-type: none"> Include an award for sports personality or association that has proven to be gender aware. 	National Sports Council	Annual Sports awards	Annual		45 000
To engage with faith based organisations on ending gender violence	<ul style="list-style-type: none"> Gender sensitisation and awareness training with key functionaries, eg counselors 	Swaziland Conference of Churches; Swaziland Council of Churches; Swaziland League of Churches; Swaziland Independent League	National workshop	2007		240 000
	<ul style="list-style-type: none"> Follow up backstopping at regional level 	Ditto	Regional workshops	Annual		240 000
	<ul style="list-style-type: none"> Mainstream knowledge of gender violence in counseling training 	SCOT	Peer education workshops with GBV counselors eg	Ongoing		135 000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
			SWAGAA.			
	<ul style="list-style-type: none"> Monitoring and backstopping 	Gender consortium	All church counselors provide effective support on GBV	Ongoing		300 000
To engage with traditional structures and institutions on ending gender violence	<ul style="list-style-type: none"> Audit of good practice within traditional courts and systems that handle GBV 	UNISWA, WLSA		2008		150 000
	<ul style="list-style-type: none"> Gender dialogues with traditional authorities 	UNISWA, WLSA	360 chiefdoms	Over the three years		100 000
	<ul style="list-style-type: none"> "Peace begins at home" family of the year award 	Ministry of Regional Development Traditional structures	Annual award	Annual		
POLITICAL						
To involve public officials and royal family to be bearers of messages of condemning GBV in the media and public spaces throughout the year	<ul style="list-style-type: none"> Sensitisation of politicians/ portfolio committees to gender, and gender violence. Take advantage of elections. 	Gender unit; Vote for Women alliance (WLSA, CANGO)	Before elections	By August 2008 (before elections) and with new politicians		90 000
	<ul style="list-style-type: none"> Civic education to ensure that gender violence is put on the agenda especially during the election year. 	Electoral Office; CANGO Gender Consortium	Before elections	By August 2008		150 000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
	<ul style="list-style-type: none"> Profile champions of gender violence through public nominations. 					
To encourage local communities to develop models and good practice in ending gender violence	<ul style="list-style-type: none"> Gender sensitization for Councilors soon after elections, zone leaders, central committees 	AMICAL; Municipal; Ministry of Housing and Urban Development	All key local leaders trained	Soon after the October 2007		300 000
	<ul style="list-style-type: none"> Support to local councils in urban areas and tikundla in rural areas to develop local action plans for ending gender violence 	Ditto	All local structures have action plans	Over the three years		600 000
	<ul style="list-style-type: none"> Documenting and sharing good practices of fighting gender violence at local level. 	MISA/GEMS WA	Annual meeting	Every year after plans in place		400 000
ECONOMIC EMPOWERMENT						
To ensure economic empowerment of survivors of GBV	<ul style="list-style-type: none"> Priority for survivors of gender violence in job creation to get out of the dependency syndrome 	Ministry of Enterprise and Employment ; SME Unit; SWAGAA	All survivors of gender violence are economically empowered and skilled	Ongoing		1 500 000
To empower women economically as part of a long term strategy to pre-empt gender	<ul style="list-style-type: none"> Information Access to capital; seed funding 	Ministry of Enterprise and Employment	Rural women; women in the informal sector	Ongoing	Existing	Existing

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
violence, especially for the most vulnerable women.		through SME Unit; handicraft sector; Association of Swaziland Business Community				
INTEGRATED APPROACHES						
COORDINATING STRUCTURE						
To create an effective coordinating structure for the National Action Plan at National, Provincial and Local level	(Coordination versus implementation)			-		
	Ensure that partners are recognized to avoid turf wars			-		
	Ensuring that all stakeholders are involved eg medical doctors, Police Domestic Violence and Protection Unit			-		
	Programme as opposed to event based approaches			-		
To popularise the National Action Plan						
RESOURCE MOBILISATION						
To ensure that GBV is	Lobby the Planning and	Ministry of	Distinct budget	March 2008		30 000

OBJECTIVE	ACTION	WHO	TARGET	TIMEFRAME	BUDGET	
					Secured	Sought
costed and reflected in the national budget	Budgetary Committee	Finance and Economic Planning; Portfolio Committees	line for ending gender violence.			
MONITORING AND EVALUATION						
To put in place a mechanism to measure progress in ending gender violence	To put in place a monitoring and evaluation framework	Task team, Gender Unit,	Measurable indicators put in place	Ongoing		

ANNEX C: TASK TEAM

A task team was constituted to work on a budget for the action plan. See table 2 below:

Table 2: *Task team members*

Theme	Who
Legal and Criminal Justice	Sizakele Hlatshwayo/Mhlanga
Services	Nonhlanhla Dlamini – SWAGAA
Public Awareness	Ncane Maziya - GEMSWA
Social Cultural and Economic	Sifiso Ndlangamandla Bhekisisa Magongo
Coordination	Nonhlanhla Dlamini – Gender Unit (MOHA)
Budget Expert	Sakina Morris - UNDP