

# **THE REPUBLIC OF SOUTH SUDAN**



## **NATIONAL GENDER POLICY**

**MINISTRY OF GENDER, CHILD AND SOCIAL WELFARE 2012**

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## ACRONYMS AND ABBREVIATIONS

AHD	African Human Development Report
AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
CBO	Community-based Organization
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CGA	Comprehensive Gender Assessment
CPA	Comprehensive Peace Agreement
CSO	Civil Society Organization
DDR	Disarmament, Demobilization and Reintegration
DEVAW	Declaration on the Elimination of Violence against Women (UN)
FAO	Food Agricultural Organization
FBO	Faith Based Organization
GBV	Gender-based Violence
HIV	Human Immune-deficiency Virus
ICPD	International Conference for Population and Development
ICT	Information, Communication and Technology
IEC	International Engagement Conference
LRA	Lords' Resistance Army
MDG	Millennium Development Goals
MGCSW	Ministry of Gender, Child and Social Welfare
MFEP	Ministry of Finance and Economic Planning
MPA	Ministry of Parliamentary Affairs
MSME	Micro, Small and Medium Enterprises
NAPAD	New Partnership for African Develop
NGO	Non-Governmental Organizations
PHI	Primary Health Information
PWD	Persons with Disabilities
SGBV	Sexual and Gender-Based Violence
SPLA	South Sudan Peoples' Liberation Army
SPLM	South Sudan Peoples' Liberation Movement
SSDP	South Sudan Development Plan
SSNHIFP	South Sudan National Health Insurance Fund Policy
SSPC	South Sudan Peace Commission
SSRRC	South Sudan Relief and Rehabilitation Commission
SSWEN	South Sudan Women's Empowerment Network
TBA	Traditional Birth Attendants
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNSCR 1325	United Nations Security Council Resolution 1325
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VCT	Voluntary Counseling and Testing
WB	World Bank

## **ACKNOWLEDGMENT**

This National Gender Policy is a result of a review of the draft National Gender Policy Framework developed by the Ministry of Gender, Child and Social Welfare in 2007. This has included an intensive desk review of existing literature and a participatory process involving government line ministries at national and states level, national and states parliamentary committees, international and national organizations, private sector, development partners, donors, UN agencies, African Union and Community Based Organizations (CBOs) among others.

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## FOREWORD

**TO BE INSERTED**

## **EXECUTIVE SUMMARY**

The goal of achieving gender equality in South Sudan is anchored in the country's Transitional Constitution and guided by a vision of equality as an inalienable right for all women, men and children, and gender equality as a human right. Article 16 of the Transitional Constitution states:

- Women shall be accorded full and equal dignity of the person with men.
- Women shall have the right to equal pay for equal work and other related benefits with men.
- Women shall have the right to participate equally with men in public life.

The Bill of Rights provides further guarantees for equality and the preservation of human, economic, social and cultural rights. The South Sudan Development Plan (SSDP 2011-2013) recognizes gender equality and the empowerment of women as prerequisites for sustainable peace and development and this policy is, therefore, an integral part of the national goal of building a peaceful, inclusive and prosperous nation.

The Ministry of Gender, Child and Social Welfare, as the national machinery mandated to achieve gender equality and social justice, started the process of developing the National Gender Policy as far back as 2006. The ministry adopted a consultative and inclusive approach to ensure that the policy is a true reflection of the issues, concerns and suggested solutions from all sectors of society. Extensive country-wide stakeholder consultations began in 2007, at national level and within the three greater regions of South Sudan. A draft Gender Policy was passed by the Council of Ministers in 2007 and tabled in the then Southern Sudan Legislative Assembly (SSLA) in 2008, where it was approved with amendments. Momentum for the review and amendment of the policy was slowed as all focus at the time was turned to the momentous events of the 2010 elections, the referendum, and independence in July 2011.

In order to update and align the policy with the vision of an independent South Sudan, in 2012, further consultations were carried out, including targeted interviews with key stakeholders in all areas of the public and private sectors, parliamentary committees at national and States level, development partners, including UN agencies, bilateral and multilateral agencies, and regional organizations such as the African Union (AU) and the Inter-Governmental Authority on Development (IGAD). Consultations were also extended to civil society including national and international NGOs and CSOs, among others. A one-day national stakeholders' consultation meeting was held with a cross-section of the above-mentioned actors in order to reaffirm key prevailing gender issues and policy priorities.

The vision of the South Sudan National Gender Policy is that of a country that is free from all forms of discrimination and violence, where women, men and children enjoy their human rights on the basis of equality and non-discrimination in all spheres of national life. It is underpinned by the commitment of the Government of South Sudan to uphold and protect the rights and dignity of all the people. Its achievement will be measured by the attainment of a rights-based legal and policy framework, equality before the law and access to justice for all without any discrimination based on gender, disability, age, religion, ethnicity, or any other social construct.

The guiding principles for this gender policy reflect national commitments as enshrined in the Transitional Constitution and the Bill of Rights. They are also based on the principles of international and regional Treaties including the United Nations Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPFA) and regional instruments including the Protocol to the African charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol). It reaffirms the principle of women's rights as human rights and the recognition gender-based discrimination as a serious impediment to development. This policy emphasizes an integrated approach for addressing the challenges faced by the women and men of South Sudan, thereby avoiding piecemeal impact and results.

This policy is in six sections. The first part provides a historical context and introduces the policy vision, mission, goal, objectives and guiding principles. Part two outlines the gender equality situation in South Sudan, highlighting achievements and the main challenges. Challenges highlighted through the consultation process include an entrenched patriarchal social system resulting in unbalanced power relations and unequal opportunities for participation in political, social and economic development between men and women. Gender gaps have also been identified in the justice, security and peace building sectors. High levels of sexual and gender-based violence (SGBV) and maternal and child mortality continue to pose a serious health and development challenge and need to be addressed through targeted interventions. Extremely high levels of illiteracy among women and limited opportunities for education and skills training, combined with traditional barriers to women's access to productive assets severely limit women's economic empowerment and affect the overall food security situation in the country.

The rationale for having a strong national gender policy, therefore, is to provide clear policy guidelines for addressing the above challenges and strategic orientation for the national gender machinery to efficiently and effectively implement, monitor and report on realization of gender equality commitments in all spheres of national life. As a new nation that is still putting in place and refining democratic governance structures and systems, this National Gender Policy provides South Sudan with the opportunity to entrench gender equality principles into all its elected and public institutions, as well as the private sector and civil society. Further commitment will be demonstrated by accelerating the signing, ratifying and implementation of international and regional instruments that promote gender equality and ensuring that laws enacted in all sectors are gender-sensitive and that justice is accessible to all. Special consideration for the needs of children, people with disabilities, vulnerable people and the elderly will be mainstreamed in all legislative and policy frameworks and programs

Part three details objectives and proposed strategies for addressing concerns in eight priority focus areas, as identified by the women and men of South Sudan during the several consultation processes:

1. Gender equality and democratic governance
2. Gender, education and capacity development
3. Gender equality and health
4. Gender and food security
5. Gender and women's economic empowerment
6. Gender-based Violence

7. Gender, peace and security
8. Gender environment and natural resources management

Part four summarizes the institutional arrangements and strategies for mobilizing resources to implement the National Gender Policy. Monitoring and evaluation guidelines are in Part five, while Part six provides a glossary of terms and concepts. The objectives and strategies suggested in the eight focus areas are by no means prescriptive; they are only broad outlines of priority areas identified by the stakeholders. Relevant sectors will continually redefine and refine them in accordance with prevailing circumstances and opportunities. The National Gender Policy is a living document and the gender machinery will ensure regular review of the policy based on agreed performance indicators as shall be outlined in the Action Plans.

## PART ONE

### 1.0 INTRODUCTION

1. The Republic of South Sudan attained independence on 9 July 2011, after close to 50 years of conflict, war and social disruption. It is a nation born out of the struggle and aspiration for a democratic society that promotes respect for the rights and dignity of all citizens, without discrimination based on race, religion, gender, disability or any other social classification. South Sudan, therefore, recognizes the universality of human rights, especially the right to equality for women, men and children. This commitment to gender equality is enshrined in national legal and regulatory instruments, including the Transitional Constitution of South Sudan (2011) and the Bill of Rights.

2. This National Gender Policy (NGP) is, therefore, an integral part of the country's national goal of building a peaceful, inclusive and prosperous nation. It demonstrates the government's commitment to addressing gender equality and women's empowerment issues at all levels, with a view to the eventual elimination of all forms of discrimination. It provides an overall context for mainstreaming gender equality in all national development processes and a framework on which national and sector policies and programs will be based to address existing inequalities and remedy historical imbalances. It is intended to guide and direct planning and implementation of gender equality interventions, and to define new standards for identification of priorities, mobilization and allocation of resources, in order to ensure equality in access to national goods and services.

### 1.1 HISTORICAL CONTEXT

3. South Sudan's two civil wars (1955-1972 and 1983-2005) left the country devastated, with decimated infrastructure, a large section of the population displaced, either internally or as refugees in neighboring countries and beyond. This resulted in serious poverty and underdevelopment across all sectors. As in many other post-conflict situations, women and children have borne the brunt of these effects of war. During the struggle, with a large number of men killed or absent for long periods, women stepped in to fill roles that had traditionally been reserved for men. They became the backbone of communities, taking care of homes and families, the sick and the wounded, as well as managing agricultural and food production. The critical role women played in the struggle was not limited to keeping the social fabric intact. Many women played key roles in the war, whether as combatants or providing the soldiers with vital logistical support.

4. These increased responsibilities and the critical role women played in the struggle, however, have not significantly reversed the entrenched legacy of patriarchy. This was recognized by the national hero, Dr. John Garang de Mabior in his statement ...” *women are the marginalized of the marginalized...*”<sup>1</sup>With the attainment of peace at the signing of the Comprehensive Peace Agreement (CPA), the majority of women, especially in the rural areas, returned to their

socially-designated roles and unequal power relations that exclude them from leadership and decision-making.

5. Recognition of the important role played by women goes as far back as the Chukudum Convention<sup>2</sup> at which a department for women and child welfare was created within the Southern Sudan Liberation Movement (SPLM). It was reaffirmed by the Joint Assessment Mission (JAM, 2004)<sup>3</sup> which recognized the need for progress towards gender equality and whose recommendations were later captured in the CPA, including the 25% Affirmative Action clause. The Interim Constitution reinforced the recognition of equal rights of women and men with special provisions for women, which were incorporated in the Transitional Constitution (2011).

6. The Ministry of Gender, Child and Social Welfare (formerly Ministry of Gender, Social Welfare and Religious Affairs) was created in 2006, with the mandate to promote the achievement of gender equality and to coordinate the national gender machinery, in collaboration with Ministries of Gender and Social Development at State level. This NGP is intended to consolidate these achievements by providing guidelines and strategies for a more structured approach to achieving gender equality and the empowerment of women as a key to sustainable development.

## **1.2. VISION**

7. The vision of the National Gender Policy for South Sudan is of a country that is just and free from all forms of discrimination and violence where women, men and children enjoy their human rights on the basis of equality and non-discrimination in all spheres of national life.

## **1.3 MISSION**

8. The mission of this policy is to achieve gender equality and non-discrimination at all levels of society and across sectors for the achievement of peace and sustainable development in South Sudan.

## **1.4 GOAL**

9. The ultimate goal of this policy is to make gender equality an integral part of all laws, policies, programs and activities of all government institutions, the private sector and civil society so as to achieve equality in the cultural, social, political and economic spheres in South Sudan.

## **1.5 OBJECTIVES**

10. The overall objective of this national gender policy is to serve as a framework and provide guidelines for mainstreaming principles of gender equality and the empowerment of women in the national development process.

Specific objectives are to:

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<sup>2</sup> Chukudum Convention.

<sup>3</sup> JAM comprised experts from the North and South of Sudan and was intended to assess rehabilitation and recovery needs over the interim period based on progression towards the Millennium Development Goals.

1. Provide an institutional framework and guidelines for gender mainstreaming in all policies and programs of public and private sectors in South Sudan.
2. Strengthen capacities of national gender machinery and all stakeholders for results oriented and effective gender mainstreaming across all sectors.
3. Promote respect for human rights and access to justice by all people of South Sudan and the integration of principles of international and regional treaties and agreements that support gender equality in national legislative, judicial and administrative processes.
4. Adopt gender mainstreaming, gender budgeting, research and sex- desegregated data, as core values and practices in social transformation, organizational cultures and in the general polity in South Sudan.
5. Promote equal and effective involvement and participation of all citizens in social, economic and political affairs of the country.
6. Enhance understanding and awareness of the centrality of gender equality in development in order to foster positive change in attitudes and perceptions.
7. Promote gender-responsive food security policy and legal framework, and undertake specific targeted initiatives to address gender-based structural causes of vulnerability to food insecurity.
8. Promote equal access and opportunities for girls and boys, women and men, at all levels of education.
9. Mainstream gender in the provision of and access to health services for all.
10. Institute policy and legal framework for women's economic empowerment and enhance their capacity to participate effectively in the economic sector.
11. Promote effective policy and legal framework for the elimination of SGBV and institutionalize appropriate response and protection mechanisms.
12. Mainstream gender equality in all security and peace processes including negotiations, mediation and community based peace building.
13. Formulate a gender sensitive and responsive regulatory framework for environmental and natural resource management.

## **1.6 GUIDING PRINCIPLES**

11. While acknowledging the positive components of traditional cultural values, the Government of South Sudan will put in place the necessary legal and policy mechanisms to address and eliminate negative cultural beliefs and practices that perpetuate gender-based discrimination and violence. The National Gender Policy provides a framework to support this effort based on the following principles:

1. The National Gender Policy upholds the government's commitment to the principles of equality as a human right and the promotion of a society free from all forms of discrimination and injustice, as enshrined in the Transitional Constitution and other legal instruments.
2. This policy is anchored on a rights-based approach to the formulation, planning and implementation of laws, policies and programs for the realization of gender equality.
3. Gender-based discrimination is a serious impediment to development and needs to be eliminated through appropriate individual and collective strategies.
4. Women and men, girls and boys are equal before the law and have equal rights to full and effective participation and benefits from the development process.

