



GOVERNMENT OF MALAWI

NATIONAL GENDER POLICY

2025



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ACRONYMS AND ABBREVIATIONS

ACB	: Anti-Corruption Bureau
ADC	: Area Development Committees
AEDC	: Agriculture Extension Development Coordinator
AEDO	: Agriculture Extension Development Officer
AGRESSO	: Agriculture Gender and Rural Extension Services Officers
AGYW	: Adolescent Girls and Young Women
AIDS	: Acquired Immuno Deficiency Syndrome
ART	: Antiretroviral Treatment
AU	: Africa Union
AWP&B	: Annual Work Plans and Budgets
BLM	: Banja La Mtsogolo
CBE	: Complementary Basic Education
CBO	: Community Based Organizations
CCDRM	: Climate Change and Disaster Risk Management
CDA	: Community Development Assistants
CEDAW	: Convention on the Elimination of all forms of Discrimination Against Women
CEO	: Chief Executive Officer
CEPA	: Centre for Environmental Policy and Advocacy
CHAM	: Christian Health Association of Malawi
CISONECC	: Civil Society Network on Climate Change
COMESA	: Common Market for Eastern and Southern Africa
COMSIP	: Community Savings and Investment Program
CPW	: Child Protection Workers
CHANCO	: Chancellor College

CRC	: Convention on the Rights of Children
CSEPPW	: Climate Smart Enhanced Public Works Programmes
CSO	: Civil Society Organizations
CVSU	: Community Victim Support Units
DAGG	: Development Assistance Group on Gender
DHS	: Demographic and Health Survey
DoDMA	: Department of Disaster Management Affairs
DoEPD	: Department of Economic Planning and Development
DoIS	: Department of Immigration Services
DP	: Development Partners
DRM	: Disaster Risk Management
ECD	: Early Child Development
EIA	: Environmental Impact Assessments
EMIS	: Education Management Information System
EVAWG	: Ending Violence Against Women and Girls
FAO	: Food Agricultural Organization
FARMSE	: Financial Access for Rural Markets, Smallholders and Enterprise
FBO	: Faith Based Organisation
FFS	: Farmer Field Schools
FGD	: Focus Group Discussions
FPAM	: Family Planning Association of Malawi
GALS	: Gender Action Learning System
GBV	: Gender Based Violence
GDI	: Gender Development Index
GDP	: Gross Domestic Product
GEA	: Gender Equality Act
GEWE	: Gender Economic Women Empowerment
GESI	: Gender Equality and Social Inclusion

GII	: Gender Inequality Index
GoM	: Government of Malawi
GPI	: Gender Parity Index
GRM	: Grievances Redress Mechanism
HAS	: Health Surveillance Assistants
HCAC	: Health Centre Advisory Committees
HDI	: Human Development Index
HESLGB	: Higher Education Student Loan Grants Board
HIV	: Human Immunodeficiency Virus
HMIS	: Health Management Information System
HR	: Human Resource
ICT	: Information, Communication and Technology
IDEA	: Institute for Democracy and Electoral Assistance
IEC	: Information Education and Communication
IGA	: Income-generating activities
IG-MIS	: Integrated Gender Management Information Systems
IHS	: Integrated Household Survey
KII	: Key Informant Interviews
MDA	: Ministries, Departments and Agencies
KUHES	: Kamuzu University of Health Sciences
LGA	: Local Government Authority
LUANAR	: Lilongwe University of Agriculture and Natural Resources
M&E	: Monitoring and Evaluation
MCCCI	: Malawi Confederation of Chambers of Commerce and Industry
MCTU	: Malawi Congress of Trade Union
MDA	: Ministries, Departments, and Agencies

MDG	: Millennium Development Goals
MDHS	: Malawi Demographic and Health Survey
MEC	: Malawi Electoral Commission
MGRC	: Malawi Human Rights Commission
MHRC	: Malawi Human Rights Commission
MIP1	: Mw 2063 First 10-Year Implementation Plan
MIS	: Management Information Systems
MITC	: Malawi Investment and Trade Centre
MNSSP	: Malawi National Social Support Programme
MoA,	: Ministry of Agriculture
MoD	: Ministry of Defence
MoE	: Ministry of Education
MoFEA	: Ministry of Finance and Economic Affairs
MoGCDSW	: Ministry of Gender, Community Development, and Social Welfare
MoH	: Ministry of Health
MoHS	: Ministry of Homeland Security
MoL	: Ministry of Labour
MoLGUC	: Ministry of Local Government, Unity and Culture
MoNRCC	: Ministry of Forestry and Natural Resource
MRA	: Malawi Revenue Authority
MoTI	: Ministry of Trade and Industry
MoWS	: Ministry of Water and Sanitation
MP	: Members of Parliament
MPHIA	: Malawi Population-Based HIV Impact Assessment
MPS	: Malawi Police Service
MSG	: Malawi School of Government
MSME	: Micro, Small and Medium Enterprises

MUBAS	: Malawi University of Business and Applied Sciences
Mw 2063	: Malawi 2063
NAC	: National AIDS Commission
NAIP	: National Agriculture Investment Plan
NAPA	: National Adaptation Plan of Action
NAP	: National Agriculture Policy
NCALE	: National Centre for Adult Literacy and Education
NCHE	: National Council for Higher Education
NCST	: National Commission for Science and Technology
NDC	: Nationally Determined Contributions
NEEF	: National Economic Empowerment Fund
NGCN	: National Gender Coordination Network
NGO	: Non-Governmental Organization
NGM	: National Gender Mechanism
NGP	: National Gender Policy
NICE	: National Initiative for Civic Education
NPC	: National Planning Commission
NRM	: Natural Resources and Management
NSA	: Non State Actors
NSO	: National Statistical Office
NSP	: National Strategic Plan
ODL	: Open Distance Learning
OPC	: Office of the President and Cabinet
ORT	: Other Recurrent Transaction
PAC	: Public Appointment Committee
PCA	: Parliamentary Committee on Agriculture
PCM	: Parliamentary Committee on Media
PEP	: Post Exposure Prophylaxis
PLWHA	: People Leaving with HIV/AIDS
PRSP	: Poverty Reduction and Social

	Protection
PTR	: Pupil Teacher Ratio
PVSU	: Police Victim Support Units
RA	: Research Assistants
RBM	: Reserve Bank of Malawi
RHS	: Reproductive Health Services
ROSCA	: Rotating Savings and Credit Associations
SADC	: Southern African Development Community
SADDD	: Sex, Age, and Disability Disaggregated Data
SC	: Statutory Corporations
SCTP	: Social Cash Transfer Programme
SDG	: Sustainable Development Goals
SEA	: Sexual Exploitation Abuse
SGBV	: Sexual Gender Based Violence
SIGI	: Social Institutions and Gender Index
SRH	: Sexual and Reproduction Health
SRHR	: Sexual and Reproductive Health and Rights
STEM	: Science, Technology, Engineering and Mathematics
SWG	: Sector Working Groups
TEVETA	: Technical Entrepreneur and Vocational Education and Training Authority
TEVET	: Technical Entrepreneur and Vocational Education and Training
ToR	: Terms of Reference
TTC	: Teacher Training Colleges
TWG	: Technical Working Groups
UN	: United Nations
UNDP	: United Nations Development Programme
UNFCCC	: United Nations Framework Convention on Climate Change

UNFPA	: United Nations Population Fund
UNIMA	: University of Malawi
USAID	: United States Agency for International Development
VDC	: Village Development Committee
VNRMC	: Village Natural Resource Management Committees
VSLA	: Village Savings and Loans Associations
VSU	: Victim Support Unit
WB	: World Bank
WEE	: Women Economic Empowerment
WRO	: Women Rights Organisations
WUA	: Water User Associations
YFHS	: Youth Friendly Health Services

FOREWORD

The National Gender Policy underscores a bold commitment by the Government of Malawi to dismantle systematic barriers and promote equitable opportunities for citizens regardless of gender. This policy signifies a pivotal milestone in aligning national aspirations with global principles of human rights and sustainable development.

The policy is premised on the Constitution of the Republic of Malawi which recognizes the central role of gender equality in promoting welfare and development of the people of Malawi. In addition, the policy has been aligned to the Malawi 2063 which recognizes gender equality and social inclusion as one of the key pillars for inclusive wealth creation and self-reliance. The Malawi 2063 places special emphasis on equitable human capital development and in line with this strategic vision. This policy seeks to challenge, transform, and address gender and social inequalities in our society to create an inclusive environment where women, men, boys and girls work as equal partners in achieving transformative and sustainable development at all levels.

The specific purpose of the policy is to strengthen gender mainstreaming and promote gender transformative actions at all levels to facilitate gender equality, social inclusion, and the empowerment of women and girls in Malawi. It has eight priority areas namely: Gender in Economic Empowerment; Gender in Education and Training; Gender in Health; Gender in Social Protection; Gender in Migration; Gender in Disaster Risk Management and Climate Change; Sexual and Gender Based Violence; Gender in Governance, Laws, and Human rights; and the National Gender Machinery.

The Government is fully committed to ensure successful implementation of the policy and invites all stakeholders to work jointly. I am confident that the implementation of this policy will catalyse progress toward a just and inclusive society where all citizens thrive.



Honourable Jean Muonaouza Sendeza, MP
MINISTER OF GENDER, COMMUNITY
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PREFACE

The National Gender Policy (2025-2030) embodies Malawi's unwavering commitment to gender equality and social inclusion. The review of the 2016 National Gender Policy is an affirmative step by the Government of the Republic of Malawi towards attaining gender parity amongst men, women, boys and girls, ensuring that no one is left behind in pursuit of the sustainable development goals and the wealth creation agenda envisaged in the Malawi 2063. It is expected that implementation of the 2025-2030 National Gender Policy will leverage on lessons and prior achievements such as enhanced gender parity in primary education, gains in sexual and reproductive health rights as evidenced by decreased maternal mortality ratio and neonatal mortality rates, increased contraceptive use, improved access to emergency obstetric care services, and increased pool of skilled birth attendance.

However, it has to be acknowledged that the success of this Policy demands concerted attention on existing challenges including gender disparities in secondary, and tertiary education where dropouts among females remain high and female participation in Science, Technology, Engineering and Mathematics (STEM) is still limited. HIV prevalence remains higher for females than males, and of concern are the Adolescent Girls and Young Women. The worsening impact of natural disasters and poverty levels also presents significant burdens especially for women and girls. Above all, coordination of gender programmes has been challenging, resulting in duplication of efforts, weak monitoring and limited consolidated gender statistics among others. The development of this Policy was informed by global, regional and national overarching instruments such as the Malawi 2063, Sustainable Development Goals (SDGs), the Gender Equality Act, the Beijing Declaration and Platform of action, the Convention on Elimination of All forms of Discrimination Against Women (CEDAW), and the Universal Declaration on Human Rights.

The Revised National Gender Policy (2025 – 2030) is a product of a highly consultative process that involved key gender stakeholders in the country. This includes all departments in the Ministry, various Ministries, Departments and Agencies (MDAs), Civil Society Organizations, Non-Governmental Organizations, faith-based organisations and development partners, and an analysis of the implementation process of the past National Gender Policy (2016 – 2021) including a situation analysis of the emerging gender equality and social inclusion issues in the country. Through collective action and steadfast dedication from all stakeholders, I am confident that this policy will drive Malawi closer to achieving gender transformative and sustainable development. I invite all stakeholders to join hands in fostering a nation where equality and inclusion are not just ideals but realities.



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GLOSSARY

Domestic Violence: means any criminal offence arising out of physical, sexual, psychological or emotional, social, economic or financial abuse committed by a person against another within a domestic relationship (affiliation by birth, blood, co-habitation, marriage, love, or shared parenthood)

Gender: refers to a range of socially constructed roles and relationships, responsibilities, attitudes, behaviours, values, status and privileges that society ascribes to men, women, boys and girls on a given culture or location.

Gender Equality: entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices.

Gender Equity: means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Analysis: is a systematic way of looking at the different impacts of development, policies, programmes and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned.

Gender Mainstreaming: is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels.

Gender Based Violence: means any act perpetrated by a person against another that results in, or is likely to result in,

physical, sexual or psychological harm or suffering, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Intestate: Refers to a situation where a person dies without having made a valid will or testament. When someone dies intestate, their estate (property, assets, and debts) is distributed according to the laws of intestacy, which vary depending on the jurisdiction. These laws typically prioritize close family members, such as spouses, children, and parents, in the distribution process

National Gender Machinery: it is a single body or a complex organized system of bodies, often under different authorities, but recognized by the government as the institution dealing with the promotion of the status of women.

Sex: refers to the biological characteristics which define humans as female or male.

CHAPTER ONE

1.0 INTRODUCTION

The first National Gender Policy (NGP) in Malawi was developed in 2000 and its overall goal was to mainstream gender in the national development process to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication. In 2015, a review of the first National Gender Policy was undertaken and resulted into the development of the National Gender Policy which was approved (2016-2021). The overall goal of the National Gender Policy (2016-2021) was to reduce gender inequalities and enhance the participation of women, men, girls and boys in socio economic development processes. The first and second National Gender Policies were aligned to regional and international instruments to which Malawi is party to.

Implementation of the first and second National Gender Policies registered significant results which included creating a strong institutional and legal framework for the promotion of gender equality and women empowerment. The previous policies contributed to increased representation and participation of women and girls in decision making processes; increased intake and retention of women and girls in education and increased attention on prevention and response mechanisms for GBV.

However, the persistence of gender inequalities and social exclusion signifies serious gaps and challenges that need to be addressed if meaningful gender equality and social inclusion is to be attained in the country. In addition, over the years, there have been emerging gender equality and social

inclusion issues arising from disasters, increased external and internal migration, prevalence of GBV in social protection and low participation of women and girls in Science Technology Engineering and Mathematics (STEM) and Technical, Entrepreneurial and Vocational Education and Training (TEVET) that require strategic policy direction. The need to review the NGP and develop a successor policy has further been solidified by adoption of a new national development blueprint in the country, the Malawi 2063 and the Mw 2063 First 10-Year Implementation Plan (MIP-1). In addition, at global level, the Millennium Development Goals (MDGs) were phased out and have been replaced with the Sustainable Development Goals (SDGs).

1.1 Historical Background

The gender landscape in Malawi has considerably evolved over the years, reflecting shifts in traditions, political governance, legal reforms and emerging issues. During the pre-colonial era, traditional societies were structured around matrilineal (e.g., Chewa) and patrilineal (e.g., Ngoni) systems. Women in matrilineal societies held significant roles, including inheritance and family influence. Men often dominated in patrilineal societies, with women taking on secondary roles. Labor was divided along gender lines, with men engaging in hunting and trade, and women focusing on agriculture and household management.

Colonialism disrupted traditional structures, often marginalizing women's roles. Missionary influence promoted patriarchal values, reducing women's traditional authority. Labor migration shifted economic power to men, increasing women's domestic burdens. Boys were prioritized for formal education, limiting opportunities for girls. The introduction of a cash economy further marginalized women economically.

The dawn of independence in 1964 spurred Nationalist movements and policies under the one party government. However, the government of the time did not explicitly prioritize gender equality. Although women were mobilized for party function purposes, they were not empowered to take up leadership roles in politics. Customs and values continued to reinforce traditional gender roles, entrenching patriarchy. Girls faced barriers in education despite some progress.

The transition to democracy from 1994 up to early 2000s led to precipitation of constitutional reforms that introduced gender equality as a fundamental principle. The period and subsequent years were further marked by the emergence of gender-focused Non-Governmental Organization (NGOs) advocating for women's rights, girl's education and maternal health. Democratic reforms further provided opportunities for women's representation, albeit limited. In politics, women representation in the national assembly rose from 5.8% in 1994 to 14% in 2004 and peaked at 22.3% in 2009.

Most recently emerging issues continue to shape gender from the 2000's till present. Legal instruments, including the Gender Equality Act (2013) and the Prevention of Domestic Violence Act (2006), were introduced to enforce gender parity and prevent gender based violence. Economic empowerment initiatives were also launched to support women in entrepreneurship and microfinance. Youth-led movements advocating for gender equality are gaining momentum including efforts to reduce child marriages.

Contemporary years have also seen progressive shift towards promoting gender transformative initiatives that challenge power dynamics and toxic traditions that perpetuate gender disparities. Intersectionality is increasingly recognized, addressing the overlap of gender with other identities like

disability, rural-urban disparities and migration. In the wake of persistent and worsening effects of natural gender sensitive climate change adaptation, measures are targeting its gendered impacts, especially on women in agriculture.

1.2 Current status of Gender in Malawi

Malawi has made significant progress in reducing gender inequalities and empowering women through enactment of progressive gender related laws such as Gender Equality Act (2013) and Marriage, Divorce and Family Relations Act (2015), and implementation of the national policies and strategies including the National Gender Policy 2016-2021). Malawi's Gender Inequality Index (GII) has reduced from 0.614 in 2015 to 0.554 in 2021 implying improvements on women's access to reproductive health and political participation. Similarly, Malawi's Gender and Development index that looks at performance in longevity, education, and income per capita has improved from 0.921 in 2015 to 0.968 in 2021. In addition, women representation in parliament has increased from 16.7% in 2016 to 22.9% in 2021. Further to that, the maternal mortality ratio (deaths per 100,000 live births) has almost halved from 634 in 2015 to 349 in 2021. Women's life expectancy at birth has increased from 64.8 in 2015 to 66.5 in 2021 and estimated gross national income per capita increased from \$972 to \$1,232 while expected years of schooling increased from 10.7 to 12.8.

Notwithstanding the achievements, gender gaps still exist in education, production, labour, and economic sectors among others. Notable issues include high illiteracy levels among women, where fewer women than men are literate (52.2% versus 69.8%). In addition to that, only 27% of women have secondary and tertiary education against 39% among men.

There are many factors that are affecting gender equitable and inclusive education in Malawi ranging from social, cultural, and economic. Women also lag behind men in ownership of key assets and productive resources such as land. The majority of arable land is owned and operated by men. In addition, most rural women in Malawi have limited capacity to adopt and use higher levels of advanced agricultural technologies due to low education. Compounded by low access of finances for agricultural activities for the rural women, women are less competitive in agricultural productivity compared to men undermining their socioeconomic empowerment.

1.3 Linkages with Other Relevant Policies and Legislations

The National Gender Policy will operate in line with other existing legislations and legal frameworks including the following.

1.3.1 Legislations Constitution of the Republic of Malawi (Cap 1:01):

The policy is aligned to section 24 of the Malawi constitution which provides the fundamental principles of human rights. Section 13 (a) promotes the welfare and development of people with emphasis on gender equality. Section 24: Promotes and protects the rights of women from any form of discriminatory and harmful practices.

Penal code (Cap 7:01) Prohibits forced marriage and carnal knowledge of a woman of any age, against her will (Section 135). Prohibits indecent and unlawful assault of any woman or

girl (Section 137 (1)) or insulting the modesty of a woman (Section 137 (3)).

Gender Equality Act (Cap 25:06): Promotes gender equality, equal integration, influence, empowerment, dignity and opportunities, for men and women in all functions of society, to prohibit and provide redress for sex discrimination, harmful practices and sexual harassment, to provide redress for sex discrimination, harmful practices and sexual harassment, to provide for public awareness on promotion of gender equality, and to provide for connected matters.

Marriage, Divorce, and Family Relations Act (Cap 15:01): Key law for ending child marriages as it demands formal government registration of all marriages. It widened the types of marriages that are legally recognized in the country hence, offering protection to men and women who get married under other forms of marriage other than civil marriage.

Deceased Estates (Wills, Inheritance and Protection) Act (Cap 59:01): Ensures the right to property for widowed women and orphaned children. Recognizes that women have the right to inherit from the marital estate and limits those entitled to intestate property to immediate family members.

Trafficking in Persons Act (Cap 7:06): Makes provision for the prevention and elimination of trafficking in persons; to provide for the establishment of the National Coordination Committee against Trafficking in Persons for the coordination and management of matters related to trafficking in persons;

Prevention of Domestic Violence Act (Cap 7:05): Protects women from the broad physical, sexual, emotional, or psychological, social, economic, or financial abuse that occurs within a domestic relationship.

Electronic Transactions and Cyber Security Act (Cap 74:04): Prioritizes child related abuses such as child pornography and prohibits cyber related Gender Based Violence.

Customary Land Act (Cap 33:01): Registration of persons as joint tenants or tenants in Common and automatic ownership by the remaining partner when the other dies without applying for Letters of Administration. Addresses the issue of property grabbing which most widows face.

Land Amendment Act (Cap 33:1): Ensures that both men and women have equal rights to own and control land, prohibiting discrimination based on gender. It includes measures such as spousal consent and equal inheritance rights to promote gender equality in land ownership and access to resources.

Disaster Risk Management Act (Act 27 of 2023): Ensures that disaster risk reduction efforts consider gender equality. It includes measures to address the specific vulnerabilities and needs of women and men in disaster planning, response, and recovery, promoting equal participation and protection for all genders.

Childcare, Protection and Justice Act (Cap 26:03): focuses on the well-being and rights of children. It establishes legal frameworks for childcare, protection, and justice, ensuring the welfare and safety of children in Malawi.

Disability Act (Cap 33:06): Promotes gender equality in disability policies and services, addressing the specific challenges faced by both disabled men and women and ensuring equal access to opportunities, services, and rights regardless of gender.