5. Political will and commitment to foster gender equality are prerequisites for economic growth and prosperity.
6. Traditional, cultural and religious practices are subject to human rights and will be examined so as to eliminate those that perpetuate gender-based discrimination and violence.
7. Gender analysis and gender-responsive budgeting will be made an integral part of all policies, laws, programs and project formulation, to design interventions which respond equitably to the differential needs of women and men of South Sudan.
8. Attention will be paid to the special needs of persons with disabilities, marginalized and vulnerable groups, including the elderly.
9. Public, private and civil society sector/ institutions are required to mainstream gender equality principles in all their work.
10. Coherence, collaboration and coordination among all stakeholders are critical for effective implementation of this policy.
11. In order to reduce duplication of effort and maximize benefits, development assistance will be harmonized, coordinated and aligned with the national development vision, in accordance with the Paris Declaration on Aid Effectiveness (2005).

## **1.8 RATIONALE FOR THE NATIONAL GENDER POLICY**

12. Promoting gender equality has been recognized as an essential strategy and a prerequisite for achieving sustainable development in global instruments such as the United Nations Convention on the Elimination of all forms of Discrimination against women (CEDAW), the Beijing Platform for Action (BPFA 1995), the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol 2005). Challenges and approaches to achieving gender equality in South Sudan have been outlined in a number of recent studies, including the Comprehensive Country Gender Assessment (CGA, 2012), draft report of assessment of the status on the implementation of UNSCR 1325 (2012), and a study on Gender-Based Violence (GBV) and protection concerns in South Sudan (2011). These studies and others reveal that South Sudan is a "highly unequal society" and that this seriously undermines the national goal of building a free, equitable and prosperous nation.

13. Lessons learned from other post-conflict and developing countries such as Liberia, Rwanda, South Africa and Uganda, in Africa, and Belize in Latin America, provide some best practices that South Sudan can learn from. They include: adoption of a rights-based approach<sup>4</sup> to gender equality and empowerment of women anchored in the law; participatory development and deliberate implementation of comprehensive and decentralized gender programs and strategies; allocation of budget lines for implementation of the gender equality strategies; and innovative institutional mechanisms for coordinating and monitoring implementation and progress.

14. The South Sudan National Gender Policy, therefore, aims to provide clear policy guidelines and strategic orientation for mainstreaming gender in national development and replicating some

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<sup>4</sup> RBA focuses on how human beings enjoy, or are deprived of their basic rights and freedoms. Emphasis is on the systematic denial and violation of human rights, which often underlie poverty and conflict. RBA questions accessibility and enjoyment of rights by women and men in all aspects of societal development.

of the above-mentioned best practices and others, towards the achievement of gender equality. It provides benchmarks for addressing the identified priority needs of women, men, girls, boys and vulnerable groups, as well as strategies for responding to their concerns. It is intended to influence all national, state, local government, private sector and civil society processes and structures in order to hasten positive change and maximize the benefits of development for women, men and children.

## **1.9 METHODOLOGY FOR THE DEVELOPMENT OF THE NGP**

15. The development of the NGP for South Sudan was deliberately inclusive and consultative. It began in 2006, with extensive country-wide stakeholder consultations, involving one-on-one interviews with key actors in the government, among development partners, civil society and the private sector. Focus group discussions and stakeholder consultative workshops were also held in the three Greater Regions of Southern Sudan: Greater Upper Nile, Greater Bahr el Ghazal and Greater Equatoria. A draft Gender Policy was adopted by the Council of Ministers in 2008 and tabled in the then Southern Sudan Legislative Assembly (SSLA) in 2008 where it was approved with amendments. In the interim, the SSLA was dissolved in preparation for the 2010 elections, the referendum, independence and the formation the Government of South Sudan in July 2011.

16. In order to update and align the policy with the vision of an independent South Sudan, further consultations were carried out in 2012 with a cross-section of stakeholders, including targeted interviews with key actors in the public and private sector, national and State parliamentary committees, political parties, and development partners including UN agencies, bilateral and multilateral agencies and international non-governmental organizations (INGO). Consultations were also carried out with regional organizations such as the African Union (AU), the Intergovernmental Authority on Development (IGAD) and political parties. A one-day national stakeholders' consultation meeting was held with national and State level line ministries and other government agencies, local government, the private sector, and civil society including the media, NGOs and CBOs. This process reaffirmed the country's commitment to gender equality as a human right and made it possible to identify key prevailing gender issues and policy priorities. This version of the NGP reflects the 2008 suggested amendments.

## **PART 2**

### **2.0 STATUS OF GENDER EQUALITY AND THE SITUATION OF WOMEN IN SOUTH SUDAN**

#### **2.1 ACHIEVEMENTS**

17. South Sudan was admitted as the 193<sup>rd</sup> member state of the United Nations by the General Assembly on 13 July 2011. It is also a member of the AU and IGAD. The country signed the Geneva Convention binding it to uphold international humanitarian law. Although, as a new nation, South Sudan has not yet ratified CEDAW and other important conventions that support gender equality, the principal tenets of these instruments are reflected in national legal instruments

18. Commitment to gender equality and the empowerment of women are enshrined in provisions of the Transitional Constitution and Bill of Rights which provide guarantees for equality and equity between women and men and a 25% Affirmative Action for women in all spheres as temporary positive measure to redress past imbalances. A number of legislations enacted, including the Child Act (2008) and some sector policies further demonstrate the desire to redress past inequalities and violations of the rights of women, children, people with disabilities and other vulnerable groups. Political will to further gender equality was demonstrated by the establishment of the Ministry of Gender, Child and Social Welfare (MGCSW) in 2006 (formerly Ministry of Gender, Social welfare and Religious Affairs) and the Office of the Adviser to the President on Gender and Human Rights, with the mandate to promote gender equality and to monitor progress in its implementation in all sectors of national life.. South Sudan's first post-independence development plan (SSDP 2011-2013) recognizes the central role of gender equality in development and includes it among the nine cross-cutting issues which all sectors are required to mainstream in all policies, plans and programs.

19. Considerable progress has been achieved in the area of political participation. Women of South Sudan contributed significantly to the struggle and peace processes, making their voices heard to ensure that gender equality and the specific concerns of women, children and disadvantaged groups were taken into account and making specific recommendations and demands at such fora as the Oslo Conventions and during the Machakos peace process. They played a key role in the 2010 elections and the referendum that brought independence to South Sudan, outnumbering men as voters in both processes. Women's representation in the legislature

is currently 29 %, and they hold 27% of positions in Cabinet. Women of South Sudan continue to make their voices heard. During the International Engagement Conference on South Sudan in Washington D.C. in 2011, women's representative presented 37 recommendations on gender equality, based on six priority issues including accountability, transparency, democratic governance, human capital development, social services delivery and ensuring women's benefits from the petroleum revenue and other investments in South Sudan.

## **2.2 CHALLENGES**

20. In spite of the achievements mentioned above, considerable challenges remain. This section highlights some of those that the government needs to address if its commitment to gender equality and the empowerment of women is to be achieved. The issues are inter-related and reinforce each other and call for integrated and holistic responses. Issues of security and justice are closely related to SGBV, which in turn has direct impact on the health and livelihood status of women, men and children. All three have serious adverse effects on women's social and economic status, including education, employment, income and representation in decision-making.

### **Patriarchy**

21. In spite of the demonstrated political will and constitutional guarantees, attitudes to gender equality and the rights of women are still predominantly steeped in a patriarchal social system which entrenches gender-based discrimination and exposes women and vulnerable groups to marginalization, violation of rights and violence. As in many parts of the world, this patriarchal system means that men dominate all spheres of life and are accorded most productive assets, powers and authority. The negative effects of this marginalization of over 50% of the country's population are manifested across all the sectors and heavily impinge on development.

### **Barriers in governance and political participation**

22. Notwithstanding progress in this sector, South Sudan still experiences unbalanced power relations and opportunities between women and men. While enshrining the 25% affirmative action in the Transitional Constitution is commendable and has brought about women's increased political participation and reasonable representation in the National Legislative Assembly, disparities are still evident in State Assemblies, except Lakes and Northern Bahr El Ghazal, with 50% and 56%, respectively. Disparities exist in the Executive, the Judiciary and in local government structures, as shown in Tables 1 and 2. Capacity for gender mainstreaming is still inadequate, with insufficient knowledge and skills in gender analysis, gender-responsive budgeting and gender-disaggregated data collection and management. Mechanisms for monitoring and evaluating the implementation of commitments are also weak and uncoordinated. A further challenge is the persisting lack of awareness and appreciation of the role of gender equality in development and a tendency to equate gender equality with women's affairs, even among decision makers.

23. Problems also persist in the legal and justice sectors, some of it due to the dual legal system. Among many challenges to equity in access to justice is that most issues that affect women, especially in the rural areas, tend to be relegated to the customary courts, which are dominated

by deeply entrenched patriarchal beliefs and practices. There is an urgent need to streamline and harmonize the legal systems and judicial practices and ensure more efficient application of existing laws. It is also important to improve capacity in the justice and law enforcement sectors to ensure that existing laws are correctly enforced and that people's rights are protected without discrimination. Support mechanisms for disadvantaged women and other groups, such as **legal aid**, need to be put in place, as well as mechanisms to train and strengthen the capacity of informal justice providers such as community paralegals and village mediators, as short-term interim measure to increase access to justice.

*Table 1. Representation in governance institutions by sex*

	Female	Male	Total	% Female	% Male
National Legislative Assembly	95	237	332	29	71
Council of States	5	45	50	10	90
Speaker	0	1	1	0	100
Deputy Speaker	1	1	2	50	50
Ministers	5	24	29	17	83
Deputy Minister	10	17	27	37	63
Head of Commissions	2	18	20	10	90
Deputy Heads of Commissions	4	16	20	20	80
Presidential Advisers	1	6	7	14	86
Undersecretaries	4	28	32	12	88

*Source: Ministry of Parliamentary Affairs (2011)*

*Table 2. Composition of South Sudan State Assemblies by sex*

	Female	Male	Total	% Female	% Male
Central Equatoria	9	14	23	39.1	60.9
Eastern Equatoria	5	14	19	26.3	73.7
Jonglei	8	20	28	28.6	71.4
Lakes	7	7	14	50	50
Northern Bahr El Ghazal	14	11	25	56	44
Unity	4	8	12	33.3	66.6
Upper Nile	7	13	20	35	65
Warrap	8	12	20	40	60
Western Equatoria	1	5	6	16	84
Bahr El Ghazal	4	9	13	30.8	69.2

*Source: Ministry of Parliamentary Affairs (2011)*

## **Gender, Security and Peace Building**

24. South Sudan still has to grapple with the after-effects of close to 50 years of war and conflict. Unresolved issues with neighboring Republic of Sudan and continuing internal conflicts in Sudan cause instability in the border areas, including an influx of refugees.. Inter-communal violence caused by such practices as cattle raiding and other clashes such as land has been made deadlier by the proliferation of small arms, aggravated by post-conflict challenges in ensuring law and order and controlling crime. These lead to security and social welfare problems including large numbers of internally displaced persons (IDP) and all have specific gender related dimensions such as increased incidences of rape, abduction of women and children, hunger and malnutrition, disease and deprivation of human dignity to which women and children tend to be the victims. Gender equality interventions must take into consideration not only the gendered effects of insecurity, but also the critical role women can play in conflict prevention and peace building, at national and community levels. This includes looking critically at the role of women in Disarmament, Demobilization and Reintegration (DDR) processes, mediation and peace building initiatives.

25. The security sector has demonstrated willingness and gender-responsiveness and taken a number of initiatives to train and raise gender awareness among the forces. However, this commitment must be extended to increased recruitment, retention and promotion of women in the security and law enforcement sectors, including the South Sudan People's Liberation Army (SPLA), the South Sudan Police Service (SSPS) and the correctional services. The national gender machinery must hasten the development of a national action plans for the implementation of UNSCR 1325 and 1820, and other international and regional instruments on women, peace and security and signing and ratification of other treaties and agreements such as the Rome Statute of the International Criminal Court (ICC 2002) that recognizes rape and other sexual offences as crimes against humanity. There is also an urgent need to address the effects of post-conflict trauma among the ex-combatants which is believed to have led to extremely high levels of alcoholism among males which is a major cause of the high incidences of SGBV and premature death among men.

### **Sexual and Gender Based Violence and Harmful Traditional Practices**

26. Both phases of the civil war in South Sudan were characterized by widespread forms of SGBV including rape as a weapon of war, abduction, forced sexual favors, and new risks and forms of violence against women (VAW). In post-war South Sudan, extremely high rates of GBV remain a serious health and development challenge. Protection and response mechanisms and structures are insufficient and weak. Prevalent forms of SGBV include domestic violence and wife battery, abduction of women and children during cattle raids, rape and sexual assault, wife inheritance, forced and child marriages and girl child compensation. Women and girls' vulnerability to SGBV is reinforced by other harmful traditional practices such as very high bride wealth that is believed to be behind the cattle raids and forced and child marriages.

27. Structural causes of GBV and lack of justice are also manifested in denial of inheritance rights and ownership of productive assets, lack of voice and decision making in family and community matters, denial of the right of choice to found a family (choice to get married) which persist especially in rural settings, in spite of the positive provisions in the Constitution and Bill of Rights. There is a serious challenge of under-reporting as many victims do not even realize that they are being subjected to the crime. Lack of awareness and inadequate response and lack

of psycho-social support mechanisms and other protection and medical facilities mean that many victims do not seek protection or redress, even where it is available. The Standard Operating Procedures (SOP) for the prevention and response to GBV which were rolled out in 2008 are not fully utilized because of attitudes that stigmatize the victims instead of perpetrators. Although human trafficking and other forms of sexual exploitation and abuse (SEA) are not explicitly apparent in South Sudan at the moment, the risk is very high, as a result of the influx of people from all over the world and the rapidly growing urban populations amid post-conflict poverty and vulnerability of some segments of the population.

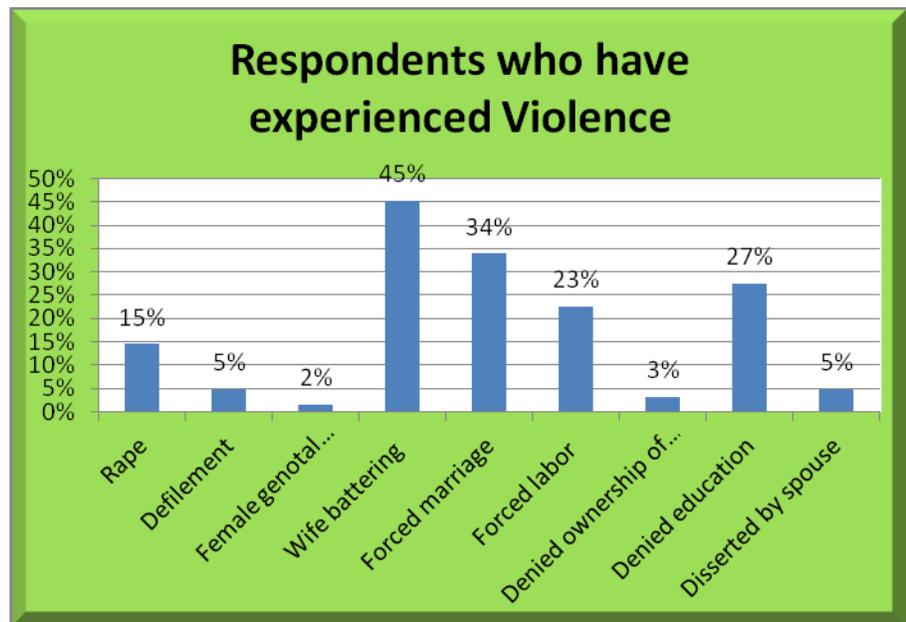


Table 3

The incidence of Gender based violence in South Sudan stands at 41% that is out of every 10 people, 4 were reported to have experienced gender-based violence in the past 1 year. 29% of respondents in the GBV Assessment conducted in 5 states of SS in 2009<sup>5</sup> reported to have

<sup>5</sup> Gender Based Violence And Violence Against Women: Report On Incidence And Prevalence In Southern

witnessed cases of gender based violence. A relatively high proportion of the respondents in the survey 70% reported to have known someone who experienced GBV (29%) or experienced themselves (41%) one form of gender based violence in the past one year. More females (44%) reported to have experienced gender-based violence compared to males (36%) The most prevalent form of gender based violence is physical violence 47%, followed by psychological violence 44%, economic violence 30% and least prevalent being sexual violence 13%.

Most of the forms of gender-based violence occur at the household level, mainly within the family unit. Contrary to widespread belief that rape or sexual violence is something committed by strangers, this study revealed that sexual violence is perpetrated by husbands (17%) or distant relative (15%).

In general reporting of gender-based violence is low in Southern Sudan; there is a silence around the issue, particularly with regard to sexual violence with 52% respondents opting not to report. Psychological violence is the most reported at 31% followed by physical at 29%. Over 70% of reports are made to the family members and community elders. Those who reported made the reports to different categories of family members e.g. mother, father or other relatives. The police is the only institution besides the family where incidences of gender based violence are significantly reported at 37%. 18% of the respondents attributed inequality between women and men through cultural beliefs and practices as well as inadequate laws to protect women rights as another reason why gender based violence occurs.

## **Gender and Health**

28. In South Sudan, the right to health is guaranteed in the Transitional Constitution (Article 31). Through the National Health Policy, the government is addressing pressing health issues such as providing adequate ante-natal care and immunization services. In spite of these efforts, however, the health indicators remain poor as a result of the long period of deliberate under-development. Child mortality rate is one of the highest in the world at 150/1000; under-five mortality rate is at 250/1000, meaning that out of every four children born, one is likely to die before reaching the age of five. Maternal mortality ratio is at 2054 per 100 000 live births and is considered to be the highest in sub-Saharan Africa<sup>6</sup>. Women, who mainly live in the rural areas, lack information and access to family planning, antenatal and medically-assisted delivery services. Contraceptive use is as low as 4.7% and family planning and child spacing are not considered important and in some places are not acceptable. As a result, women conceive frequently and breast-feed their babies for short periods, adversely affecting the health of both mothers and children. Health care facilities are few and inadequately equipped and there is a shortage of specialized mother and child health workers, including nurses and midwives.

29. Lack of information and awareness limit women's access to and use of safe motherhood and child health services, such as antenatal care, medical practitioner-assisted delivery, post-natal

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Sudan 2009.

<sup>6</sup> Southern Sudan health sector development plan (2011), as quoted in the CGA

care and immunization services. This is aggravated by the long distances to health facilities, poor roads and transport facilities and related costs which are beyond the means of the majority of the women. As a result the high maternal mortality rates have been attributed to preventable causes such as widespread malaria, malnutrition, severe bleeding and obstructed labor caused by early age at first birth as a result of child marriages. Major causes of infant and under-five mortality also include the known preventable childhood killer diseases, in addition to malaria, pneumonia, diarrhea and malnutrition.

30. Although HIV&AIDS prevalence is considered to be still relatively low in South Sudan, there is a high risk of an increase with the growing urbanization, influx of returnees from all over the world and many foreign national coming in and out of the country. Customary practices such as polygamy and wife inheritance, low social and economic status and cultural attitudes put women at greater risk of HIV&AIDS as many are unable to negotiate for safe sex and others are exposed to sexual exploitation and abuse. There is an urgent need to intensify awareness raising and training on reproductive health and HIV&AIDS, voluntary counseling and testing (VCT), especially for women, adolescent and youth.

### **Gender Issues In Food Security**

31. All pillars of food security (availability, access, utilization and sustainability) have been affected by decades of conflict and insecurity. South Sudan is, therefore, among African countries considered most at risk of food insecurity (African Human Development Report (AHD 2012)). While women play a key role in food production and preparation, they and the children are among the first victims in times of food shortage and hunger and often suffer from malnutrition. The Government of South Sudan is to be commended for developing a number of mitigating policy frameworks in the food security related sectors, including agriculture, water, health, transport and trade. These policies, however, need to be more gender-aware and take into consideration the differential contribution and impact on men and women. There is also an urgent need to develop deliberate policies and interventions that recognize and reward women's multiple roles and unpaid labor in this sector and enable them to have better access to productive inputs, markets and food security in a sustainable manner. This requires investing more in education, capacity and skills building in improved agricultural production methods and better access to extension services and inputs for more sustainable production. Equally important will be to diversifying and extending women's role beyond the subsistence production to other sectors, including agro-business, food preservation, value addition, storage and marketing.

### **Gender and Economic Empowerment**

32. According to the National Bureau of Statistics (2010) 51% of the population of South Sudan live below the poverty line and women make up 51.6% of the poor and the SSDP (2011-2013) acknowledges the high prevalence of female households which make up a big number of rural and urban poor. While South Sudan's reconstruction and development vision prioritizes the development of the private sector, women's involvement in the sector is very limited. Currently, most women's involvement in the economy is in the informal sector, which is under-developed and uncoordinated, and in subsistence agriculture. The main limiting factors for women's growth in this sector revolve around the very high levels of illiteracy, lack of access to productive assets including land, finance, credit facilities, agricultural inputs and extension services, and low business skills and management capacity, resulting from historical marginalization. Even the

Land Act (2009) did not adequately address issues of land rights for women, in spite of the constitutional provision. However, there are potential opportunities in small and medium agribusinesses, agro-processing and cottage industries. An effort must be made also to increase women and youth's involvement in non-traditional and mainstream economic sectors.

33. Among key opportunities will be the revival and strengthening of commercial agricultural production and cooperatives, paying particular attention to opportunities for women and youth as participants throughout the value chain (CGA, 2012). Economic laws and policies both in the public and private sectors need to take into consideration the differential needs of women and men, especially in mobilization and allocation of resources and development of skills and capacity in business and entrepreneurship, supported by intensive functional literacy programs. Economic empowerment of women in South Sudan also calls for targeted interventions to improved access to productive resources, including land, credit, improved technologies, extension services and inputs, as well as skills training and rural organization.

34. Gender-based gaps in the economic sector are also reinforced by cultural practices and stereotypes that accord different capacities, roles and division of labor to women and men. While women assumed new responsibilities as heads of families as a result of the prolonged absence of males during the war, as soon as peace was attained, the majority reverted to traditional reproductive, household and community care chores. If South Sudan is to achieve the economic and social development it aspires to, gender roles and division of labor will need to be effectively factored into national planning and programming. Women's unpaid labor burden should also be reduced through the introduction of appropriate technologies and better and more accessible water and energy facilities to reduce their household labor burden and free them to participate in more productive sectors. Recent studies on urbanization in South Sudan have shown that, as young men are increasingly finding it difficult to find means of livelihoods in urban areas, the burden of earning a living is increasingly falling on the women. Training and skills building for employment, especially among young women, will therefore be critical for improving family livelihoods and growing the economy.

### **Gender, education and capacity development**

35. Education has been shown to be the cornerstone for sustainable socio-economic development. It is emphasized in the Millennium Development Goals (MDGs) and Dakar and Beijing Platforms for Action as a key to empowerment of women and men and enhancing every individual's life chances and opportunities. It has also been shown that educating women brings about improved quality of life for whole communities, including increased school enrolment and completion, health and nutrition and ability benefit from development interventions. At this point in South Sudan's development and as a result of different factors, the education sector is characterized by a pattern of gender inequality, particularly in relation to girls and to children with disability. This has resulted in glaring gaps in all education-related indices including literacy levels, enrolment and completion rates, all with implications for development. As a result of disparities in access to education and other barriers, women have much lower average income, less employment opportunities and are more exposed to poverty, poor health and insecurity.

36. Although the Transitional Constitution and Child Act (2008) guarantee free and compulsory education for all children up to the age of 12, supplementary costs and unfriendly school

environment, such as the dearth of female teachers, distance to school and sexual harassment, still limit both enrollment and retention, especially for girls. There is a big gender gap in favor of males in overall enrollment and retention in primary school, at 54.5% for girls compared to 81.4% for boys in 2010<sup>7</sup>. In addition, girls drop out of school because of early marriages and others are kept out of school to supplement household labor or for fear of sexual harassment. In higher education the gap gets even more pronounced, with very limited number of women taking professional disciplines such as medicine, environmental and agricultural sciences. A further result of the imbalances in the education sector is the extremely high rates of illiteracy among women in South Sudan reported to be over 90%<sup>8</sup>. This is an alarming situation in view of the demonstrated impact on communities as a major limiting factor to the achievement of the goals of equality, development and peace. Women of South Sudan have, therefore, called for an emergency national literacy campaign, paying particular attention to women<sup>9</sup>.

**Table 4: Primary School Enrolment by State and Gender (%) 2008-2010.**

State	2008		2009		2010	
	Male	Female	Male	Female	Male	Female
Central Equatoria	56	44	54	46	54	46
Eastern Equatoria	62	38	60	40	60	40
Western Equatoria	56	44	56	44	56	44
Jonglei	64	36	62	38	61	39
Unity	66	34	67	33	66	34
Upper Nile	60	40	59	41	58	42
Lakes	68	32	69	31	69	31
Warrap	70	30	71	29	71	29
Northern Bahr El Ghazal	59	41	62	38	67	33
Western Bahr El Ghazal	67	33	68	32	61	39
<b>Total</b>	<b>63</b>	<b>37</b>	<b>63</b>	<b>37</b>	<b>63</b>	<b>37</b>

Source: Education Statistics for Southern Sudan, 2008, 2009, 2010

**Table 5 Secondary School Enrolment by State and Gender (%) 2008-2010.**

State	2008		2009		2010	
	Male	Female	Male	Female	Male	Female

<sup>7</sup> Education Sector strategy ( 2011)

<sup>8</sup> CGA (2012)

<sup>9</sup> Women's recommendation to the International Engagement Conference for South Sudan, Washington D.C. 2011

<b>CENTRAL EQUATORIA</b>	56	44	65	35	62	38
<b>EASTERN EQUATORIA</b>	61	39	75	25	73	27
<b>WESTERN EQUATORIA</b>	56	44	72	28	73	27
<b>JONGLEI</b>	64	36	74	26	86	14
<b>UNITY</b>	66	34	91	9	83	17
<b>UPPER NILE</b>	60	40	70	30	65	35
<b>LAKES</b>	68	32	94	6	90	10
<b>WARRAP</b>	69	31	90	10	91	9
<b>NORTHERN BAHR EL GHAZAL</b>	67	33	91	9	94	6
<b>WESTERN BAHR EL GHAZAL</b>	59	41	77	23	70	30
<b>Total</b>	<b>63</b>	<b>37</b>	<b>73</b>	<b>27</b>	<b>71</b>	<b>29</b>

Source: Education Statistics for Southern Sudan, 2008, 2009, 2010

**Table 6: Higher Institutions Enrolment by Gender (%) 2009-2010**

Year	University		Teacher Training Institute		Technical & Vocational Education	
	Males	Female	Male	Female	Male	Female
2008	75	25	87	13	76	24
2009	78	22	76	24	73	27
2010	82	18	80	20	73	27

Source: Education Statistics for Southern Sudan, 2008, 2009, 2010

**Table 7: Primary school drop-out rate state, gender and class (%), 2009-2010**

State	Gender	P1	P2	P3	P4	P5	P6	P7
Central Equatoria	Male	31.8	13	9.7	18.9	30.4	27.7	58.8
	Female	31.3	9.9	8.9	21.8	29.7	30.8	53.6

East Equatoria	Male	30.5	16.6	17.2	24.1	33.7	32	50.7
	Female	28.8	22.5	13.4	23.5	35.8	39.2	51.5
Western Equatoria	Male	28.5	12.9	19.9	18.4	21.3	32.8	43.8
	Female	31	16.2	25.1	23.9	33.9	31.2	33.1
Jonglei	Male	25	12.4	20.2	35.4	37.2	42.6	54.8
	Female	23.8	11.5	22.5	29.3	38.7	52.6	48.6
Unity	Male	26.7	17.5	15.8	33.8	52	56.2	38.9
	Female	20.1	19.1	17.3	33.2	50	48.7	62.6
Upper Nile	Male	29.6	21.1	31.4	48.7	35.1	3.5	-14.3
	Female	19.9	20.6	32.1	40.6	31.2	15.8	14.2
Lakes	Male	24.1	11.3	16.9	25.9	30.2	33.8	26.1
	Female	30.4	19.2	17.5	30.7	35.2	38.7	42.8
Warrap	Male	26	10.3	17.1	23.5	35.2	28.7	41.9
	Female	28	12	26.9	31.9	37.4	40.1	70.9
Western BG	Male	11.2	1.7	2.3	10.6	7.9	-1.1	-13.8
	Female	4.4	7.9	-1.8	2.5	-9.9	-3.7	-22.2
Northern BG	Male	36.1	19.2	20.2	39.5	36	26.2	17.5
	Female	35.5	18.2	23.5	46.3	37.1	30.9	39.3
Total average	Male	27.8	14.6	19	31.7	34.3	29	31.4
	Female	26.1	15.9	20.9	30.4	33.7	32.1	38.2

Source: Education Statistics for Southern Sudan, 2010

**Table 8: Secondary school drop-out rate state, gender and class (%), 2009-2010**

State	S1		S2		S3	
	Male	Female	Male	Female	Male	Female
Central Equatoria	22.7	13.4	10.3	7.1	63.9	62.1