Mental Health Act (Cap 34:02): Centred on decentralization and community based principles, the Act promotes non-discriminatory co-existence and protection of the rights for persons with mental health conditions which includes Gender Based Violence survivors experiencing psychological trauma. It prohibits inhumane treatment and upholds dignity of individuals receiving mental health services a vital step in creating favourable environmental for addressing suicide cases.

1.3.2 National Policies and Strategies: The National Gender Policy will operate in line with other existing policy frameworks at both national and level including the following:

1.3.2.1 Malawi 2063

The Malawi 2063 (Mw 2063) was adopted in order to chart Malawi's new development trajectory with the aim of achieving an upper-middle income status by the year 2063. Mw 2063 reflects the collective aspirations of the people of Malawi to become an inclusively wealthy and self-reliant nation. The Vision is women and youth-centric as it is based on the ideals of social inclusiveness and shared prosperity. Gender equality is aligned to the human capital development enabler, aiming to ensure equal opportunities and rights for all genders.

1.3.2.2 Malawi 2063 First 10-Year Implementation Plan (MIP-1)

The MIP-1 (2021-2030) operationalizes the Mw 2063. It has foundational transformative strategies and interventions, including flagship projects that will help meet the set milestones in the shortest time possible. These strategies and interventions embrace the needs and aspirations of gender equality and social inclusion.

1.3.2.3 National Agriculture Policy

The National Agriculture Policy (NAP) aims to guide the country in achieving transformation of the agriculture sector. More specifically, the Policy leans towards increasing production, productivity, and real farm incomes. The Policy recognizes that women and girls provide the highest percentage of farm labour in the country. It also recognised the women's and girls' limited access to and control over agricultural productive resources including land and financial resources. Therefore, the National Gender Policy lays out strategies to actively address identified gender inequalities and barriers in the agriculture sector to achieve meaningful and effective agriculture production and commercialization.

1.3.2.4 National Population Policy

The National Population Policy seeks to manage the growth, structure and distribution of the population to be commensurate with the country's resources for sustainable development. It prioritizes programs addressing population and development challenges, with a focus on addressing rapid population growth.

1.3.2.5 National Education Policy

The National Education Policy aims at promoting equitable access to education and improving relevance, quality and governance, and management of the education sector. By promoting equitable access to education, the National Education Policy is linked to the National Gender Policy in that women and girls are empowered such that they can delay marriage and childbirth and can ably seek healthcare for themselves and their children.

1.3.2.6 National Youth Policy

The National Youth Policy seeks to create an enabling environment for the youth to develop their full potential towards sustainable personal and national development. The policy has placed special emphasis on promoting fairness and equal access to public opportunities regardless of social differences. In line with this strategic focus, the National Gender Policy (NGP) therefore will promote strategies aimed at ensuring that boys and girls including those living with disabilities fully develop their capacities and contribute effectively in the various spheres of development including their active participation in decision-making processes.

1.3.2.7 National Sexual and Reproductive Health Rights Policy

The National Sexual and Reproductive Health Rights (SRHR) Policy recognises the need to incorporate gender equality and social inclusion issues in the various components of SRHR. The purpose of the policy is to address SRHR problems which include maternal and neonatal health, family planning, teenage pregnancies, and domestic violence among others. The policy notes that these issues are prevalent in different age groups and diverse groups of Malawians. The NGP will provide for gender transformative actions in SRHR including youth friendly health services to ensure increased and equitable access and utilisation of the services.

1.3.2.8 Policy on Orphans and other Vulnerable Children

The Policy on Orphans and other Vulnerable Children aims at promoting care and support for orphans and other vulnerable children. The National Gender Policy is linked to the Policy on Orphans and other Vulnerable Children as it promotes the

inclusion of vulnerable and marginalized groups including orphans and vulnerable children.

1.3.2.9 National Policy for Older Persons

The National Policy on the Elderly Persons aims at improving access to social services and social security for older persons. It recognizes the importance of gender equality in addressing the needs and rights of older individuals. It aims to ensure that gender considerations are integrated into policies and programs related to aging, acknowledging the specific vulnerabilities and experiences of older women and men.

1.3.2.10 National Environmental Policy

The National Environmental Policy aims at promoting sustainable social and economic development through the sound management of the environment and natural resources. The National Gender Policy recognizes the linkage between the population, environment, migration and climate change hence incorporating gender transformative approaches in climate change adaptation and resilience.

1.3.2.11 Disaster Risk Management Policy

The National Disaster Risk Management Policy promotes integration of gender considerations into disaster risk management policies and practices in Malawi. It aims to ensure that disaster risk reduction efforts address the specific vulnerabilities, needs, and capacities of both women and men.

1.3.2.12 National Health Policy

The National Health Policy emphasizes gender considerations to ensure equitable access to healthcare and address the

unique health needs of women, men, boys, and girls. It aims to eliminate gender disparities in health outcomes by promoting gender-sensitive healthcare services, addressing gender-based violence in healthcare settings, and ensuring equal access to reproductive health services and family planning for all genders.

1.3.2.13 National Disability Policy

The National Disability Policy recognizes the importance of early care, stimulation, protection and development of children with special needs or disabilities as well as children that are excluded from other gender programmes at household, community, centre, school and institution levels. The NGP emphasizes on the inclusion of special needs children.

1.3.2.14 Education Sector Strategic Plan

The Education Sector Strategic Plan prioritises gender equality and equity particularly addressing disparities in access, retention and attainment of education for girls and women through mainstreaming of gender, increasing girl's enrolment in Science Technology, Engineering and Mathematics (STEM) and adoption of gender responsive curriculum.

1.3.3 International Instruments

The National Gender Policy draws its inspiration from the Sustainable Development Goals (SDGs) 2030 adopted by the United Nations (UN) in 2015. In addition, the policy is aligned to the African Union (AU) Agenda 2063 that among other things recognises women and the youth as critical assets for the rapid transformation and development of the continent.

Further the policy is aligned to key global gender instruments such as the Convention on the Elimination of All forms of Discrimination against Women (CEDAW); United Nations Framework Convention on Climate Change (UNFCCC); Sendai Framework for Disaster Risk Reduction; Convention on the Rights of Children (CRC); African Protocol on Women's Rights SADC Protocol on Gender and Women's Rights, and the COMESA Gender Strategy.

1.4 Problem Statement

Despite the significant progress made under the National Gender Policy (2016-2021), various gender inequality challenges persist. Gender disparities in education, especially in Science, Technology, Engineering and Mathematics (STEM) fields and at tertiary level, remain and are heightened by early pregnancies and marriages leading to high dropout rates among girls. Additionally, there are serious gender disparities in labour participation, limited access to productive resources, low political representation of women, inadequate access to sexual and reproductive health rights, and unequal ownership of natural resources. Gender-based violence, both traditional and cyber-related, continues to be prevalent, worsened by the impacts of climate change and environmental degradation. Further, fragmented support mechanisms and limited funding hinder the efficient implementation of gender policies and interventions, leading to duplication of efforts and weak monitoring systems.

Besides there are emerging issues and lessons learnt that need to be prioritised in the pursuit of gender equality. These include, among others, the need to enhance coordination of the National Gender Machinery; strengthen gender mainstreaming and gender transformative approaches across all sectors; enhance systems for addressing Gender Based

Violence especially sexual harassment in the areas of work; institutionalise gender in disaster risk management including addressing the nexus of gender, migration, environment, and climate change; promote equal pay for equal work, work life balance, and eliminate workplace discrimination and abuse; bridge the digital gender divide; and improve data management systems including collection, analysis and utilisation of sex, age, and disability disaggregated data.. Hence, the need for the current National Gender Policy (2024-2030) to comprehensively address these persistent challenges and emerging issues and align to the new National Development Framework.

1.5 Purpose of the Policy

The purpose of the policy is to strengthen gender mainstreaming and promote gender transformative actions at all levels to facilitate gender equality, social inclusion, and the empowerment of women and girls in Malawi. The policy is therefore a guide to all stakeholders in planning, resource allocation, implementation and monitoring and evaluation of programmes with a gender perspective.

CHAPTER TWO

BROAD POLICY DIRECTION

2.1 Policy Goal

To reduce gender inequalities and enhance meaningful participation of women, men, girls and boys in socio economic development processes in Malawi for an accelerated inclusive wealth creation.

2.2 Policy Outcomes

- Increased meaningful participation of women, men, girls and boys in development processes including decision making, wealth creation and climate change adaptation and mitigation.
- Reduced all forms of gender-based discrimination and harmful practices, including gender-based violence and child marriages.
- Safeguarded welfare, rights and participation of women in social, political, and economic development processes.
- Enhanced institutional capacity of the National Gender Machinery

2.3 Policy Objectives

- Reduce gender inequalities and social exclusion so that women, men, girls and boys are able to actively participate in development processes
- Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions

- Reduce Sexual and Gender Based Violence and strengthen mechanism for prevention, reporting and response
- Promote access to, retention, and completion of quality, relevant, appropriate, and affordable education including skills development for women, men, boys and girls including all marginalised populations
- Promote the economic empowerment of women, men, boys, and girls including all marginalised groups
- Improve access and utilisation of Sexual and Reproductive Health Rights services especially among women, the youth, and all marginalised populations
- Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change
- Strengthen the capacity of the National Gender machinery to advance the gender agenda

2.4 Guiding Principles

Implementation of this Policy will be guided by the following principles:

Human Rights and Equity

This principle ensures respect for human rights and fundamental freedoms including the right to life, human dignity, equality and freedom from any form of discrimination.

Accountability

All stakeholders shall discharge their respective mandates in a manner that takes full responsibility for the decisions made.

Inclusiveness and Non-Discrimination

Taking into consideration the views of stakeholders, and providing equal access to opportunities and resources regardless of differences based on age, sex, marital status,

culture, religion, ethnicity, disability, sexual orientation, HIV status or any other social economic parameters.

Decentralization

Decentralised implementation of the Policy through planning, implementation, capacity development, monitoring and evaluation of programs and interventions.

Environmental Considerations

Consideration for the protection of the environment and mitigating the effects of climate change for sustainable national development of the country.

2.5 Core Values

- i. Innovation and creativity
- ii. Transparency
- iii. Self-reliance
- iv. Accountability
- v. Equity
- vi. Excellence
- vii. Collective action
- viii. Sustainability
- ix. Patriotism
- x. Integrity
- xi. Rights based

CHAPTER THREE

POLICY PRIORITY AREAS

The Policy has nine priority areas that contribute to the achievement of the policy outcomes by 2030 and these are: Gender in Education and Training; Gender in Health; Gender in Social Protection; Gender in Migration; Gender in Disaster Risk Management and Climate Change; Sexual and Gender Based Violence; Gender in Economic Development; Gender in Governance, Laws, and Human rights; and National Gender Machinery.