East Equatoria	32.3	19.8	33.5	16.5	62.9	55.6
Western Equatoria	27.3	25.8	22.8	39.8	71.4	70.4
Jonglei	72.9	90.4	85.3	92.9	88.9	96.4
Unity	71.4	63.6	51.5	13.2	95.4	95
Upper Nile	21.6	15.1	-8.2	-21.1	66.4	82.2
Lakes	8	-66.7	26.4	-29.2	-8.8	47.6
Warrap	38.5	48.6	67.6	75.7	81.8	0
Western BG	55.9	6.3	6.1	-8	96.2	83.1
Northern BG	-20.3	48.1	-4.6	69.2	100	100
<b>Total average</b>	<b>30.6</b>	<b>18.6</b>	<b>22.7</b>	<b>10.6</b>	<b>71.1</b>	<b>68.9</b>

**Table 9 Primary Completion Rate By Gender In 2009-2010**

Gender	Completion rate (%)		Performance in PLE[1] (%)	
	2009	2010	2009	2010
Male	15	13.7	-	59
Female	9	6.2	-	23
Total	12	10.3		

**Table 10: Baseline data 2011**

Average Enrolment /Numbers			
Baseline 2011 EMIS	GER%(gross enrollment rate)	NER(Net enrollment rate) %	NIR(Net Intake Rate) %

<b>Primary</b>	63.51		42.91		13.82	
	Girls	Boys	Girls	Boys	Girls	Boys
	52.45	73.33	37.13	48.05	12.01	15.45
<b>Secondary</b>	5.91		2.36		1.17	
	Girls	Boys	Girls	Boys	Girls	Boys
	3.84	7.69	1.94	2.73	0.92	1.39
<b>Baseline 2011 EMIS</b>	<b>Absolute numbers<sup>10</sup></b>					
<b>ECD</b>	<b>47,266</b>					
	Girls			Boys		
	22,782			24,484		
<b>AES including adult literacy</b>	<b>164,850</b>					
	Female			Male		
	69,134			95,716		
<b>Higher Education total (including Universities, TVET and TTIs)</b>	<b>6,856</b>					
	Female			Male		
	1379			5477		
<b>TVET</b>	<b>5,459</b>					
	Female			Male		
	2,060			3,399		

Source: GoSS, EMIS, National Statistical Booklet 2011

Results in the tables above indicate that the completion rate for primary education is very low, for instance, 12% and 10.3% for both girls and boys combined in 2009 and 2010, respectively. The completion rate for girls is much lower compared to that of boys indicating likely failure to achieve MDG 2 of having all children, boys and girls able to complete a full course of primary schooling by 2015 by South Sudan.

In terms of performance in primary schooling, a similar trend is also observed. In 2010, only 23% of the girls passed PLE compared to 59% of the boys that passed PLE. The lower performance of girls in PLE not only dictates the total number of girls that are able to enroll into secondary education and higher education but also limits women's

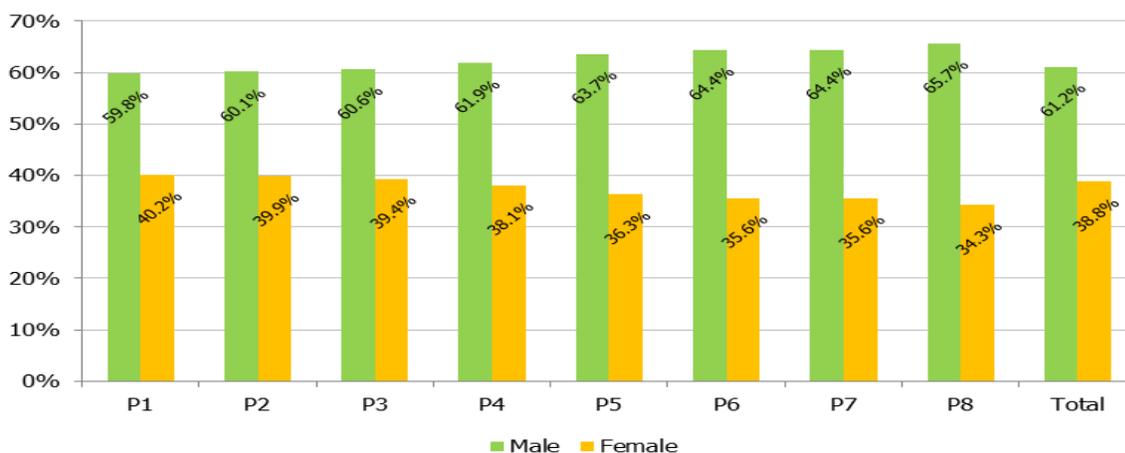
<sup>10</sup> Age cohort data not available - % baseline to be established

development potential and opportunities such as access to employment, health and participation in decision-making.

Based on EMIS data, the gender-based disparities concerning the primary enrollment rates in primary schools and the teaching workforce are acute all over South Sudan. Only 522,000 of 1.4 million children enrolled in primary levels are girls. For this number of girls in the primary system, there are 3,286 female teachers, or 12.7% of the total number of primary teachers. The numbers in secondary schools are even worse. Of a total of 34,487 secondary pupils, only 9,989 or almost 29% are female. In the secondary system, there are only 243 female teachers, forming 10.2% of the national total of secondary teachers. According to the National Statistical Booklets from 2008 to 2010, there was no appreciable change from either 2008 or 2009. This absence of any increase underlines the consistent lack of available women qualified to teach. More globally, it shows the absence of specific political measures to reinforce the representation of females in the public services.

See **Graph 1** below for an illustration of gender disparities in enrolment at primary level. These disparities are often further widened at state level.

**Graph 2.1: Gender disparities in primary school pupil enrolment, 2011**



Source: GoSS, EMIS, National Statistical Booklet 2011

Even fewer girls, 29 percent on average, remain at secondary level. Most states have a poor gender parity index (GPI) of 0.4 - 0.5 in primary school enrollment, the rare exception being Juba county (the national capital), with a GPI of 0.9.

Studies have shown that girls will stay in school after puberty if there are sanitary facilities and other social support services. However, cultural barriers and other influences are still reasons many girls leave the formal education system. As of 2010 75.6 % of secondary schools had access to latrines. Nevertheless the greatest differences in reasons for leaving school are not caused by only gender issues, but in the disparities between urban and rural families.

37. These factors have impacted on women's competitiveness in the labour market and their ability to hold public office. This gender policy, therefore, seeks to provide broad policy guidelines to address these imbalances and create equal opportunities for women, men and children, in education and skills development.

### **2.3. LEGAL CONTEXT OF THE NATIONAL GENDER POLICY**

38. The Transitional Constitution of South Sudan provides several important equality guarantees and protection mechanisms against gender-based discrimination. They include equality before the law, equality between men and women and affirmative action and quotas for women's political representation at all levels of government, so as to redress historical imbalances. The provisions that are specific to women are outlined in Article 16:

- Women shall be accorded full and equal dignity of the person with men.
- Women shall have the right to equal pay for equal work and other related benefits with men.
- Women shall have the right to participate equally with men in public life.

39. A number of articles within the Bill of Rights provide for equality and the preservation of human, economic, social and cultural rights including the right to life, to found a family (Article 15), right to personal liberty (Article 12), equality under the law (Article 14), rights of the child (Article 17), rights to education (Article 29), rights to public health care (Article 31), rights to ethnic and cultural communities (Article 33) and rights to own property (Article 28). Article 9 states that the Bill of Rights is a covenant among the people of South Sudan and between them and their government and a commitment to respect and promote human rights and fundamental freedoms enshrined in this Constitution; it is the cornerstone of social justice, equality and democracy. It further states that all rights and freedoms enshrined in international human rights treaties, covenants and instruments ratified or acceded to by the Republic of South Sudan shall be an integral part of this Bill.

40. As a member of the United Nations and the African Union, South Sudan is committed to sign and ratify major regional and global treaties and agreements. CEDAW, the Declaration on the Elimination of Violence against Women (DEVAW) and the Protocol on the Rights of Women in Africa are among the important international human rights and regional Instruments which, when ratified and implemented, will go a long way in promoting gender equality in South Sudan.

41. CEDAW enjoins all state parties to ensure that all cultural and traditional prejudices against women and which lower their status are eliminated from their societies at all levels. It also states that discrimination against women should be eliminated from all institutions whether public or private and from all educational materials such as text books. The Maputo Protocol goes further and to provide explicit reference to the elimination of harmful traditional and customary practices that particularly affect women in Africa.

42. The South Sudan NGP is also informed by the provisions of the Universal Declaration on Human Rights (1948), BPFA (1995), the UN Convention on the Rights of the Child (UNCRC, 1989), UNSCR 1325 (2000) and 1820 (2008), the New Partnership for African Development (NEPAD 2005) and the MGDs, 2000). The NGP, therefore, provides guidelines and strategies

for accelerating the process of signing, ratifying and domesticating these critical instruments for the achievement of gender equality and social justice.

## **PART THREE**

### **3.0 PRIORITY AREAS OF FOCUS**

43. In line with the guiding principles and objectives, a number of priority areas have been identified as critical for redressing gender inequality and promoting the empowerment of women in South Sudan. This NGP provides a basis for different sectors to support and strengthen these principles. It is, indeed, a tool for harmonization of interventions and collaboration between all stakeholders, from government institutions, the private sector and civil society. The suggested interventions are based on priorities identified by stakeholders throughout the consultation process and highlighted in national policy and planning documents and provisions of national, regional and international instruments. This NGP will provide South Sudan with an opportunity to entrench gender equality principles into all its elected and public institutions, as well as the private sector and civil society.

44.. The focus areas, objectives and strategic actions detailed in this section are not exhaustive. They are only indicative of broad issues identified by the women and men of South Sudan as requiring urgent attention in order to move the gender equality agenda forward. The NGP is a living document and sectors will continually redefine and refine them in accordance with national priorities, circumstances and opportunities. Special consideration for the needs of children, people with disabilities, vulnerable people and the elderly will be mainstreamed in all legal and policy frameworks.

The focus areas identified are the following:

1. Gender equality and democratic governance
2. Education and capacity development
3. Gender and health
4. Gender and food security
5. Gender and women's economic empowerment
6. Sexual and gender-based violence
7. Gender, peace and security
8. Gender, environment and natural resource management.

### **3.1 Gender Equality and Democratic Governance**

45. As a new nation, South Sudan is still putting in place and refining democratic governance structures and systems. This is a good opportunity to entrench gender equality principles into all its elected and public institutions, as well as the private sector and civil society. This will require a strong and effective institutional framework to mainstreaming gender equality in all legislation, policies and programs. It will require targeted and practical programs, as well as a strong and well-resourced gender machinery with clear terms of reference. The Government will further demonstrate its commitment by accelerating the process of signing, ratifying and domesticating international and regional instruments. Greater effort will be invested in ensuring that laws enacted in all sectors are gender-sensitive and ensuring that existing laws are applied and enforced more effectively and that justice is accessible and affordable to all.

**Objective 1. Provide institutional framework and guidelines for mainstreaming gender in all policies and programs of public and private sectors, and civil society institutions.**

#### *Strategies*

1. Develop a national Strategic Plan and guidelines for the implementation of the NGP.
2. Allocate adequate resources for gender mainstreaming in all sectors of the public and private sectors and put in place mechanisms for engendering resource mobilization and allocation processes.
3. Establish and operationalize the national Gender Management System with a fully functional MoGCSW (national gender machinery) to strengthen the coordination of gender mainstreaming by 2015.
4. Institutionalize gender analysis and Gender-responsive Budgeting (GRB) in all policies programs and planning processes.
5. Facilitate and coordinate the development of Gender Action Plans across the sectors.
6. Establish Gender Units at Directorate level in all line ministries at national and States level, within commissions and in the legislature and judiciary, with clear terms of reference and equip them with adequate human and technical capacity to influence decisions, design programs and monitor implementation of the NGP.

**Objective 2. Strengthen the capacity of the national gender machinery and its partners and all stakeholders for result-oriented and effective gender mainstreaming across all sectors.**

#### *Strategies*

1. Develop and implement a Comprehensive Capacity Building Plan in gender analysis, gender mainstreaming, GRB, for the gender machinery, policy-makers and planners at all levels, as well as the private sector and civil society.
2. Strengthen the capacity of the Ministry of Gender, Child and Social Welfare at various levels to carry out the new mandate of policy oversight and coordinating function for gender equality programming and monitoring by 2013.
3. Build capacity for gender-disaggregated data collection and management in all sectors for more informed and gender-responsive development planning and programming.
4. Promote gender-responsive research and documentation of best practices in all sectors.

5. Build capacity of civil society to monitor and hold government accountable for the implementation of gender equality commitments.
6. Conduct regular gender analysis of the national budget and at sector level to identify and inform on the gaps towards achieving a participatory and gender-responsive budgeting system for South Sudan.
7. Set up the GMS and strengthen all coordination mechanisms at State and county levels (outlined in the GMS) to ensure effective coordination and harmonization of all gender equality programs in conformity with national laws and policies.
8. Review and reform existing structures including financial management systems, procurement systems to promote more effective implementation NGP.
9. Build effective partnerships with development partners, Private sector, and international and national Civil Society Organizations for promoting gender equality principles and practices and ensuring that all partnerships with national and international organizations are based on commitment to gender equality principles by 2014.

### **Objective 3. Promote respect for human rights and access to justice for all**

#### ***Strategies***

1. Accelerate ratification and domestication of international and regional instruments that promote gender equality such as CEDAW and the Africa Protocol on the Rights of Women in Africa, among others.
2. Put in place gender-responsive legal framework and effective mechanisms to protect human rights of women, men and children, in line with constitutional, regional and international human rights principles and social justice.
3. Analyze existing legislation, to identify and eliminate all discriminatory provisions and gaps.
4. Harmonize statutory and customary law to eliminate contradictions that lead to injustice, and practices that foster violence and discrimination.
5. Institute legal safeguards against the violation of human rights of women, children, persons with disabilities, marginalized people, the elderly, and other vulnerable groups.
6. Establish and strengthen informal justice mechanisms and train providers such as community paralegals and village mediators for easier and affordable access to justice for vulnerable groups.
7. Design interventions to increase awareness on human rights and women's rights including the simplification and dissemination of laws that protect women's rights to the population.
8. Develop a Comprehensive Gender Training Program for the security, legal and judicial sectors to increase access to justice and enhance rule of law.
9. Coordinate advocacy activities towards the ratification of the Convention on the Rights of Persons with Disabilities 2008 and other conventions relevant to the rights of PWDs and other vulnerable persons.