3.1 Policy Priority Area 1: Gender in Economic Development

Women in Malawi continue to be disadvantaged across several areas of economic participation. The total conditional gender gap in agricultural productivity is 31 percent. Integrated Household Survey II (2005) showed that more (79%) men were engaged in non-agricultural wage employment vis-à-vis a mere 21% for women. In terms of land ownership, gender imbalances also exist and are largely exacerbated by predominance of land tenure practices which negatively affects women's land ownership. On the other hand, despite the significant economic potential of savings and loan groups, men's participation is significantly lower compared to women. For instance, 35% of men currently participate in Community Savings and Investment Promotion (COMSIP) interventions compared to 65% of women. Nonetheless, overall, women's control over productive resources remains relatively weaker compared to men.

Addressing gender disparities in economic activities is therefore vital for Malawi's aspirations of attaining an

inclusively wealthy lower middle-income status and overall inclusive social economic development. Notably women's economic participation boosts agricultural productivity, and enterprise development. Promoting women's participation and empowerment is equally critical in key sectors earmarked for growth including mining, tourism and construction. This affirmative action can unlock higher multiplier effect at household and community levels, as women tend to re-invest a large portion of their income in their immediate families and communities.

Policy Statement 1: The Policy will ensure that gender imbalances in the agricultural production are reduced

Strategies:

- a) Promote gender responsive agricultural commercialisation
- b) Facilitate access and control over agricultural productive resources including land and technologies.
- c) Support gender responsive agricultural research

Policy Statement 2: The policy will ensure that women's and other vulnerable groups' access to financial and economic opportunities is promoted.

Strategies:

- a) Promote capacity building of women, men and other vulnerable groups in financial literacy and entrepreneurship.

- b) Promote access to local and international markets for products produced by Women and other vulnerable groups.
- c) Support women owned Micro, Small and Medium Enterprises (MSMEs)
- d) Promote participation of men in village savings and loan groups.
- e) Promote formation of women led cooperatives
- f) Link women to financial services and markets
- g) Mainstream gender in the construction industry
- h) Strengthen women's access and control over economic resources
- i) Promote women's participation in various economic sectors including mining, construction, ICT, Tourism and Hospitality

Policy Statement 3: The policy will ensure a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.

Strategy:

- a) Promote gender responsive conditions of service and labour laws.

3.2 Priority Area 2: Gender in Education and Training

Education is a building block for human capital development and a backbone for breaking intergenerational poverty through provision of better opportunities to participate in national development. Malawi has registered significant progress in the number of girls accessing primary, secondary, and tertiary education. Significant gender gaps still exist at the secondary school level mainly due to high school dropouts among females in upper primary school (61% as of 2022). This is more common for girls from poor families and these are

largely due to early marriages and childbirth with over 37.7% of girls in Malawi married before the age of 18. Cultural factors such as male preference among communities as well as the participation of the girl child in unpaid care work at household level on the demand side. Regarding the supply side, long distances to school, poor infrastructure and sanitation issues have contributed to dropouts.

The trend of gender parity index (GPI) for the past five years has been consistent at both primary and secondary schools with an average GPI of 1.03 for primary level favouring girls and 0.95 for secondary level favouring boys as reported in the Education Management Information System (EMIS). The EMIS bulletin also depicts that boys who were readmitted in primary surpass girls by 1.46% while girls surpass boys at secondary by 24.9% showing that both genders require attention. Despite the many interventions on the ground as guided by the National Girls Education Strategy, boys' average dropout rate for the past five years is at 4.0 and 6.64 for girls in primary and 10.85 for girls and 6.67 for boys in secondary while the average completion rate for primary is at 51.4 for girls and 53.06 for boys. The transition rate to secondary is at 38.9 for girls and 29.56 for boys. Out of all the students that applied for bursaries 40% males and 60% females received bursaries.

The participation and performance of girls in Science, Technology, Engineering and Mathematics (STEM) remains low though some improvements have been registered. The root causes of this imbalance are in the social, cultural and gender norms that shape and undermine girls' confidence and willingness to study STEM subjects. There has been progress in girls' access to technical and vocational skills because of the introduction of Community Technical Colleges and Technical Entrepreneur and Vocational Education and

Training Authority (TEVETA) girls' scholarships that need to be sustained. In addition, the introduction of Open Distance Learning (ODL) programs in all public universities has helped address existing gaps in access to post-secondary education, however more investments are still needed.

Policy Statement: The Policy will ensure that gender disparities in all spheres and all levels of education are reduced.

Strategies

- a) Promote access by female Students to Science, Technology, Engineering and Mathematics (STEM) streams of education
- b) Promote inclusive Complementary Basic Education (CBE) for in and out of school children and adolescents' girls and boys
- c) Promote functional literacy for men and women
- d) Promote access to all levels of education by women, girls and boys from poor households.
- e) Promote gender transformative approaches that challenge and address barriers to girls' education
- f) Promote preventive, protective, and supportive measures that eradicate school-based gender-based violence
- g) Promote increased access to quality Technical, Vocational and Entrepreneurship Training programmes for skills development specifically for girls and women including vulnerable groups
- h) Scale up standard, inclusive and equitable education infrastructure.

3.3 Policy Priority Area 3: Gender in Health

A healthy population with improved life expectancy sets the foundation for building and sustaining a healthy human capital base that is critical for socioeconomic transformation of Malawi in line with Malawi 2063. Malawi has made some substantial health gains in the areas of sexual and reproductive health rights. There has also been substantial progress in both maternal and child health through reduced mortality rates, higher life expectancy among women (59) compared to Men (55.1), access to knowledge and skills in basic health and nutrition at household level as well as access to HIV/AIDS treatment and support by all affected groups. There has been increased contraceptive use, improved access to emergency obstetric care services (from 2 to 40 per cent) and increased skilled birth attendance (from 71 to 90 per cent).

Despite the improvements, the levels are still below set targets both globally and nationally which calls for the need to invest more in all these areas. For instance, access to sexual and reproductive health and rights is lagging in women with no education and those in the poorest households. The fertility rate is high at 4.1 births per woman largely driven by the high adolescent fertility rate exacerbated by early marriage and school drop-out. Women are more affected and infected by HIV and AIDS and of concern are the Adolescent Girls and Young Women (AGYW). HIV Prevalence rate among women is 10.5% and 7.1% for men. HIV prevalence ranged from 1.7% among older adolescent girls aged 15-19 years to 22.1% among women aged 45-49 years. In comparison, the prevalence rate is 1.4% among older adolescent boys aged 15-19 years and 20% among men aged 45-49 years. Women, children and people living with HIV and AIDS and chronic diseases are more vulnerable to nutrition-related disorders. Additionally, one third of women aged 15-49 in Malawi are

anaemic, 21% are overweight or obese and approximately 112 and 169 women aged 20 – 29 die during pregnancy and after childbirth annually.

Further mental health disorders are on the rise in Malawi and those that suffer from mental health conditions have no access to care due to the fact that mental health services are centralised and are not integrated into primary healthcare. Further there are very few mental health professionals in the country and the general health care workers have no competency.

Policy Statement 1: The Policy will ensure that women and girls' sexual and reproductive health and rights are improved.

Strategies:

- a) Conduct community mobilisation campaigns to eliminate negative bias towards girls and youths who patronise SRHR services.
- b) Strengthen the existence of community structures such as mother groups, and youth clubs that promote access and utilisation of SRHR services.
- c) Promote male engagement in SRHR services

Policy Statement 2: The policy will ensure that women and girls' exposure to HIV is reduced.

Strategies:

- a) Promote community leaders' involvement in modifying harmful cultural practices that promote the spread of HIV and AIDS

- b) Promote public awareness programmes on the prevention and treatment of HIV AIDS especially among the AGYW.
- c) Promote male involvement in HIV and AIDS programming

Policy Statement 3: The policy will ensure that gender is mainstreamed in other communicable diseases, mental health and pandemics.

Strategies:

- a) Promote health seeking behaviour among women, men, girls, and boys.
- b) Mainstream Mental Health Act provisions in GBV interventions where applicable.
- c) Promote gender-focused research to understand the differential impacts of communicable diseases, and pandemics on women, men, boys and girls.
- d) Promote access to mental health services among men.

3.4 Policy Priority Area 4: Gender in Social Protection

Social Protection in Malawi aims at reducing poverty and vulnerability motivated by Malawi's high chronic poverty levels, food insecurity, and frequent climatic shocks. It focuses on protecting the welfare of the poorest through consumption support, promoting resilient livelihoods and building shock responsiveness social protection programmes. Specific social protection programmes under the Malawi National Social Support Program (MNSSP II) include, the Social Cash Transfer Programme (SCTP), Climate Smart Enhanced Public Works Programmes (CSEPWP), School Meals Programmes (SMP) and Pro Poor Micro Finance.

Malawi's poverty has a feminised face, with 51.4% of women living in poor households compared to 48.6 % of men who are living in poor households. Women and girls face significant risks, vulnerabilities, and inequalities along their life cycle. Women are more likely than men to live in poor households starting in their mid-20s and continuing until their 50s, implying that women tend to be poorer than men during core productive and reproductive stages of life. Social protection programmes help to reduce gendered vulnerabilities even without explicit gender objectives. The programmes contribute towards building women and girls' resilience, empowering them, and promoting gender equality across the life cycle. However, in some instances, despite women being the intended beneficiaries, their autonomy and decision-making power over utilisation is undermined by gender-based violence (GBV). For instance, women may be coerced or forced to hand over their cash to their partners or family members.

Policy Statement: The policy will ensure that gendered risks arising from implementation of social protection programmes are mitigated.

Strategies:

- a) Promote gender mainstreaming in social protection informed by a comprehensive gender analysis of social protection programmes.
- b) Encourage research that explores the intersection of gender, poverty, and social protection.
- c) Support integration of gender into social protection programmes.
- d) Strengthen collaboration and coordination between gender and social protection actors to advance issues of gender and social protection nexus.

- e) Support integration of women economic empowerment in social safety nets
- f) Develop appropriate safeguards to protect women, men, boys and girls from potential GBV arising from benefiting through social protection programmes.

3.5 Policy Priority Area 5: Gender in Migration

Malawi is a country of origin, transit and destination of migrants. It experiences both internal and external migration. Internal migration tends to be mostly temporal (seasonal) and is characterized by individuals or households relocating to other rural areas within the same district or to urban areas within the district or beyond. Internal net rural-to-urban migration has been increasing by approximately 4.1% each year driven by recurrent episodes of climate disasters and environmental stresses, the search for arable land for agricultural production, family disputes, and search for economic opportunities among other key factors. Internal migration is significant within agricultural sectors under a tenancy system. Tenant farmers migrate northwards within the country to seek land for farming purposes. Amongst people internally displaced by climate induced disasters staying in temporary displacement sites, the majority are women and children, as men tend to attempt salvaging and rebuilding homes in areas of origin or new destinations. Young married men, migrating to urban areas also lead to shifting of household gender roles and responsibilities as women take the burden of single-handedly taking care of their homes.