#### **Objective 4. Promote equal and effective involvement and participation of all citizens in social and political affairs of the nation.**

##### ***Strategies***

1. Apply Affirmative Action across all sectors and with specific targets, as **temporary positive measures** to redress past imbalances and increase women's representation at all levels of governance, in the public and private sectors.
2. Ensure equitable representation and participation of women, men and youth in constitution making, and in electoral and other democratic processes.
3. Enact gender-responsive legislation and regulations to guide political and electoral processes, including internal democracy within political parties.
4. Build capacity and leadership skills, through training and mentoring, to enable women to take up leadership and decision-making positions at national, states and local government levels.
5. Build capacity for the legislature and civil society to monitor and hold government accountable for the implementation of gender equality commitments.
6. Undertake intensive campaigns to create awareness on the centrality of gender equality as a prerequisite for achieving sustainable development.
7. Conduct research into customary and traditional beliefs and practices with a view to identifying positive elements and addressing those that inhibit women's effective participation in leadership and decision-making.
8. Engage with traditional, religious and other community opinion leaders in the promotion of gender equality and the elimination of practices that reinforce inequalities and discrimination against women.
9. Identify and engage high level gender champions in all spheres of national development.
10. Ensure gender-responsive recruitment, retention and promotion in public service, especially in the law enforcement, judicial and local government sectors.

#### **3.2. GENDER, EDUCATION AND CAPACITY DEVELOPMENT**

46. Education has been shown to be the cornerstone of sustainable socio-economic development and is emphasized in the Dakar and Beijing Platforms for Action as a key to empowerment of women and men. Experience has shown that educating women brings about improved quality of life for whole communities, including improved food security, health and nutrition and enables families to better benefit from development interventions. As a result of decades of insecurity and under-development, huge disparities exist in access to education and in capacity to fully participate in national life between women and men, boys and girls. Proposed areas of focus for correcting these gaps include urgently addressing the low levels of literacy and numeracy, especially among women, intensifying vocational and skills training and improving accessibility of education facilities and school environment to increase enrolment, retention and completion rates within the formal and non-formal education systems.

#### **Objective 1. To promote equal access and opportunities for girls and boys, women and men, at all levels of education**

##### ***Strategies***

1. Develop an Action Plan and establish structures and mechanisms for the implementation of the Child Act (2008).

2. Support research and the development of policies and legislation to eliminate negative traditional and other practices which undermine girls' education, such as child marriages.
3. Intensify the campaign for girl-child education as a strategy for redressing discrimination created by attitudes, customs and traditions.
4. Incorporate human rights, gender equality, reproductive health and rights and life skills as mandatory courses in the national education curriculum at all levels.
5. Increase financial allocation for interventions to increase retention rates for girls and boys, such as providing separate sanitation facilities in schools, as well as sanitary wear for adolescent girls.
6. Sensitize communities, on the rights and benefits of education for all children, especially those with disabilities and special needs.
7. Collaborate with the Ministry of Education to undertake emergency national functional literacy programme<sup>11</sup> with the target of reducing illiteracy among women by at least 60% by 2030.
8. Institute affirmative action interventions in vocational and technical training programs to reduce imbalances and increase women's skills and employment opportunities.
9. Incorporate gender equality and human rights in literacy programs to sensitize communities on the negative effects of gender-based discrimination.

### **3.3 GENDER AND HEALTH**

47. This policy addresses health issues such as the need to eliminate harmful traditional practices that impact on women and men's health and the need to redress gender-based inequalities in access to and utilization of primary and secondary health services. The strategies are proposed in the light of the prevailing situation where studies indicate that the health status of South Sudanese women and men is poor, characterized by high child and maternal mortality ratios, inaccessible and/or inadequate health facilities, shortage of qualified and specialized health workers, and lack of information on the prevention of communicable and non-communicable diseases<sup>12</sup> including HIV&AIDS. Limited knowledge and information about sexual and reproductive health has been shown to impacts negatively on the health status, particularly for the youth and adolescents.

#### **Objective 1: Mainstream gender in provision of and access to health services for all**

##### *Strategies*

1. Review all health-related legislation, policies and programs to integrate and mainstream gender equality.
2. Put in place mechanisms to eliminate inequality between men and women in access to health services, their affordability and utilization.
3. Allocate adequate and sustained resource and budgetary allocation to key health areas such as maternal and child health.
4. Prioritize gender responsive capacity building programs, especially training and retraining of health personnel including midwives, nurses and community health workers so as to reduce the high maternal and infant mortality rates and other gender-related health problems.

<sup>11</sup> As recommended by South Sudanese women at the International Engagement Conference (IEC).

<sup>12</sup> Comprehensive Country Gender Assessment 2012. Ministry of Gender, Child and Social Welfare.

5. Provide equal access to information on sexual and reproductive health for women and men, in particular on birth control and healthy child spacing with special attention to adolescent boys and girls to reduce negative effects of frequent and teenage pregnancies on the health of mothers and children.
6. Mainstream gender in programs to improve awareness of Voluntary Counseling and Testing (VCT) facilities for women, men, the youth and People living with HIV and AIDS (PLWHA), with special attention to pregnant women, so as to reduce mother-to-child transmission.

## **Objective 2: Promote equity in affordability and utilization of health services**

### ***Strategies***

1. Put in place mechanisms for ensuring sustainable resource allocation for cost-effective, life-saving maternal and child health interventions such as immunization, anti-malarial interventions, water and sanitation, training of Traditional Birth Attendants (TBAs), midwives and mother and child workers and adequately equipping them with appropriate tools, starting at Payam level.
2. Prioritize resource allocation for improving access to free antenatal and postnatal care, medically-assisted delivery and sensitization campaigns for pregnant and lactating women to utilize the facilities, as a strategy for reducing the high maternal mortality in South Sudan.
3. Establish mechanisms for generating gender-disaggregated health related data in order to design appropriate interventions addressing the health needs of women and men.

## **3.4 GENDER AND FOOD SECURITY**

48. As stated in the first Millennium Development Goal (MDG 1) “to Eradicate Extreme Poverty and Hunger”, achieving food security is an important indicator of development. Although women are the main producers of food, women and children are the most vulnerable to food insecurity because of traditional gender roles and limited access and control of productive resources. The following strategies seek to address gender issues within the four pillars of food security: availability, access, utilization and sustainability.

### **Objective 1: To promote women-specific projects as a means of addressing women and children’s vulnerability to food insecurity.**

#### ***Strategies***

1. Ensure gender mainstreaming throughout the food production sector, including value addition, packaging and marketing.
2. Provide targeted investment to support women farmers as the main producers of food.
3. Promote the organization of women farmers into groups and cooperatives as a way of establishing mechanisms for better access to agricultural inputs, implements, credit and extension services.
4. Establish and provide appropriate financial resources and technical services for rural women in the agricultural and food production sectors, such as training in improved farming practices, food storage and preservation, value addition and marketing .
5. Invest in research on laborsaving technologies and formulate policies to reduce women and girls’ unpaid household workload.

6. Invest in extensive capacity building programs for women in non-traditional areas including agro-business, management and other areas along the value chain.

## **Objective 2. To put in place gender-responsive food security policy and legal framework**

### ***Strategies***

1. Conduct research into gender dimensions of food security and the food production sector including agriculture, livestock, fisheries, water, transport and trade.
2. Institutionalize mechanisms to address key barriers that reduce rural women's ability to produce and preserve sufficient food.
3. Facilitate adequate resource allocation for small-scale agriculture and better access to water, energy, transport and markets.

## **3.5 GENDER AND WOMEN'S ECONOMIC EMPOWERMENT**

49. The South Sudan Centre for Census Statistics and Evaluation (SSCSE, 2009) estimates that about 50.6% of the population falls below the poverty line and that women form about 51.6% of the poor. Since the signing of the CPA, the Government has been implementing liberalized macro-economic strategies to jumpstart the economy, but reports indicate that gender-specific needs have not been sufficiently taken into account and women's lack of opportunities for economic growth remains a challenge. The main gender equality issues are centered on inequalities in access to economic and productive assets, disparities in skills and capacity and traditional and customary practices that assign women and men different gender roles which hinder women's full participation in development. This policy recommends the adoption of gender-responsive macro-economic policies and undertaking specific and targeted interventions for women's economic empowerment so as to redressing the prevailing situation.

## **Objective 1. To promote appropriate policy, legal framework and mechanisms for women's economic empowerment.**

### ***Strategies***

1. Mainstream gender analysis and GRB in all macro-economic policies and related legislation to ensure women and men benefit equitably from the economy.
2. Gradually diversify the country's revenue base beyond the petroleum sector to sectors where the majority of the people, especially women, derive their livelihood such as agriculture.
3. Quantify and incorporate women's unpaid and caring labor in micro and macro-economic policies and plans.
4. Increase resources for capacity building and skills development in business, entrepreneurship and the agricultural sector, with particular emphasis on rural women farmers, and urban youth and women in SMEs.
5. Prioritize rural infrastructure to increase access to markets for rural farmers.
6. Ensure women's equitable participation and benefit from the petroleum industry.
7. Mainstream gender in the development of Micro, Small and Medium Enterprises (MSME), with particular attention to women and youth entrepreneurs.

## **Objective 2. To create an enabling business environment and enhance women's capacity to participate effectively in the economic sector**

### ***Strategies***

1. Formulate gender-responsive policies to accelerate business and entrepreneurial growth and ensure equitable employment opportunities and benefits.
2. Establish a Women's Bank<sup>13</sup> and a Women's Empowerment Trust Fund and strengthen other financial services such as Village Savings and Loan Associations/schemes (VSLAs) with a view to eliminating gender inequalities in access to capital, credit and other financial services.
3. Intensify skills training, business coaching and advisory services for women entrepreneurs, including functional literacy and training in business and financial management.
4. Invest in research in non-traditional economic activities so as to diversify sources of income for rural and urban women.
5. Support the formation of women business and entrepreneurs' organizations, including cooperatives, and provide them with institutional and human capacity building support.
6. Undertake targeted interventions to increase women's professional skills in business and entrepreneurship.

### **3.6 SEXUAL AND GENDER- BASED VIOLENCE**

50. Sexual and Gender-Based Violence (SGBV) is a major health and human rights challenge in South Sudan and a major impediment to development. It is exacerbated by traditional and customary practices and attitudes that stigmatize the victims instead of the perpetrators. A recent study in South Sudan indicates that the incidence of GBV in the study area stood at 41%; that is, out of every 10 people 4 were reported to have experienced GBV in that one year. Services for survivors are scarce and not appropriately implemented. The post-war reconstruction period provides a timely opportunity to incorporate international and regional treaties to national legislation to eradicate SGBV. The core principle of this policy is that of no tolerance to SGBV and its causes.

#### **Objective 1. To promote a robust policy and legal framework towards the elimination of SGBV**

##### *Strategies*

1. Review and amend discriminatory laws that perpetrate SGBV and enact and enforce new laws with deterrent sanctions to criminalize all forms of SGBV including domestic violence, rape, human trafficking, sexual harassment, exploitation and abuse, among others.
2. Ratify and implement the Rome Statute that recognizes Rape as a crime against humanity and the Protocol to the African Charter on the Rights of Women in Africa (2005) that protects the right to dignity of women.
3. Conduct research into mechanisms for addressing customary and traditional beliefs and practices that perpetuate GBV, such as child and forced marriages, wife inheritance, extremely high bride wealth and others that deny women and girls their human rights..
4. Establish safeguards to ensure that all other forms of GBV are recognized as crimes that cannot be regularized through customary law.
5. Enact a Family Code to regulate issues such as divorce and inheritance.

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<sup>13</sup> Among the major South Sudan women's recommendations to the International Engagement Conference for South Sudan ( Washington D.C. December 2011)

## **Objective 2. To institutionalize appropriate response and protection mechanisms against SGBV**

### ***Strategies***

1. Implement Standard Operating Procedures (SOPs) and institutionalize an integrated system of services such as “Safe Centers”, Special Protection Units (SPUs), Police “hotlines”, legal aid, assistance by social workers, protection, free medical, clinical and psychosocial care for survivors of SGBV and people at risk, throughout South Sudan.
2. Develop and implement a national Action Plan on SGBV and create a national GBV Committee to spearhead the design, implementation and evaluation of programs towards the elimination of SGBV.
3. Enhance the capacity of law enforcement institutions and health care providers including the referral system to effectively respond to survivors of SGBV.
4. Incorporate SGBV and human rights modules in the training curricula of the law enforcement and security sectors, tertiary institutions and the judiciary.
5. Recognize and engage male anti-VAW champions in programs designed to end SGBV.

## **3.7 GENDER, PEACE AND SECURITY**

51. As a country emerging out of conflict, South Sudan is still grappling with the task of consolidating peace and security throughout the country. Different security concerns have specific gender dimensions that call for targeted, well thought-out and sustainable solutions. Good opportunities for managing this post-conflict security situation in a gender-responsive manner exist in the government commitment and the considerable good will and support from various actors and development partners. A well thought-out reconstruction mechanisms and a positive constitutional and political framework will also go a long way to support the initiatives. Following are some possible strategies for achieving and sustaining inclusive peace and security in South Sudan.

## **Objective 1. To mainstream gender equality in all peace and security processes, including peace building and negotiations**

### ***Strategies***

1. Mobilize political will at the highest level to ensure gender equality in peace and security are prioritized for financial support.
2. Ratify and domesticate international and regional human rights instruments related to peace and security including the Rome Statute and the Protocol to the African Charter on the Rights of Women in Africa, among others.
3. Develop a National Action Plan for the implementation of UNSCR1325.
4. Implement gender-responsive DDR programs that protect women’s right to dignity at all levels.
5. Include gender and peace studies in the curriculum at all levels of the education system and institutionalize conflict resolution and peace building training in public, private and civil society sectors.
6. Undertake gender analysis of practices that reinforce risk of conflict and undermine peace, including cattle rustling and abduction of women and children.
7. Engage community, traditional and religious leaders in dialogue on gender equality and peace building.

8. Establish a permanent **Women's Peace Forum** to enhance women's leadership in community based reconciliation and peace building.

### **3.8. GENDER, ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT**

52. South Sudan is among countries in the region that are susceptible to environmental disasters including prolonged droughts and floods. Women play a critical role in providing food, water, fuel wood and subsistence farming among other vital services and are the most affected by environmental degradation and hazards. Their needs and concerns must, therefore, be an integral part of the process of formulating environment and resource management policies and programs. The following strategies can help to ensure that environmental protection, conservation and management systems are gender-responsive and able to meet the needs of present and future generations.