Regarding external migration, South Africa, Mozambique, Zimbabwe, and Tanzania are some of the destinations for most Malawians moving within the Southern Africa region in search of employment, family reunification, and further

education. In recent years, however, young Malawians are travelling far and beyond Africa such as the Middle East, Asia and Europe seeking the same opportunities. Malawi has become both a transit country for immigrants heading to other Southern African countries, and a preferred destination choice due to its moderately stable political climate and liberal immigration laws. It is also established that Malawians migrating beyond Africa, specifically Asia and the middle East face hardship due to poor working conditions and are often trapped in situations where they fail to return home and need support. In general, female migrants are disproportionately affected by severe protection concerns related to irregular migration including trafficking in persons, poor working conditions and sexual harassment.

Policy Statement: The policy will ensure that gender is mainstreamed in migration programming

Strategies:

- a) Support access to regular smooth internal and external migration channels and services taking into account the vulnerabilities of women, men, girls, and boys.
- b) Strengthen monitoring mechanisms of internal migration systems.
- c) Popularise relevant legal provisions and other information that aim at protecting women and girls from human trafficking and smuggling.
- d) Strengthen mechanisms to address migrant trafficking and smuggling, and other illegal practices which specifically target and exploit migrant vulnerable populations including women and girls.

- e) Support the implementation of Malawi's commitments including counter- terrorism efforts at global and local level.
- f) Enhance gendered data availability on migration and migration protection.
- g) Support family reunification initiatives for families separated by migration.
- h) Support the implementation and enforcement of the migration related laws to ensure inclusion of migration issues at all levels.

3.6 Policy Priority Area 6: Gender in Disaster Risk Management and Climate Change

Malawi has experienced numerous disasters associated with severe rainfall events such as storms, floods and droughts and health related disasters since 1980 to date. Events like the 2015 and 2024 floods, as well as tropical cyclones like Idai, Ana, Gombe, and Freddy, have caused significant impacts with over 3,500,000 affected populations, over 500 deaths, and economic losses estimated at over half a billion dollars, making Malawi one of the top five most affected countries within Africa by extreme weather events. Health-related disasters, such as cholera and COVID19 outbreaks have further exacerbated the situation. Rapid Gender Analysis and other assessments highlight that disasters affect women, girls, boys, and men differently. Women are disproportionately impacted, with at least 56% of those affected being children and 7.2% persons living with disabilities. They face factors such as restrictive gender norms, increased time poverty, and exclusion from decision-making processes. Gender-specific barriers in prevention, preparedness, and recovery hinder women and girls from acquiring and accessing the means and capacities needed for resilience.

The effects of climate change, coupled with high rates of deforestation and land degradation, are expected to worsen the situation in Malawi, making the country even more vulnerable to climate-related disasters in the future. Projections indicate a potential increase in the frequency and severity of extreme weather events, posing challenges for social and economic well-being, particularly for women and vulnerable populations. Existing challenges such as high poverty rates, inequality, and food insecurity amplify the impact of natural disasters on livelihoods, widening the gap between the rich and the poor. Efforts to address these challenges require holistic strategies to integrate gender-responsive disaster risk reduction in climate change adaptation, poverty alleviation, and sustainable development programming.

Policy Statement 1: The policy will ensure increased gender responsiveness in disaster risk management and climate change programs.

Strategies:

- a) Strengthen gender-responsive and inclusive end-to-end multi-hazard early warning systems and anticipatory actions.
- b) Promote and support women and girls (in all their diversities) for their full and effective participation and equal opportunities for leadership at all levels of decision-making in Disaster Risk Management (DRM) and climate change governance structures and institutions.
- c) Conduct gender analysis in any disaster to assess the gender-specific impacts and inform targeted humanitarian response and resilience efforts.

- d) Promote the use of Sex, Age, and Disability Disaggregated Data (SADDD) in DRM and climate change program cycles.
- e) Institutionalize mechanisms for the prevention of and response to all forms of violence, abuse, and exploitation in DRM.
- f) Institutionalize gender-responsive Grievance Redress Mechanisms (GRM) in DRM and climate change programming.

Policy Statement 2: The policy will ensure gender mainstreaming in natural resources, environment, climate change, and disaster risk reduction policies.

Strategies:

- a) Promote women and girls' climate-smart resilient livelihoods and businesses.
- b) Ensure increased funding allocations and improved access to financing for disaster risk reduction initiatives.
- c) Promote dissemination and enforcement of existing enacted laws that ensure equitable access to and control over natural resources for men, women, persons with disabilities, the elderly, and the youth.
- d) Facilitate mainstreaming of gender in DRM, natural resources and climate change related policies.

Policy Statement 3: The Policy will ensure that comprehensive protection services are provided to vulnerable populations including women and girls in emergency settings or disaster-prone areas.

Strategies:

- a) Support mechanisms for prevention and response to all forms of violence, abuse, exploitation, and neglect as well as sexual exploitation and abuse (SEA) on the affected populations
- b) Support and coordinate access to protection services for populations affected by emergencies.
- c) Provide targeted support for vulnerable groups at risk of violations during emergencies.
- d) Promote access to basic necessities for vulnerable groups including women during disasters

3.7 Policy Priority Area 7: Sexual and Gender Based Violence

SGBV in Malawi is still manifesting through early child and forced marriage, harmful cultural practices, religious beliefs, low literacy levels, low participation in decision making, lack of independence and low economic empowerment of women among others. Malawi has one of the highest rates of sexual and gender-based violence in the world, with one in three women experiencing physical or sexual violence in their lifetime. All the four main types of GBV (physical, sexual, emotional, or psycho-social and economic) are prevalent in Malawi in varying degrees. The Malawi Demographic and Health Survey (MDHS, 2015/16) shows that 34% of women aged 15- 49 years experience physical violence by age 15 while 20% experience sexual violence. Malawi is also experiencing increased cases of cyber related SGBV where males and females face specific threats including online harassment, cyber stalking, and non-consensual distribution of intimate images and videos that often result in psychological harm, economic loss, low political participation of women and social isolation.

Sexual and Gender Based Violence (SGBV), especially violence against women, girls and the vulnerable groups, has been recognized by the Malawi Government as a severe impediment to social wellbeing and poverty reduction. Eradication of Sexual and Gender Based Violence is therefore critical for the attainment of national development in social, cultural, economic, political and humanitarian settings. The Government has further recognized the impact of Gender Based Violence on the vulnerable groups in relation to the prevalence of the HIV and AIDS pandemic and lack of full enjoyment of Sexual Reproductive Health and Rights.

Policy Statement 1: The policy will ensure that services for survivors and perpetrators of GBV are strengthened.

Strategies:

- a) Strengthen an inclusive GBV delivery system and case management
- b) Promote positive reporting and increased coverage of GBV issues in the media.
- c) Promote improved legal services, psychosocial support, and vocational and business skills for survivors of GBV.
- d) Promote the involvement of men and boys in GBV including addressing toxic masculinity.
- e) Allocate funds to support SGBV survivors to access services
- f) Mainstream SGBV services in correction centres targeting perpetrators.

Policy Statement 2: The Policy will ensure that knowledge, attitudes, and practices on SGBV prevention is improved.

Strategies:

- a) Promote awareness of negative effects of Sexual and Gender Based Violence at all levels.
- b) Promote involvement of men and boys in SGBV prevention interventions
- c) Popularize laws and services that promote and protect the rights of women and other vulnerable groups.
- d) Facilitate modification and elimination of harmful practices that perpetuate SGBV and discrimination against women and girls including cyber bullying.

Policy Statement 3: The Policy will strengthen reintegration of SGBV survivors in the communities.

Strategies:

- a) Facilitate involvement of SGBV survivors in VSLGs and other empowerment activities
- b) Promote establishment of community and survivor to support economic recovery of survivors.
- c) Promote mechanisms for enhancing economic empowerment of SGBV survivors such as technical and vocational skills.

3.8 Policy Priority Area 8: Gender in Governance

Good governance and human rights are hallmarks of sound gender equality initiatives. For good governance to take place, women's participation and leadership in the public sector, civil society and political parties should be promoted. Women's participation in leadership structures must be more inclusive, responsive, egalitarian, and democratic. When women meaningfully participate in peace processes, they can help to

expand the scope of agreements and improve the prospects for durable peace.

However, the participation of women in party politics and leadership is low as evidenced by low numbers of women holding key leadership positions in major political parties in the country i.e., 38.7 percent in cabinet, 22.9 percent in Parliament and 14.5 percent in local councils as of 2024. The low participation of women in party politics and leadership is partly attributed to an unfavourable legal and policy framework and structural rigidities in political party nomination and electoral systems. Some of the key challenges that affect progress in this priority area are barriers rooted in patriarchal norms and practices. A report on the 50:50 campaign flags out undemocratic procedures during political party primaries as one of the reasons impeding active women participation in politics and decision making. The Women Manifesto highlights the lack of financial resources and limited social capital/networks as some of the key stumbling blocks for women to participate in politics.

Policy Statement 1: The policy will ensure that women and girls fully and equally participate in politics and decision-making processes and their rights are upheld at all levels.

Strategies:

- a) Promote legislation and policies that enhance women participation at all levels of governance and decision making.
- b) Promote the provision of information to stimulate women, young women and girls to effectively participate in decision making processes at all levels.
- c) Engage political parties to create space for women participation at all levels and positions.

- d) Support scale-up of interventions that promote deconstruction of the social cultural norms that prevent women and young women participation in politics and decision-making positions.
- e) Promote Gender Responsive conflict resolution, post conflict resolution and reconstruction

Policy Statement 2: The Policy will ensure that rights for men, women, boys and girls are upheld at all levels

Strategies:

- a) Facilitate enforcement of relevant laws that protect the rights of women, girls, men and boys against all forms of violence and prohibit child marriage
- b) Facilitate the review and popularization of gender related laws
- c) Facilitate the formulation of regulations for the gender related laws

Policy Statement 3: The policy will enhance generation of Gender statics to foster Gender responsive budgets and government accountability on GEWE

Strategies:

- a) Support collection, generation, analysis and use of Gender statics and data.
- b) Promote Gender Response Budgeting at all levels
- c) Promote gender analysis of the national budget and use the findings to shape existing and future budgets.
- d) Strengthen the Ministry's Integrated Management Information System (IMIS) with focus on GBV,

3.9 Policy Priority Area 9: National Gender Machinery

The National Gender Machinery (NGM) refers to the institutional mechanisms established by governments to promote gender equality and women's empowerment. The Ministry coordinates the National Gender Machinery with all stakeholders accountable through structures including the Gender technical working groups and Development Assistance Group on Gender (DAGG).

The current lead National Gender Machinery (NGM) is characterized by a fragmented and ad hoc support system, primarily due to limited funding from the national budget. This has led to insufficient coordination mechanisms, duplication of efforts among partners, and weak monitoring systems, among other challenges. Additionally, the NGM is heavily reliant on donor funding, which is increasingly dwindling, thereby hindering the effective implementation of gender programs. There is also limited advocacy for the inclusion of gender issues in the national agenda and strategies. In Malawi, there are no comprehensive sectoral gender statistics plans or strategies in place, except for a commitment to collect basic sex-disaggregated data as part of administrative data systems and through official surveys such as the Demographic and Health Survey (DHS).

Policy Statement 1: The policy will ensure that national development programming is gender sensitive.

Strategies:

- a) Mainstream gender into national development programmes, policies, and interventions

- b) Build capacity of national, district, and community level actors on engendering development
- c) Ensure allocation of resources for collection and analysis of gender disaggregated data
- d) Establish a harmonised gender monitoring framework across all sectors.
- e) Strengthen monitoring of Gender Economic Women Empowerment (GEWE) programmes.
- f) Promote research on gender equality and Women empowerment to inform national development planning.

Policy Statement 2: The policy will ensure that there is an effective and functional coordination mechanism on gender and inclusion.

Strategies:

- a) Strengthen functionality of gender coordination structures at national, district and community levels.
- b) Strengthen women movements at national and local levels.
- c) Facilitate the establishment of substantive positions of Gender Officers in all the Ministries, Departments and Agencies (MDAs) to advance GEWE.
- d) Promote joint planning, implementation and monitoring of gender interventions including conducting Annual Joint Sector Reviews.

Policy Statement 3: The policy will ensure that resource mobilization for gender interventions is strengthened.

Strategies:

- a) Engage the Treasury to allocate 1% of the national budget towards GEWE programmes.
- b) Promote joint planning, implementation and monitoring of GEWE programmes between the Government and Partners
- c) Catalyse innovative sources of financing for gender including lobbying for private sector investments through initiatives such as corporate social responsibility.
- d) Strengthen communications and advocacy for gender interventions.

Policy Statement 4: The policy will ensure that the capacity of all stakeholders of the National Gender Machinery is developed and strengthened.

Strategies:

- a) Support capacity building in gender equality and women empowerment at all levels
- b) Enhance human and technical resources capacity for the gender sector through recruitment and training at national and local levels.

CHAPTER FOUR

IMPLEMENTATION ARRANGEMENTS

The implementation of the Policy will be the responsibility of MDAs, NGOs, CSOs and other stakeholders using different structures set by the government. The roles and functions of other Government Ministries and Departments, Local Government Authorities (LGAs), Development Partners (DPs), Academia, the Media, Community Based Organisations, Faith Based Organizations (FBOs) and others are articulated in the Implementation Plan of the policy (Appendix 1). The Policy recognises that gender is crossing cutting as such involvement of wide range of stakeholders and collaboration in its implementation is fundamental for achieving the Policy goal and objectives and ensuring that different interests and perspectives are accommodated. To achieve this, the Ministry will work in collaboration with the following key stakeholders:

4.1 ROLES AND RESPONSIBILITIES OF STAKEHOLDERS

4.1.1 Ministry Responsible for Gender

The Ministry responsible for Gender shall coordinate and provide oversight in the implementation of this policy across all sectors and initiate the necessary joint planning, implementation, capacity building, awareness creation, and reporting including policy reviews in line with the country's overarching developmental agenda, Mw 2063. The Ministry will work through various gender focal points appointed in various government MDAs to ensure that sectoral policies and programs are gender responsive and align with national gender priorities.

4.1.2 *Office of the President and Cabinet*

The Office of President and Cabinet (OPC) shall provide policy direction and guidance in gender mainstreaming. It will ensure that deliberate measures are put in place to empower women.

4.1.3 *Ministry Responsible for Finance and Economic Affairs*

The Ministry responsible for Finance and Economic Affairs will;

- Mobilise adequate resources to support the implementation of the Policy;
- Institutionalize gender sensitive budgeting, allocate resources at national, district, and community levels towards gender programming; and
- Monitor efficient and prudent utilisation of resources and reporting.

4.1.4 *Ministry Responsible for Local Government*

Local government authorities, including district councils, have gender desks or officers to address gender issues at the district and community levels. These local gender structures will work on gender-based violence prevention, support women's economic empowerment, and coordinate with national programs.

4.1.5 Ministry Responsible for Agriculture

Will be responsible for:

- Designing and implementing agricultural programs that address the specific needs of women farmers, such as access to land, credit, and training.
- Promoting women's participation in agribusiness and value chains to enhance their economic empowerment.
- Collecting sex-disaggregated data on agricultural activities to inform gender-responsive policies.
- Providing training on gender-sensitive agricultural practices and technologies

4.1.6 Ministry Responsible for Education

Will be responsible for:

- Ensuring equal access to education for girls and boys, particularly in marginalized areas.
- Addressing gender-based violence in schools and promote safe spaces for girls.
- Integrating gender equality and life skills education into school curricula.
- Providing scholarships and support programs for girls to reduce dropout rates and promote higher education

4.1.7 *Ministry Responsible for Youth and Sports*

Will be responsible for:

- Promoting gender equality in youth programs, ensuring equal participation of young women and men.
- Encouraging girls and women to participate in sports and physical activities, addressing barriers such as cultural norms and lack of facilities.
- Providing gender-sensitive life skills and leadership training for young people.
- Conducting campaigns to challenge harmful gender stereotypes among youth.

4.1.8 *Ministry Responsible for Labour*

Will be responsible for:

- Promoting gender equality in the workplace, including equal pay for equal work.
- Enforcing laws against gender-based discrimination, harassment, and exploitation in the workplace.
- Advocating for policies that support work-life balance, such as paid maternity and paternity leave.
- Providing gender-sensitive vocational training and skills development programs.

4.1.9 *Ministry Responsible for Trade and Industry*

Will be responsible for:

- Promoting women's participation in industrial sectors, including leadership roles.
- Providing support for women entrepreneurs, such as access to finance, markets, and business development services.
- Ensuring industrial policies consider the specific needs and challenges faced by women.
- Addressing gender-specific safety concerns in industrial workplaces.

4.1.10 *Ministry Responsible for Disaster*

Will be responsible for:

- Ensuring disaster preparedness and response plans address the specific needs of women, children, and vulnerable groups.
- Designing relief programs that are accessible and equitable for all genders.
- Training disaster management personnel on gender-sensitive approaches.
- Collecting sex-disaggregated data on disaster impacts to inform gender-responsive recovery efforts.

4.1.11 Ministry Responsible for Natural Resources

Will be responsible for:

- Ensuring women have equal access to and control over natural resources, such as land, water, and forests.
- Promoting gender-sensitive sustainable resource management practices.
- Encouraging women's participation in natural resource management and decision-making processes.
- Conducting programs to educate communities on the importance of gender equality in natural resource management.

4.1.12 Ministry Responsible for Land

Will be responsible for:

- Promoting equitable land access, ownership, and control for women, in line with gender-responsive land governance frameworks
- Integrating gender considerations in urban planning, land reform, and resettlement programs, including those linked to large-scale infrastructure and development projects.
- Collaborating with traditional leaders and local government structures to promote gender-sensitive land allocation and dispute resolution.
- Conducting programs to educate communities on the importance of gender equality in land management.

- Reviewing and harmonizing land laws and policies to eliminate gender-based discrimination and promote women's land rights, including customary and statutory systems.

4.1.13 *Ministry Responsible for Water*

Will be responsible for:

- Ensuring equitable access to safe and affordable water and sanitation services for women, especially in rural and marginalized areas.
- Incorporating gender analysis in water and sanitation programs, ensuring that women's and girls' needs, safety, and roles are reflected in the planning and implementation of WASH initiatives.
- Developing and promote gender-sensitive infrastructure designs (e.g., separate sanitation facilities, menstrual hygiene management spaces) in public institutions and communities.

4.1.14 *Ministry Responsible for Mining*

Will be responsible for:

- Ensuring equitable access to gender responsible guidelines and mining policies and services for women, especially for the participation of women in mining investments and ensuring their safety and standards.
- Incorporating gender analysis in mining feasibility studies and ensuring that mining projects adhere to gender quotas in governance and employment opportunities.

- Provide gender disaggregated data and ensure that measures are undertaken to address gender disparities in mining industry at all levels.

4.1.15 *Ministry Responsible for Tourism*

Will be responsible for:

- Develop and implement gender responsive policies and strategies for inclusion of men and women in Tourism Industry
- Enhance participation of women entrepreneurs in the tourism industry.
- Ensure that decision making structures are gender balanced and capacity building programmes address gender disparities.
- Provide gender disaggregated data and ensure that measures are undertaken to address gender disparities in tourism industry.

4.1.16 *Ministry Responsible for Information, Communication and Technology*

Will be responsible for:

- Promoting women's access to and use of Information, Communication and Technology (ICT) tools and services.
- Providing training for women and girls in ICT-related fields to bridge the digital gender gap.
- Addressing gender-based cyber violence and ensure safe online spaces for women and girls.
- Supporting women-led tech start-ups and innovations.

4.1.17 *National Registration Bureau (NRB)*

Will be responsible for:

- Ensuring the collection of sex-disaggregated data in national registration systems.
- Facilitating access to legal identity documents for women, men, girls, boys and marginalized groups, enabling them to access services and rights.
- Promoting the registration of marriages and births to protect women's and children's rights.
- Educating communities on the importance of registration for gender equality.

4.1.18 *Ministry Responsible for Homeland*

Will be responsible for:

- Strengthening efforts to prevent and respond to gender-based violence, including domestic violence and human trafficking.
- Ensuring public spaces are safe and accessible for women and girls.
- Providing gender-sensitive training for security personnel to handle cases involving women and vulnerable groups.
- Enforcing laws that protect women's rights and ensure their safety.

4.1.19 *Department of Human Resources Management and Development*

Will be responsible for:

- Developing and implementing Human Resource (HR) HR policies that promote gender equality, such as equal opportunities and non-discrimination.
- Encouraging diversity and inclusion in recruitment, retention, and promotion practices.
- Providing gender sensitivity training for public sector employees.
- Tracking progress on gender equality within the public sector workforce.

4.1.20 *National Planning Commission*

The National Planning Commission (NPC) will support formulation of gender sensitive flagship projects and programmes including providing guidance in the identification, design, implementation, monitoring, and evaluation of gender focussed programmes aligned to national development aspirations.