#### **Objective1. To mainstream gender equality in the formulation and implementation of regulatory framework for environmental and Natural Resource Management**

##### *Strategies*

1. Provide women education opportunities and information on environmental and natural resources management in order to take up leadership roles in the sector.
2. Invest in research and training of women in the development, production and utilization of energy-saving and environment –friendly cooking methods and materials.
3. Make gender analysis obligatory in environmental impact assessments for investment and development projects and programs, including large-scale agriculture, dam building, and within the petroleum industry.
4. Collaborate with the private sector, including the petroleum industry, to meet their corporate social responsibility by supporting women-led environment protection and rehabilitation activities.
5. Develop and implement gender-responsive and sustainable environment protection and conservation policies and programs and regulations.
6. Conduct research on effects of environment change related to nat. resource management on women and families
7. Gender dimensions of mismanagement and over-use of natural resources on women and links to conflict management and peace building.

### **3.9. APPROACHES FOR IMPLEMENTATION OF THE NATIONAL GENDER**

#### **POLICY**

53. The following approaches will ensure increased participation and benefits for women and men in all spheres of life in the country.

1. Continuous institutional capacity building for the gender machineries and all stakeholders in the public, private sector and civil society.
2. Invoking the 'basic rights'<sup>14</sup> approach to gender equality and empowerment of women to ensure that government interventions address all challenges facing the women, men and children of South Sudan in an integrated manner and to avoid piecemeal impact.

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<sup>14</sup> Examples of basic rights are rights to health, education, food, shelter, security, information etc.

3. Engaging and involving men in addressing gender issues at all levels of society.
4. Engaging and involving community opinion leaders, including traditional leaders and religious leaders in all gender equality interventions.
5. Affirmative Action – as a short term measure to address existing gender imbalances;
6. An integral gender mainstreaming approach which accounts for the impact of policies, programs, budgets and laws on women and men in all spheres of society.

## **PART FOUR**

### **4.0 INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION OF THE NATIONAL GENDER POLICY**

54. The Government of South Sudan recognizes the centrality of gender equality in sustainable development and has included it among the nine cross-cutting issues in SSDP (2011-2013) which all government departments and agencies are required to mainstream in all legislation, policies and programs. The Ministry of Gender, Child and Social Welfare (formerly Ministry of Gender, Social Welfare and Religious Affairs) was set up as the lead institution for the National Gender Machinery, supported by the position of Presidential Adviser on Gender and Human Rights. The achievement of the national vision of gender equality will depend on the concerted efforts, collaboration and coherence of purpose among all the stakeholders in the public and private sectors and civil society. Successful implementation of this NGP will be determined by the clarity of roles and responsibilities of all the key players among the stakeholders mentioned above. This section provides an overview of the national gender machinery, the key players and their respective roles and responsibilities in the implementation of the policy.

#### **4.1. OVERVIEW OF THE NATIONAL GENDER MACHINERY**

55. The BPFA calls on all governments to “create a national machinery” at the highest level for the promotion of gender equality and the advancement of women. It calls on governments to give the machinery clearly defined mandate and authority, to provide it with adequate resources and the ability and competence to influence policy and the formulation and review of legislation. A national gender machinery is, therefore, a set of coordinated structures engaged in the promotion of gender equality. It is an important system which oversees the diverse interests of women and men in all spheres of national life: political, civil, social, economic and cultural. Its main function is to monitor and to ensure that gender equality principles are mainstreamed in all legislation, policies, programmes and projects.

56. The implementation of the NGP will be coordinated by the Republic of South Sudan through the MGCSW as the lead institution of the gender machinery with the mandate “to promote gender equality, social justice, and safeguard the rights and welfare of women, children, persons with disability and other vulnerable groups.”<sup>15</sup> The MGCSW has the responsibility of coordinating a “gender management system” bringing together all the stakeholders, so as to ensure a coherent and coordinated approach to managing and implementing the NGP. All the Ministry’s five Directorates have a role in the coordination and implementation of this gender management system:

- Directorate of Gender
- Directorate of Planning
- Directorate of Administration and Finance
- Directorate of Child Welfare, and
- Directorate of Social Welfare.

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<sup>15</sup> This mandate is derived from the Transitional Constitution (2011), Articles 138 and 139, Presidential decrees of 26 June 2006 and 29 July 2009.

Their roles in the implementation of the NGP are in line with the core functions of the ministry to:

- Develop policies and programs for the promotion of gender equality, child and social welfare.
- Mainstreaming gender equality, and disability into national development.
- Ensure the welfare and respect of the rights of persons with disabilities and socially vulnerable groups.
- Manage programs and institutions for children and social welfare.

57. For efficient implementation of the NGP, it will be the responsibility of all stakeholders in the public and private sectors, civil society and development partners, to play their part and demonstrate commitment to the achievement of the goal of gender equality. Table 3 gives an overview of key players in the gender equality machinery in South Sudan and Table 4 outline major responsibilities of the key players.

## 4.2 KEY PLAYERS AND RESPONSIBILITIES

59. Stakeholders consulted agreed on the following to be the key players and their responsibilities in the implementation of the NGP:

**Table 11. Key players and responsibilities**

<i>Key Players</i>	<i>Responsibilities</i>	<i>Key partners</i>
<i>Office of the President (Office of the Presidential Adviser on Gender equality and Human Rights)</i>	<ul style="list-style-type: none"> <li>• Be the champion and ensure the visibility of gender equality and empowerment of women as national priority.</li> <li>• Mobilize development partners to support government efforts in achieving gender equality and the empowerment of women.</li> <li>• Approve and establish national institutional mechanisms for monitoring compliance and implementation of the National Gender Policy.</li> <li>• Provide necessary executive direction for mainstreaming gender equality across all government departments and in all sectors.</li> </ul>	MOGCSW and all government departments and agencies State governments Parliament Judiciary Commissions Development partners, UN agencies, funds and programs Corporate sector
<i>Office of the Vice President</i>	<ul style="list-style-type: none"> <li>• Carry out same functions as Office of the President</li> </ul>	Same as above
<i>Ministry of Gender, Child and Social Welfare</i>	<ul style="list-style-type: none"> <li>• Provide political leadership, keep track of emerging issues and advise government on all matters of gender equality.</li> <li>• Coordinate the implementation of the NGP. Develop a national implementation plan for the NGP.</li> <li>• Provide guidelines for gender mainstreaming, gender analysis and budgeting across the sectors at national and States level and the development of action plans at different levels.</li> <li>• Co-Chair the National Gender Steering Committee, Chair and oversee the operations of the Gender Coordination Forum and other coordination entities.</li> <li>• Mobilize resources for the implementation of the policy</li> </ul>	Office of the President Line Ministries (GFP) State Ministries of Social Development/Gender Independent commissions Development partners, including the UN, multi-lateral and bilateral Regional Organizations (AU, IGAD, etc.) Women Parliamentarians' Caucuses CSOs

	<ul style="list-style-type: none"> <li>• Disseminate the policy and other gender equality instruments at national and State levels.</li> <li>• Monitor and report on progress and impact of gender equality interventions.</li> <li>• Ensure the collection and management of gender-disaggregated data and documentation of best practices</li> <li>• Ensure capacity building for gender analysis, mainstreaming and gender-responsive budgeting.</li> <li>• As the lead agency for advocacy, promote and support the development of a vibrant civil society to push the gender agenda forward.</li> </ul>	The Security sector
<i>Ministries of Social Development/Gender at States level</i>	<ul style="list-style-type: none"> <li>• Perform the functions of the MGCSW at State level</li> <li>• Raise funds for implementation of NGP and other gender interventions.</li> <li>• Oversee the implementation of the NGP.</li> <li>• Supervise the operations of Gender Coordination forums at States level</li> </ul>	State Legislative Assemblies Council of States Local government board CSOs Women's groups Private sector actors
<i>Ministry of Finance and Economic Planning</i>	<ul style="list-style-type: none"> <li>• Ensure sufficient resource (human and financial) allocation for implementing the NGP.</li> <li>• Co-ordinate Gender-responsive Budgeting processes to ensure adequate resources are allocated for implementation of the NGP.</li> <li>• Ensure mobilization of resources for gender mainstreaming, internally and externally from development partners.</li> <li>• Ensure funding proposals and budgets from all government departments are gender-sensitive.</li> <li>• Mainstreaming gender in all planning and budgeting processes and procedures, including the Budget Circular.</li> </ul>	MOGCSW, MSD/G at State level, Development partners, including UN agencies  Embassies and missions  The private sector
<i>Line Ministries at</i>	<ul style="list-style-type: none"> <li>• Ensure the implementation of the NGP at</li> </ul>	MOGCSW,

<i>national and State level</i>	<p>national and State level</p> <ul style="list-style-type: none"> <li>• Provide regular reports to the Monitoring and Evaluation Unit of the National Gender Machinery.</li> <li>• Mainstream gender in all policies, plans and programs.</li> <li>• Establish functional Gender Units (where it is not possible a Gender Focal Point) headed by a senior official at director level, to ensure continuous gender mainstreaming and monitoring in the sector.</li> </ul>	<p>MFEP MSD/G, Development partners CSOs, CBOs, Private sector Community leaders LGB</p>
<i>South Sudan Bureau of Statistics</i>	<ul style="list-style-type: none"> <li>• Ensure that the collection and management of national statistics are gender-responsive and efficient collection and analysis of gender-disaggregated data.</li> </ul>	<p>MOGCSW,MSD/G, development partners, all sectors of national development, the private sector and civil society.</p>
<i>Relevant Committees in National Legislative Assembly and State Assemblies</i>	<ul style="list-style-type: none"> <li>• Ensure the inclusion of gender equality and the empowerment of women in all legislation passed in Parliament.</li> <li>• Lead in initiation of gender-responsive legislation and review and reform of existing legislation to ensure compliance with national gender equality commitments.</li> <li>• Ensure all laws enacted are gender-sensitive.</li> </ul>	<p>MOGCSW CSOs, Line ministries</p> <p>Ministry of Legal Affairs</p> <p>SS Constitution Commission</p>
<i>Judiciary</i>	<ul style="list-style-type: none"> <li>• Ensure enforcement of the laws that protect women’s rights and gender equality.</li> <li>• Undertake judicial sector reform to ensure that appropriate mechanisms are in place to protect the rights of all without any gender-based discrimination.</li> <li>• Mainstream gender in employment of judicial personnel, including magistrates and judges at all levels.</li> </ul>	<p>MOGCSW Office of the President/Vice President SSHRC Ministry of Interior Ministry of Parliamentary Affairs</p> <p>Ministry of Justice</p> <p>Ministry of Legal Affairs</p>
<i>Gender Units</i>	<ul style="list-style-type: none"> <li>• Ensure that the respective ministry, commission, department implements the NGP.</li> </ul>	<p>MOGCSW National Bureau of Statistics</p>

	<ul style="list-style-type: none"> <li>• Carry out gender analysis and monitor and evaluate sector policies and programs for compliance with the NGP</li> <li>• Develop appropriate interventions and contribute to regular review of sector policies for gender dimensions, as part of the National Gender Coordination Forum</li> <li>• Promote sector-specific training and capacity building on gender analysis, GRB and gender mainstreaming.</li> <li>• Define sector-specific indicators for monitoring the implementation of the NGP.</li> <li>• Establish linkages between the gender machinery and key partners, including development partners, the private sector and civil society.</li> <li>• Work closely with CBO, women’s groups and women associations at national and States level to ensure their effective participation in the gender equality dialogue and interventions.</li> </ul>	<p>Line ministries UN agencies</p> <p>CSO,CBO</p> <p>Civil society</p> <p>Development Partners</p> <p>Private sector</p> <p>Development partners</p> <p>Sector coordination groups (Clusters)</p>
<p><b><i>Local Government Board</i></b></p> <p><b><i>and local administration entities</i></b></p> <p><b><i>( County, Payam, Boma)</i></b></p>	<ul style="list-style-type: none"> <li>• Ensure the mainstreaming of gender in delivery of basic services (water, health, energy, roads, etc.)</li> <li>• Ensure a minimum 25% involvement of women in community and leadership of the Councils.</li> <li>• Work with chiefs at different levels to ensure women and men are involved equitably and benefit equitably from services provided by the Local Government Board.</li> </ul>	<p>Office of the Governor</p> <p>MSSD/G at State level</p> <p>CSOs,</p> <p>CBOs</p>
<p><b><i>South Sudan Human Rights Commission</i></b></p>	<ul style="list-style-type: none"> <li>• Address the violation of human rights of women, men and vulnerable groups in the country.</li> <li>• Ensure bills and legislation take into account the concerns and rights of women, men and children.</li> <li>• Be champions of gender equality and</li> </ul>	<p>All government departments,</p> <p>MOGCSW,</p> <p>Development partners, private sector ,</p>

	<p>women's rights as human rights.</p> <ul style="list-style-type: none"> <li>• Sensitize populations to women's rights as human rights and the need to respect them in all spheres of life.</li> <li>• Provide Legal Aid to victims of GBV and discrimination.</li> </ul>	Civil society.
<b><i>South Sudan HIV&amp;AIDS Commission</i></b>	<ul style="list-style-type: none"> <li>• In collaboration with MGCSW and other actors, ensure that the multi-faceted gender dimensions of HIV and AIDS are effectively and systematically mainstreamed into national policies, programmes and budgets.</li> </ul>	All government departments MOGCSW, development partners, all sectors of national development, the private sector and civil society.
<b><i>South Sudan DDR Commission</i></b>	<ul style="list-style-type: none"> <li>• Ensure that gender equality dimensions are taken into account in all DDR policies and programs.</li> </ul>	All government departments,  MOGCSW, development partners, all sectors of national development, the private sector and civil society.
<b><i>South Sudan Peace Commission</i></b>	<ul style="list-style-type: none"> <li>• Mainstream gender in all peace building initiatives</li> </ul>	All government departments  MOGCSW, development partners, all sectors of national development, the private sector and civil society.
<b><i>Other independent bodies and commissions</i></b>	<ul style="list-style-type: none"> <li>• Ensure that policies, programs and projects systematically take into account gender dimensions and the concerns and rights of women, men and children without discrimination.</li> </ul>	All government departments  MGCSW, development partners, all sectors of national development, the private sector and civil society.
<b><i>Development partners, including INGOs</i></b>	<ul style="list-style-type: none"> <li>• Provide technical and financial support for implementation of the NGP.</li> <li>• Provide support for advocacy on ending</li> </ul>	MOGCSW Line ministries UN agencies