4.1.21 *Development Partners*

The Development Partners will be responsible for provision of technical, financial and logistical support for the planning, implementation, monitoring and evaluation of the gender and social inclusion programs of this policy.

4.1.22 Civil Society Organizations (CSOs), Non-Governmental Organizations (NGOs) and Faith Based Organizations (FBOs)

CSOs will advocate, lobby and implement gender equality programs at all levels. The CSOs, NGOs and FBOs will also contribute towards community awareness creation on gender equality and social inclusion including mobilising communities to transform practices and behaviours that perpetuate gender inequalities and social exclusion. In addition, the FBOs will promote spiritual and moral behaviour among all genders without discrimination and also promote family unity and stability by settling matrimonial issues, developing and implementing matrimonial friendly teaching and programmes among all gender.

4.1.23 National Gender Coordination Network (NGCN)

This is a coalition of civil society organizations, NGOs, and government agencies focused on promoting gender equality. This network will advocate for policy changes, support gender-focused research, and provide a platform for collaboration and information sharing. It will also play a role in monitoring and holding government accountable to gender commitments.

4.1.24 Malawi Human Rights Commission (MHRC) – Gender and Women's Rights Division

The MHRC, through its Gender and Women's Rights Division will address human rights violations, particularly those related to gender discrimination and gender-based violence. It will further advocates for legal reforms, promotes women's rights, and monitor compliance with national and international gender obligations.

4.1.25 Parliamentary Women's Caucus and Committees

This includes the Women's Parliamentary Caucus and committees on gender issues that advocate for laws and policies addressing gender equality. These groups will ensure that gender-responsive legislation and budgeting and hold government agencies accountable for implementing gender policies.

4.2 IMPLEMENTATION PLAN

The effective implementation of the National Gender Policy will be streamlined through a six (6) year plan as it aligns to MIP 1. Detailed information in terms of strategic interventions, lead institutions and timeframes are outlined in the Implementation Plan provided in Annex 1. The Implementation Plan will be subjected to review after six (6) years of implementation. The Ministry responsible for Gender Affairs will coordinate the implementation of the policy and its success will highly be dependent on the commitment from various stakeholders within the entire gender machinery and availability of both financial and human resources at all levels.

4.3 MONITORING AND EVALUATION

The National Gender Policy will be monitored and evaluated as presented in Annex 2. The responsible Ministry of gender Affairs will take a key leading role in monitoring and evaluation of the implementation of the Policy. The key stakeholders will be responsible for monitoring their own gender related interventions and activities through gender focal personnel, whilst the ministry will coordinate the overall monitoring and evaluation of all the activities. The Ministry responsible for Gender Affairs shall develop tools for robust monitoring and

evaluation of gender related interventions and receive reports through the Gender Technical Coordination Group that will be reporting to the Pillar Enabler Coordinating Group(PECG) on Human Capital Development.

ANNEX 1: IMPLEMENTATION PLAN

POLICY PRIORITY AREA 1: GENDER IN ECONOMIC DEVELOPMENT			
Policy Statement 1.1: The Policy will ensure that Gender imbalances in agricultural production are reduced .			
Objective	Strategy	Responsibility	Timeframe
Promote the economic empowerment of women, men, boys, and girls including all marginalized groups	Promote gender responsive agricultural commercialisation.	MoA, MoGCDSW, DPs, CSOs, LGA	2025-2030
	Facilitate access and control over agricultural productive resources including land and technologies.	MoA, MoGCDSW, DPs, CSOs Agricultural Learning and Research Institutions, LGA	2025-2030
	Support gender responsive agricultural research	MoA, MoGCDSW, DPs, NPC, NSO, National Commission of Science and	2025-2030

		Technology (NCST), Agricultural Learning and Research Institutions,	
Policy Statement 1.2: The Policy will ensure that women's and other vulnerable groups' access to financial and economic opportunities are promoted.			
Objective	Strategy	Responsibility	Timeframe
Promote the economic empowerment of women, men, boys, and girls including all marginalized groups	Promote capacity building of women and other vulnerable groups in financial literacy and entrepreneurship.	MoGCDSW, MoTI, Reserve Bank of Malawi (RBM), MoFEA, DPs, Training Institutions, LGA, CSOs,	2025-2030
	Promote access to local and international markets for products produced by Women and other vulnerable groups.	MoGCDSW, MoTI, RBM, MoFEA, Malawi Investment and Trade Centre (MITC), DPs, LGA, CSOs, Malawi Confederation of	2025-2030

		Chambers of Commerce and Industry (MCCCI), Malawi Revenue Authority (MRA)	
	Support women owned MSMEs.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, DoIS, MPS, MRA, CSOs,	2025-2030
	Promote formation of women led cooperatives.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCI, National Initiative for Civic Education (NICE)	2025-2030

	Link women to financial services.	MoGCDSW, MoTI, RBM, MFEA, MITC, DPs, NEEF, Village Savings Associations (VSLAs), LGA, CSOs,	2025-2030
	Strengthen women's access and control over economic resources.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCII, NICE	2025-2030
	Promote women's participation in various economic sectors including Mining, Construction, ICT, Tourism and Hospitality.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCII, NICE	2025-2030

Policy Statement 1.3: The Policy will ensure a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors.			
Objective	Strategy	Responsibility	Timeframe
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	Promote gender responsive conditions of service and labour laws.	MoGCDSW, MoL, Law Commission, MoJ, Parliament, DPs, CSOs, MHRC	2025-2030
Policy Statement 1.4: The Policy will ensure a favourable environment for equal employment opportunities and benefits for women and men in mining sector.			
Objective	Strategy	Responsibility	Timeframe
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions in the Mining Industry	Promote gender responsive mining policies and guidelines.	MoGCDSW, MoM, Law Commission, MoJ, Parliament, DPs, CSOs, MHRC	2025-2030

Policy Statement 1.5: The Policy will ensure a favourable environment for equal employment opportunities and benefits for women and men in Tourism sector.			
Objective	Strategy	Responsibility	Timeframe
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions in Tourism Sector	Promote gender responsive Tourism policies, Laws and guidelines and awareness and marketing strategies.	MoGCDSW, MoT, Law Commission, MoJ, Parliament, DPs, CSOs, MHRC	2025-2030
Policy Priority Area 2: GENDER IN EDUCATION AND TRAINING			
Policy Statement 2.1: The Policy will ensure that Gender disparities in all spheres and all levels of education are reduced			
Objective	Strategy	Responsibility	Timeframe
Promote access to, retention, and completion of quality, relevant, appropriate, and affordable education including	Promote access of female Students in Science, Technology, Engineering and Mathematics (STEM) including ICT.	MoGCDSW, MoE, MoID , TEVETA, Higher Education Student Loan Grants Board (HESLGB), CSOs, DPs	2025-2030

skills development for women, men, boys and girls including all marginalised populations	Promote inclusive Complementary Basic Education (CBE) and functional literacy for in and out of school children and adolescents' girls and boys.	MoGCDSW, MoE, Ministry of Labour (MoL), TEVETA, CSOs, DPs	2025-2030
	Promote functional literacy for men and women.		2025-2030
	Conduct Social Mobilizations campaigns including role modelling at sub-national level to support the education of girls.	MoGCDSW, MoE, Local Government Authorities (LGA), CSOs, DPs, Media	2025-2030
	Promote special scholarship programmes for girls and women and bursaries for girls and boys from poor households.	MoGCDSW, MoE, HESLGB, LGA, CSOs, DPs	2025-2030
	Promote gender transformative approaches that challenge and address barriers to girls' education.	MoGCDSW, MoE, Local Authorities, CSOs, DPs	2025-2030
	Promote preventive, protective and supportive measures that eradicate school based GBV.	MoGCDSW, MoE, LGA, CSOs, DPs	2025-2030

	Advocate for increased access to quality TEVET programmes for skills development specifically for girls and women including vulnerable groups.	MoGCDSW, MoE, LGA, TEVETA, CSOs, DPs	2025-2030
	Facilitate the review of the education curricula to ensure that they are gender responsive.	MoGCDSW, MoE, LGA, CSOs, DPs	2025-2030
	Scale up girls' washrooms in both public and private schools and universities while ensuring that they are functional, disability friendly and maintained to the required standards.	MoGCDSW, MoE, Ministry of Water and Sanitation (MoWS), LGA, CSOs, DPs	2025-2030
POLICY PRIORITY AREA 3: GENDER IN HEALTH			
Policy Statement 3.1: The Policy will promote Women and girls' sexual and reproductive health rights			
Improve access and utilization of Sexual and Reproductive Health	Objective	Responsibility	Time-Frame
	Strategy Conduct community mobilisation campaigns to eliminate negative bias towards girls and youths who patronise	MoGCDSW, MoH, Ministry of Local Government, Unity	2025-2030

Rights services especially among women, the youth, and all marginalized populations	SRH services.	and Culture (MoLGUC), CSOs, LGA, Media	
	Strengthen Community structures such as mother groups, and youth clubs that promote access and utilisation of SRH services.	MoGCDSW, MoH, MoLGUC, DPs, CSOs, LGA, Ministry of Youth and Sports	2025-2030
	Advocate for male engagement in SRHR services.	MoGCDSW, MoH, MoLGUC, DPs, CSOs, LGA, Media	2025-2030
Policy Statement 3.2: The Policy will ensure reduction of women and girls' exposure to HIV			
Objective	Strategy	Responsibility	2025-2030
Improve access and utilization of Sexual and Reproductive Health services among women, the youth, and all marginalized populations	Advocate for male involvement in HIV and AIDS programming.	MoGCDSW, MoH, Ministry of Finance and Economic Affairs (MoFEA), NPC, DPs	2025-2030
	Promote community leaders' involvement in modifying harmful cultural practices that	CSOs, LGA, Media	2025-2030

	promote the spread of HIV and AIDS	CSOs, LGA, Media	
	Promote public awareness programmes on the prevention and treatment of HIV/AIDS especially among the AGYW	MoGCDSW, MoH, MoYS, DPs CSOs, LGA, Media	2025-2030
	Policy Statement 3.3: The policy will ensure that gender is mainstreamed in other communicable diseases, mental health and pandemics.		
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	Promote health seeking behaviour among women, men, girls, boys and those with disabilities.	MoH, MoGCDSW, LGA, Media, CSOs, DPs	2025-2030
	Promote gender-focused research to understand the differential impacts of communicable diseases, and pandemics on women, men, boys and girls.	MoH, MoGCDSW, LGA, Research Institutions, Media, CSOs, DPs	2026-2030
	Promote access to mental health services among men.	MoH, MoGCDSW, LGA, Media, CSOs, DPs	2025-2030