	<p>human rights and women’s rights violation.</p> <ul style="list-style-type: none"> <li>• Mainstream gender in all support projects and programs.</li> <li>• Encourage action research on gender equality issues and support the documentation of best practices.</li> <li>• Provide support for training and capacity building for gender equality and mainstreaming gender at all levels.</li> <li>• Lead advocacy (INGOs) on women’s rights as human rights</li> </ul>	<p>CSO,CBO</p> <p>Civil society</p> <p>Private sector</p> <p>Development partners</p>
<i>Private sector</i>	<ul style="list-style-type: none"> <li>• Facilitate private/public partnership in the promotion of gender equality and the empowerment of women.</li> <li>• Contribute to the implementation of the National Gender Policy through corporate social responsibility.</li> <li>• Institute Affirmative Action in recruitment and promotion policies, in order to redress past imbalances.</li> <li>• Put in place mechanisms and provide opportunities for women’s growth in entrepreneurship and business.</li> </ul>	<p>MOGCSW</p> <p>Line ministries</p> <p>UN agencies</p> <p>Civil society</p> <p>Development partners</p>
<i>Civil society</i>	<ul style="list-style-type: none"> <li>• Be the champions of gender equality and the empowerment of women in all spheres of national life.</li> <li>• Create awareness on the NGP at community level and other levels.</li> <li>• Promote transparency and accountability in the implementation of the NGP.</li> <li>• Mobilize resources for the implementation of the policy at respective levels.</li> <li>• Lead in advocacy on human rights and the NGP.</li> <li>• Collaborate with and provide expertise and support to national gender machinery in the implementation of the NGP</li> </ul>	<p>MOGCSW</p> <p>Line ministries</p> <p>UN agencies</p> <p>Private sector</p> <p>Development partners</p>
<i>Political parties and other political formations</i>	<ul style="list-style-type: none"> <li>• Adopt Gender-responsive political manifestos and codes of conduct.</li> <li>• Implement Affirmative Action in all</li> </ul>	<p>NLA and state legislative assemblies, development partners</p>

	structure and processes.	
<i>Academic, tertiary and research institutions</i>	<ul style="list-style-type: none"> <li>• Promote research on gender equality dimensions in various fields and dissemination of findings.</li> <li>• Document lessons learnt and best practices in gender equality and empowerment of women</li> <li>• Provide training and capacity building programs for gender mainstreaming.</li> <li>• Mainstream gender in research and academic discourse.</li> </ul>	MOGCSW Line ministries UN agencies Private sector Development partners
<i>Media</i>	<ul style="list-style-type: none"> <li>• Be a key player in changing attitudes and mindsets.</li> <li>• Create space for dialogue and debate on the transformation of gender relations.</li> <li>• Ensure dissemination of positive messages and information on gender equality and the empowerment of women.</li> <li>• Reinforce public awareness on gender equality across all sectors and at all levels of society.</li> <li>• Act as a watchdog to ensure accountability for women’s human rights and the application of the NGP.</li> </ul>	MOGCSW Line ministries UN agencies Private sector, Development partners

### 4.3 COORDINATION MECHANISM FOR THE NATIONAL GENDER MACHINERY

56. Effective implementation of the NGP will necessitate the establishment of a system of inter-sector coordination mechanism enabling all key sectors to work together, involving and targeting all national, state and local government structures. This will also include a broad range of national and international actors engaged in gender equality and empowerment of women, who need to be coordinated in order to ensure coherence of purpose and processes for maximum gender equality results.

#### National Gender Steering Committee

59. A National Gender Steering Committee will be created to provide strategic vision and direction for the implementation of the NGP. It will be Co-chaired by the Presidential Adviser on Gender and Human Rights and the Minister of gender, Child and Social Welfare or her designated representative. It will be composed of line ministers, chair of Women’s Parliamentary Caucus, Human Rights and HIV&AIDS commissions, UN Resident Coordinator or designated

representative, heads of development partner agencies, 2 designated gender experts from academia and civil society umbrella organizations. The main responsibilities of this committee will be to:

- Contribute to overall strategic vision and direction of the NGP.
- Facilitate resource mobilization from all development partners and other sources towards the achievement of gender equality in South Sudan.
- Oversee the operations of the National Gender Coordination Forum.
- Regularly update the government, through MGCSW, on major policy changes within the international context that are relevant to gender equality.

### **The National Gender Coordination Forum**

57. In 2011, MGCSW, in collaboration with stakeholders, set up the Gender Coordination Forum with the purpose of ensuring effective coordination, harmonization and alignment of all gender equality policies, programmes and interventions with national priorities. The Forum is also intended to facilitate a 2-way flow of information, sharing of experiences and lessons learned and to highlight best practices.

58. It is composed of chairpersons of thematic sector working groups, heads of Gender Units from line ministries and other arms of government, representatives of UN agencies and other development partners, the private sector, national and international NGO and other civil society actors. It is chaired by the Undersecretary, MGCSW, and meets every quarter.

59. Gender Coordinating Forums will be created at State level and will meet every month. The forum at state level will be co-chaired by the Minister of Social Development or her designated representative. The composition and functions will be the same as the National Gender Coordination forum with the same composition as the National Gender Coordination Forum.

### **Inter-ministerial Gender Coordination Committee**

60. Membership will comprise of heads of Gender Units in the line ministries, including the DGs of the five directorates in the MGCSW. It will be chaired by the D-G for Gender in MGCSW and meet every month to review progress on the implementation of the NGP, share information, exchange ideas and develop capacity building plans for the sectors. The committee will report to the national Gender Coordination Forum.

### **Gender Units in Ministries and Agencies**

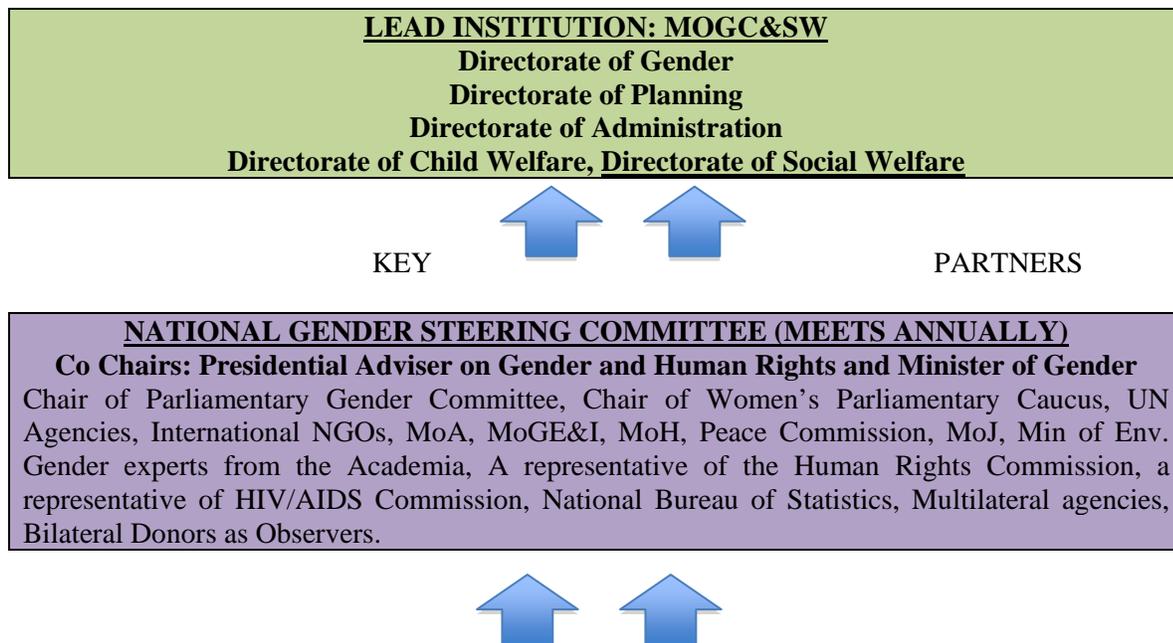
61. In order to ensure the successful implementation of the NGP, it is recommended that Gender Units be set up in all line ministries and agencies, headed by a Director and with no less than 4 senior members of staff. The Gender Units will be responsible for providing the strategic direction and guidelines for gender mainstreaming in the ministries. Responsibilities of the Gender Units include:

- To develop a work plan for gender mainstreaming in all programs, projects and activities of the ministries at all stages.

- To ensure integration of gender concerns and needs into the budget proposals of the respective ministries.
- To facilitate capacity building of staff of the ministry on gender mainstreaming, gender analysis and gender budgeting.
- To sensitize the leadership and staff of the Ministry on the need to ensure gender balance in all activities.

Figure 1 provides an operation flow chart of the proposed gender coordination mechanism.

*Figure 1. Gender coordination institutional mechanism*



**NATIONAL GENDER COORDINATION FORUM (MEETS QUARTERLY)**

**Chairperson: Undersecretary (MoGC&SW)**

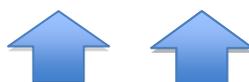
MOGC&SW, Representatives of Gender Units of Line Ministries and Agencies, Cluster Groups on Health, Education, Food Security and Child Protection and GBV Sub Clusters of Protection Cluster, National Children’s Council, National Council on Persons with Disabilities; UN Agencies, Donors, NGOs.



**INTER MINISTERIAL GENDER COORDINATION COMMITTEE (MEETS MONTHLY)**

**Chairperson: Director – General of Gender, MoGC&SW**

Heads of Gender Units in the Line Ministries and Agencies including Children and Social Welfare



**National Children’s Council  
(Meets Monthly)**

**Chairperson: Director General Child Welfare  
(MoGC&SW)**

**Membership: Directorate of Child Welfare, NGOs,  
UNICEF and other UN agencies working on Child  
protection and welfare**

**National Council of Persons with Disabilities  
(Meets monthly)**

**Chairperson: Director General for Social Welfare  
(MoGC&SW)**

**Membership: Directorate of Social Welfare,  
International and national NGOs working on  
Disabilities, UN agencies and donors with focus on  
disabilities**



**STATE GENDER COORDINATING  
FORUM  
(Meets Monthly)**

**Chairperson:**

**Minister of Social Development**

Heads of Gender Units in all State Line Ministries and Agencies (Gender Committees), women’s organizations, child welfare organisations and departments, NGOs working on Disabilities, international NGOs, donor agencies and multilateral agencies resident in the state

**COUNTY GENDER COORDINATING  
FORUM (Meets Monthly)**

**Chairperson**

**County Executive Director**

Heads of Gender Units in all departments of social service ministries, NGOs, CBOs, FBOs including children and PWDs



#### **4.4 ENTRY POINTS FOR THE NATIONAL GENDER POLICY**

60. The commitment of the Republic of South Sudan to gender equality and equity is echoed in the Transitional Constitution and operational in the South Sudan Development Plan. The monitoring and evaluation of the NGP-RSS will be benchmarked on these policy documents and regional and global and human rights instruments Progress reports on different sectors addressing gender inequality will be provided to the office of the Director General of Gender of the MGCSW and National Coordination Committee.

61. There are many opportunities to entrench gender equality and equity in all spheres of national life.

1. There is demonstrated political will and a positive legal framework including the Interim Constitution and the Bill of Rights.
2. South Sudan is a new nation still constructing and refining structures and mechanism for democratic governance. This provides an opportunity to set the standards on a rights-based approach to gender equality and the empowerment of women from the outset.
3. There is a need to capitalize on the spirit of liberation, of a nation born out of the struggle against discrimination, marginalization and violation of human rights to prioritize human rights, women's rights and gender equality.
4. It is imperative that women, men and youth have an opportunity to participate equally in the imminent development of the Permanent Constitution and that all the gender equality gaps identified in the Interim constitution are redressed.
5. Policy and legal frameworks are nascent. This is an opportunity to entrench gender equality and equity principles as spelt out in the National Gender Policy.
6. The South Sudan development Vision 2040 and the next national development planning cycle are excellent entry points for entrenching principles outlined in the National Gender Policy.
7. The diversification of the economy and departure from dependence on oil and petroleum to productive areas like agriculture where more women are involved provide excellent opportunity to address the gendered poverty, division of labor, access to productive assets and employment and income opportunities.
8. Growth of the nascent private sector is an opportunity to involve women more in the formal economic sector and address gender disparities from the outset.

## **PART FIVE**

### **5.0 RESOURCES FOR IMPLEMENTING THE NGP**

62. The Government of South Sudan has the primary responsibility for implementing the gender equality commitments and the strategic objectives outlined in the NGP. The government is bound to allocate adequate resources for its implementation and the monitoring of its impact. In the short term, the following approaches are proposed:

1. Build the capacity of the Ministry of Finance and all other government departments and agencies to carry out in-depth gender analysis and institutionalize gender-responsive budgeting.
2. Ensure that all plans and budgets are gender-responsive.
3. Allocate a minimum of 30% of the national budget for gender mainstreaming in all sectors

63. Development partners, the private sector, civil society and other actors are called upon to support the government in by availing additional technical, human and financial resources for the implementation of the NGP. The MOGC&SW, with the support of partners, will coordinate the mobilization of these resources in partnership with public, private and development partners. In the short-terms, resources will be required for the following priority intervention, among others:

1. Implementation of the NGP
2. Review of all existing and future legislation with a gender lens
3. Implementation of international and regional gender equality and human rights instruments, including development of strategic plans and action plans.
4. Mainstreaming gender in all government plans and development instruments, including Vision 2040.
5. Development of gender mainstreaming guidelines and tools in all sectors and government plans Putting in place an effective gender coordination framework and mechanisms
6. Development of a gender equality communication Strategy
7. Development and implementation of a comprehensive gender training and institutional capacity development program.
8. Development and implementation of a comprehensive program for protection of women's rights and elimination of SGBV
9. Gender-responsive research in all sectors

## **PART SIX**

### **6.0 MONITORING AND EVALUATION**

64. The Directorate of Planning within the MOGC&SW and Directors General in Ministry of Social Development and Gender at State level have the responsibility for monitoring and evaluating the impact of the interventions carried out under the NGP. . The Gender Machinery will ensure that:

1. A suitable monitoring mechanism is established at the national, states and local government level to assess progress on expected results and targets.
2. A comprehensive system is put in place for collection and analysis of data that is disaggregated by gender, state, local administrative unit, age and other special circumstances such as disability.
3. Through the National Gender Coordination Forum provide monitoring guidelines for gathering of information from sectors including government departments, the private sector and NGOs.
4. Capacity building in data collection and analysis for all stakeholders across the sectors is undertaken periodically.
5. Gender equality indicators are in line with the NGP Implementation Strategic Plan the gender, the SSDP ,Vision 2040 and other planning instruments, the Constitution and international gender equality and human rights instruments.
6. Sufficient resources are available for periodic reviews at the national, states and local levels to address challenges encountered in the implementation of the NGP. Monitoring and reporting on the status of the NGP is effectively carried out by all stakeholders within the gender machinery.
7. Annual monitoring and reporting meetings will be convened jointly by the National Gender Monitoring Committee and the Directorate of Gender in the MGCSW.
8. The National Gender Monitoring Committee will compile the periodic reports and publications on monitoring indicators and ensure their dissemination.

65. Apart from the indicators identified above, the following tools will be used to monitor the implementation of the policy: Gender Action Plans, funding levels, human resources, capacity of the gender machineries in research and data collection, analysis, mainstreaming, and reporting among others.

## **6.1. REVIEW OF THE NATIONAL GENDER POLICY**

66. The Gender machinery will ensure regular review of the National Gender Policy. This will take into consideration inter-linkages between national and state governments and will be based on agreed performance indicators as shall be outlined in the NGP implementation Strategic Plan and Action Plans of different sectors. Appropriate tools and templates will be developed to facilitate the NGP performance review, focusing on the effectiveness of the institutional structures to implement and deliver on policy objectives, gender results and on the level and quality of financial and human resources available. This will also provide an opportunity to develop guidelines for the review and updating of the gender mainstreaming process in the country.

## ANNEX 1

### DEFINITION OF TERMS AND CONCEPTS

**ACCELERATED LEARNING** - this is an innovative approach to enable adults to learn how to write. It is a form of in-service course where learners break off from their usual engagement to concentrate on a particular learning module for a certain period, for example, one or several months. ALP is used as a bridging program for people seeking higher learning.

**DEVELOPMENT:** a process by which members of a society increase their personal and institutional capacities to mobilize, manage and benefit from resources. These capacities enable them to enjoy improvements in their quality of life.

**EMPOWERMENT:** achieving control over one's life through expanded choices. Empowerment encompasses self-sufficiency and self-confidence and is inherently linked to knowledge, skills and voice. Empowerment is a function of individual initiative, which is facilitated by institutional change.

**GENDER:** the social meanings given to being either female or male in a given society. It may also be defined as the economic, social, political and cultural attribute and opportunities associated with being male or female. These meanings and definitions vary from one society to another, are time-bound and changeable.

**GENDER ANALYSIS:** refers to the systematic assessment of the effect of policy, programs and practices on women and men and on the social and economic relationships between them. It focuses on the analysis of the gender division of labor, identification of the needs and priorities of women and men, identification of existing opportunities and constraints to the achievement of objectives and the choice of an intervention strategy to address these.

**GENDER AWARENESS:** refers to the recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status and privilege. Gender awareness also signifies the ability to identify issues / problems arising from gender inequity and discrimination.

**GENDER BLINDNESS:** describes the inability to perceive that there are different gender roles and responsibilities and, consequently, the failure to realize that policies, programs and projects may have different impact on women and men.

**GENDER-RESPONSIVE BUDGETING:** Gender-responsive budgeting is a process of preparing and allocating resources (both financial, technical and equipment) taking into account the differential needs and roles of women and men and how the allocation of resources will affect men and women, boys and girls within a specified period of time.

**GENDER CONCERNS / ISSUES:** A gender issue arises when there is inequity or differentiated treatment of an individual or a group of people purely on the basis of social expectations and attributes. Gender issues are sometimes called gender concerns. The fact that women have a higher rate of illiteracy than men is a concern in a project that requires literacy skills as much as discrimination against men in family planning services is to a project on population issues.

**GENDER / SEX DISAGGREGATED DATA:** the collection of information and the analysis of results on the basis of gender, such as data on the socio-economic status of a community, showing the numbers by sex, e.g school completion number of among boys and among girls.

**GENDER DISCRIMINATION:** refers to differential treatment of individuals on grounds of their social attributes / roles as allocated to them by society. The discrimination is of two types: systemic<sup>16</sup> and structural<sup>17</sup> and results in differences in the distribution of income, access to resources and participation in decision-making for women and men.

**GENDER DIVISION OF LABOUR:** refers to an overall societal pattern where women and men are allotted different sets of roles; not based on skill, but on the basis of sex. This results in unequal division of labour where either women or men may not only carry most of the burden or suffer from unequal division of benefits based on the different roles performed.

**GENDER EQUALITY:** refers to the equitable enjoyment by women and men of socially valued goods, opportunities, resources and benefits. Achieving gender equality requires changes in the institutional practices and social relations through which disparities are reinforced and sustained.

**GENDER EQUITY:** a situation where distribution of resources, benefits and rewards between women and men has taken into account their inherent capabilities and inadequacies. For example, the biological<sup>18</sup> needs of girls must be met in order to have access to education on an equal basis with the boys.

**GENDER MAINSTREAMING:** a process of identifying and taking into full account the needs and interests of women and men in policies, programs, strategies, administrative and financial activities. It involves the recognition and examination of the co-operative and conflicting relations, which exist between them. It utilizes gender analysis as a tool to enhance and enable identification of opportunities for women and men and to determine whether policies and programs that are implemented accrue similar benefits to all.

**GENDER NEEDS:** these needs arise out of the relative positioning of women and men in relation to the gender socialization and division of labor. There are two types of gender needs:

**Practical gender needs** refer to immediate perceived necessity such as food, shelter, health and income.

**Strategic needs:** these are long-term needs which challenge the gender division of labor and the lack of gender equality. Projects that address these needs include legal rights, skills and leadership training. These contribute to change in the status or position of women and men.

**GENDER PLANNING:** using identified needs to inform formulation of specific strategies which aim to provide equal opportunities and benefits for both women and men.

**GENDER ROLES:** these are duties and responsibilities that have been classified and allotted to women and men by society. These roles vary across cultures, context and time. An example: in many communities, women cook; while men herd livestock. But both women and men can do either of these duties.

**GENDER STEREOTYPING:** refers to societal perceptions, attitudes and practices towards women and men as portrayed by various agents of the social construct (family, religion,

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<sup>16</sup>Systemic discrimination is the entrenchment of social, cultural, and physical norms in the processes and practices of an institution. It manifests in practices that have a negative or differential impact on women and men.

<sup>17</sup>Structural discrimination exists where the societal system of gender discrimination is practiced by public or social institutions. It becomes more entrenched if it is maintained by administrative rules and laws, rather than by custom and tradition only.

<sup>18</sup> Girls need sanitary pads to feel to ensure hygiene and confidence. Many girls stay away for as long as one week in a month and others give up going to school as soon menstruations starts.

education, culture, peers and media). These perceptions create the impression that either women or men are a homogenous group. Stereotypes elevate or undermine the status of women and men, for example, women are weak and men are strong; or women are humble and men are arrogant.

**GENDER SENSITIVITY:** the ability to recognize the gender needs of women and men and challenges encountered in relation to their different social positioning.

**GENDER-SENSITIVE INDICATOR:** this is a measurement of change over time in relation to how an intervention is meeting the specific gender needs or objectives. The change may be positive or negative, and is written in numerical or descriptive terms. For example, number of men or women trained on gender by end of year; and level of skills applied after a gender training.

**PRODUCTIVE WORK:** work carried out for the production of goods and services and intended for consumption and trade.

**REPRODUCTIVE WORK:** concerns tasks done for the maintenance of the home, for example, collecting wood, assuring water supply, food preparation, taking care of children.

**STANDARD OPERATING PROCEDURES (SOPs)** – this is a referral pathway of dealing with sexual and gender based violence (SGBV) at all levels of society. It is premised on the idea that a survivor is given an opportunity to refer or be referred to health or a law and order facility (police or the law courts). It has a psychosocial unit where staff of the government or members of the family can offer support. The SOP has a list of all facilities where survivors can go for help, including the courts. Very often, they go to a health facility or the police first.

**SEX:** defines the biological make up of a person into male or female, does not change and is universal.

## **ANNEX 2: REFERENCES**

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### ANNEX 3: LIST OF PEOPLE CONSULTED

	Name	Position	Organization/Institutions
1.	Norah Edward	Secretariat for Social Welfare	SPLM
2.	Suzan Jambo	Secretariat for External Affairs	SPLM
3.	Hon Afaf Ismail	Legal Advisor	Ministry of Finance and Economic Planning
4.	Coumba Marenah	Programme Specialist	UN Women
5.	Julius Otim	Peace and Security Specialist	UN Women
6.	Sandra Kiapi	Programme Analyst	UN Women
7.	Jimmy Tabu	Gender Analyst	UNDP
8.	Ruth Kibithi	Gender Advisor	UNMISS
9.	Hon Alison Magaya	Minister of Interior	Ministry of Interior
10	Gordon Kur	Deputy Inspector General of Police	Ministry of Interior
11	Dr. John Dossou	Snr PCRD	African Union
12	MashoodIssaka	Snr Political Officer	African Union
13	Line Urban	Senior Policy Advisor	JDT
14	Graham Boyd	Programme Manager	ILO
15	Hon Debora Ajok	Member of Parliament	National Legislative Assembly
16	Hon Ayen Luka	Member of Parliament	National Legislative Assembly
17	Hon Dr. Alma Yak	Member of Parliament	National Legislative Assembly
18	Hon Majur Babar	Member of Parliament	National Legislative Assembly
19	Hon BatariaMayior	Member of Parliament	National Legislative Assembly
20	Hon Anne Lino	Member of Parliament	National Legislative Assembly
21	Lona Tabu		IRC
22	Erin Gerber		IRC
23	Rose Juan		SSWGA
24	GettrudeMubiru	Gender Specialist	UNICEF
25	Mary Hersh	GBV Specialist	UNFPA
26	Mary Lokoyame	Gender Analyst	UNFPA
27	Patrick Kereyo	Director	Ministry of Interior
28	Florence Lado	Technical Advisor	South Sudan Women Entrepreneurs
29	ChristianneYangi		South Sudan Women Entrepreneurs
30	Gabriel Gabriel Deng	Undersecretary	Ministry of Parliamentary Committee
31	Lt Col Martha Awut	SPLA Officer	SPLA
32	Albert Eluzai	Director	MWR
33	Marianne Yayi	Programme Management Specialist	USAID
34	Patrick Riruyu	Programme Management	USAID

		Specialist	
35	Catherine Juan	Director	Ministry of Agriculture
36	JaguruWinnie	Secretary	AMWISS
37	KabbaWinnie	WPE Trainer	IRC
38	AnnetGiryang	Programme Specialist	USAID
39	Akan Rose	Gender Officer	Handicap International
40	Zekia Musa	Rep Women	South Sudan Association for Visually Impaired
41	Mary Louis	Rep Women	Central Eq Association for Visually Impaired
42	Oyuru Daniel	Administrator	SSWGA
43	Merekaje Lorna	Secretary General	SUDEMOP
44	Margaret Akon	Gender Focal Point	Warrap State
45	Nicholas Madit	LT Col	SPLA
46	Helena Dueth	Nurse	
47	Emmanuel Ladu	A/Insp	MGC&SW
48	Mary Benjamin	Director	MAFCRD
49	Alfred Lodiong	Mobility Director	Ministry of General Education
50	Peter Sukule	Advisor	Ministry of Gender
51	Lona Elia	Director	VFC
52	Joy Zacharia	Programme Analyst	UN Women
53	Angelo Marial	Chairperson	AHAR
54	Veronica Lucy	Deputy Director	SST/TV
55	Mary Ali	Director	Ministry of Gender
57	CosmasAbolou	D/Director	Ministry of Gender
58	PaulParichol	Director	SSIA
59	Mary Louis	Rep Women	ESAD
60	Rose Irene	Gender Officer	HI
61	Oyuru Daniel	Administrator	SSWGA
62	Raga Gabriel	Director General	Ministry of Health
63	Regina Lullo	Director General	Ministry of Gender
64	Jane Tumalu	Inspector of Gender	Ministry of Gender
65	Alex Morgan	Journalist	Miraya FM
66	John Jok Deng	Legal Advisor	Ministry of Gender
67	Edlla Muga	Programme Coordinator	NPA
68	CorneliousKulang	D/Chairperson	SSL Commission
69	Hilda Ndungu	MD	Piccalilly International
70	Abuot Manyang	D. Director	Ministry of Justice
71	Rita Justin	Extension Officer	RSS
72	Paul Parichol	SSIA	Investment Authority
73	HonorFlenge	HoO	JDT
74	Sunday Imunu	RH Inspector	Ministry of Health
75	Christine Auma		NPA
76	Kiden Jane	SSWEN	CES
77	Margaret Licho	SSHRC	RSS
78	ZelpaDawa	Gender Officer	Ministry of Gender

79	Christianne Elisha	Civil Society Advisor	JDT
80	BolMajok	Director	Ministry of Social Devt-Lakes State
81	Abdullah Ali	State Ministry of Gender	WBGS
82	Julia Akur	D/Chair	South Sudan Women Lawyers Association
83	James Makor	Director	Ministry of Parliamentary Affairs-Warrap State
84	Peter Matiok	Director	Ministry of Social Devt-Unity State
85	MajokNhial	Director	Ministry of Social Welfare-Jonglei State
86	HaddasWolde	WB	WDC
87	BolMajok	Director	Ministry of Social Devt-Lakes State
88	Valery Osuru	MPA&IA	EES-Torit
89	Catharine Juan		Ministry of Agriculture-CES
90	Ojok Bonny	SSWGA	CES
91	Mukanyange Joy	Senior Gender Advisor	UN Women/Ministry of Gender
92	William RiakAwar	Ministry of Defense	CES
93	Albert Moni	Ministry of Water Resource and Irrigation	RSS
94	Rita Justin	Ministry of Animal Resource and Fisheries	RSS
95	RodaKuch	Ministry of Housing	RSS
96	Lillian Rizik	Director	SSWEN
97	Santino Deng	Director General	Ministry of Gender
98	AdengMalok	Director	SSDDKC
99	JacklineNovello	A/Director	Ministry of Gender
100	William Riak	Ass Director	Ministry of Education
101	Veronica Lucy	Director of Programmes	Ministry of Infrastructure
102	Elizabeth Akinyi	Program Coordinator	SSWEN
103	Paul Kaman	Sr. Advisor	MODVA
104	Robert Mente	Sr. Advisor	MODVA
105	Helen Animashan	Advisor	SSWEN
106	NorberteOliba	Director	MLPS &HRD
107	Sergine M. Gakwaya	AU HIPI Political Officer	African Union