POLICY PRIORITY AREA 4: GENDER IN SOCIAL PROTECTION				
Policy Statement 4.1: The Policy will ensure social protection programmes mitigate gendered risks and advance gender equality and women empowerment.				
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	Develop and operationalize gender mainstreaming guidelines in social protection informed by a comprehensive gender analysis of social protection programmes.	MoGCDSW, MoFEA, CSOs, LGA	DPs,	2025-2030
	Promotion of research that explores the intersection of gender, poverty, and social protection.	MoGCDSW, MoFEA, DP, LGA		2025-2030
	Promote the integration of gender into social protection programmes.	MoGCDSW, MoFEA, CSOs, DP, LGA		2025-2030
	Strengthen collaboration and coordination between gender and social protection actors to advance issues of gender and social protection nexus.	MoGCDSW, MoFEA, CSOs, DP, LGA		2025-2030

	Develop appropriate safeguards to protect women, men, boys and girls from potential GBV arising from benefitting from cash transfers.	MoGCDSW, MFEA, Ministry of Homeland Security (MoHS), Ministry of Justice (MoJ), DPs, LGA	2025-2030
POLICY PRIORITY AREA 5: GENDER IN MIGRATION			
Policy statement 5.1: The Policy will promote mainstreaming of gender in migration programming			
Objective	Strategy	Responsibility	Timeframe
Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change	Support access to regular smooth internal and external migration channels and services taking into account the vulnerabilities of women, men, boys and girls including those with disabilities.	MoGCDSW, MoHS, Malawi Police Service (MPS), Department of Immigration Services (DoIS), Ministry of Defence (MoD), Judiciary, LGA, CSOs, DPs	2025-2030

	Popularise relevant legal provisions and other information that aim at protecting women and girls from human trafficking and smuggling.	MoGCDSW, MoHS, MPS, Judiciary, LGA, CSOs, MoJ, MoID, DPs, Media	2025-2030
	Strengthen mechanisms to address migrant trafficking and smuggling, and other illegal practices which specifically target and exploit migrant vulnerable populations including women and girls.	MoGCDSW, MoHS, MPS, DoIS, MoJ, Judiciary, DPs, CSOs	2025-2030
	Enhance gendered data availability on migration and migration protection.	MoGCDSW, MoHS, MPS, DoIS	2025-2030
	Support implementation of Malawi's commitments including counter-terrorism efforts at global and local level.	MoFEA, MoGCDSW, MoHS, MPS, DoIS, Ministry of Foreign Affairs (MoFA)	2025-2030
	Strengthen monitoring mechanisms of internal migration systems.	MoGCDSW, MoHS, MPS, DoIS	2025-2030
	Support family reunification initiatives for families separated by migration.	MoGCDSW, MoHS, MPS, DoIS	2025-2030

	Support the implementation and enforcement of the migration related laws to ensure inclusion of migration issues at all levels.	MoHS, MPS, DoIS	2025-2030
POLICY PRIORITY AREA 6: GENDER IN DISASTER RISK MANAGEMENT AND CLIMATE CHANGE			
Policy Statement 6.1: The Policy will ensure that comprehensive protection services are provided to vulnerable populations including women and girls in emergency settings or disaster-prone areas.			
Objective	Strategy	Responsibility	Timeframe
Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change	Support mechanisms for prevention and response to all forms of violence, abuse, exploitation, and neglect as well as sexual exploitation and abuse (SEA) on the affected populations	MoGCDSW, MoH, Department of Disaster Management Affairs (DoDMA), MPS, MoJ, LGA, CSOs, NGOs, DPs	2025-2030
	Support and coordinate access to protection services for populations affected by emergencies.	MoGCDSW, MoH, DoDMA, MPS, MoJ, LGA, CSOs, NGOs, DPs	2025-2030

	Provide targeted support for vulnerable groups at risk of violations during emergencies.	MoGCDSW, MoH, DoDMA, MPS, MoJ, LGA, CSOs, NGOs, DPs	2025-2030
Policy Statement 6.2: The Policy will promote gender responsiveness in disaster risk management and climate change programmes			
Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change	Strengthen gender-responsive and inclusive end-to-end multi-hazard early warning systems and anticipatory actions.	DoDMA, MoGCDSW, DPs, CSOs, LGA	2025-2030
	Promote and support women and girls (in all their diversities) for their full and effective participation and equal opportunities for leadership at all levels of decision-making in DRM and climate change governance structures and institutions.	DoDMA, MoGCDSW, DPs, CSOs, LGA	2025-2030
	Conduct gender analysis in any disaster to assess the gender-specific impacts and inform targeted humanitarian response	DoDMA, MoGCDSW, DPs, CSOs, LGA	2025-2030

	and resilience efforts.			
	Promote the use of Sex, Age, and Disability Disaggregated Data (SADDD) in DRM and climate change program cycles.		DoDMA, MoGCDSW, DPs, CSOs, MoH, MPS, National Statistics Office (NSO)	2025-2030
	Institutionalize mechanisms for the prevention of and response to all forms of violence, abuse, and exploitation in Disaster Risk Management		DoDMA, MoGCDSW, DPs, CSOs, MoH, MPS	2025-2030
	Institutionalize gender-responsive Grievance Redress Mechanisms (GRM) in DRM and climate change programming.		DoDMA, MoGCDSW, DPs, CSOs, LGA, GRM Committees	2025-2030
Policy Statement 6.3: Ensure gender mainstreaming in natural resources, environment, climate change, and disaster risk reduction policies.				
Promote the engagement, inclusion, and participation of	Promote women and girls' climate-smart resilient livelihoods and businesses.		OPC, MoGCDSW, Ministry of Natural Resources (MoNR).	2025-2030

women and the youth in Disaster Management, Migration, Environment, and Climate Change		Ministry of Agriculture (MoA)DoDMA, CSOs, NGOs, LGA, DPs	
	Lobby for increased funding allocations and improved access to financing for disaster risk reduction initiatives.	MoFEA, OPC, MoGCDSW, MoNR, DoDMA, CSOs, NGOs, LGA, DPs	2025-2030
	Promote dissemination and enforcement of existing enacted laws that ensure equitable access to and control over natural resources for men, women, persons with disabilities, the elderly, and the youth.	OPC, MoGCDSW, MoNR, DoDMA, CSOs, NGOs, LGA, DPs, Judiciary, MPS, Ministry of Lands	2025-2030
	Facilitate mainstreaming of gender in DRM, natural resources and climate change related policies.	OPC, MoGCDSW, MoNR, DoDMA, CSOs, NGOs, LGA, DPs	2025-2030

POLICY PRIORITY AREA 7: SEXUAL AND GENDER BASED VIOLENCE				
Policy Statement 7.1: The Policy will ensure that services for survivors and perpetrators of GBV are strengthened				
Objective	Strategy	Responsible	Time-frame	
Reduce Sexual and Gender Based Violence and strengthen mechanism for prevention, reporting and response	Strengthen an inclusive GBV delivery system and case management.	MoGCDSW, MoH, MPS, Judiciary, DPs, CSOs	2025-2030	
	Promote positive reporting and increased coverage of GBV issues in the media.	MoGCDSW, MoH, MPS, Judiciary, DPs, CSOs, Media	2025-2030	
	Advocate for improved legal services, psychosocial support and vocational and business skills for survivors of GBV.	MoGCDSW, MoH, MPS, Judiciary, DPs, CSOs	2025-2030	
	Promote the involvement of men in GBV including addressing toxic masculinity.	MoGCDSW, MoH, MPS, DPs, CSOs, LGA	2025-2030	
	Allocate funds to support SGBV survivors to access services.		2025-2030	
	Mainstream SGBV services in correctional	MoGCDSW, MoH,	2025-2030	

	centres targeting perpetrators.	Malawi Judiciary, CSOs	Police, DPs,	
Policy Statement 7.2: The Policy will ensure that Knowledge, attitudes and practices on GBV are improved				
Objective	Strategy	Responsibility	Timeframe	
Reduce Sexual and Gender Based Violence and strengthen mechanism for prevention, reporting and response	Promote awareness on negative effects of SGBV at all levels.	MoGCDSW, CSOs, LGA, DPs, media, MoH,	2025-2030	
	Promote involvement of men and boys in SGBV prevention interventions.	MoGCDSW, MoH, MPS, Judiciary, LGA, DPs	2025-2030	
	Popularize laws and services that promote and protect the rights of women and other vulnerable groups including persons with disabilities.	MoGCDSW, CSOs, LGA, DPs, Media,	2025-2030	
	Facilitate modification and elimination of harmful cultural practices that perpetuate GBV and discrimination against women and girls including cyber bullying.	MoGCDSW, CSOs, LGA, DPs, , Ministry of Information and	2025-2030	

		Digitization (MoID), Media	
Policy Statement 7.3: The Policy will strengthen reintegration of SGBV survivors in the communities			
Reduce Sexual and Gender Based Violence and strengthen mechanism for prevention, reporting and response	Facilitate involvement of SGBV survivors in VSLGs and other empowerment activities	MoGCDSW, MoH, MPS, DPs, CSOs, National Economic Empowerment Fund (NEEF), Commercial Banks and Financial Institutions	2025-2030
	Promote establishment of community and survivor fund to support economic recovery of survivors.	MoGCDSW, MoH, MPS, DPs, CSOs, MoFEA, LGA	2025-2030
	Promote mechanisms for enhancing economic empowerment of SGBV survivors such as technical and vocational skills.	MoGCDSW, MoH, MPS, DPs, CSOs, TEVETA	2025-2030

POLICY PRIORITY AREA 8: GENDER IN GOVERNANCE			
Policy Statement 8.1: The Policy will ensure that Women and girls fully and equally participate in politics and decision-making positions at all levels			
Objective	Strategy	Responsibility	Timeframe
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	Advocate for legislation and policies to enhance women participation at all levels of governance and decision making.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCCI, NICE, Law Commission, MoJ, Parliament, DPs, MoYS, MoE, MHRC, CSOs	2025-2030
	Promote the provision of information to stimulate women to effectively participate in decision making processes at all levels.	MoGCDSW, Law Commission, MoJ, Parliament, DPs, MoYS, MoE, MHRC, CSOs, LGA	2025-2030

	Engage political parties to create space for women at all levels and positions.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCI, NICE, CSOs, Political Parties, Parliament, Registrar of Political Parties, Malawi Electoral Commission (MEC), DPs, Media	2025-2030
	Support scale of interventions that promote deconstruction of the social cultural norms to allow for increased women and young women participation in politics and decision-making positions.	Parliament, Registrar of Political Parties, MEC, DPs, Media MoGCDSW, CSOs, NGOs, LGA, Political Parties, Learning Institutions	2025-2030

	Promote Gender Responsive conflict resolution, post conflict resolution and reconstruction.	Registrar of Political Parties, MEC, Political Parties	2025-2030
Policy Statement 8.2: The Policy will ensure that Women's and girls' rights are upheld at all levels			
Objective	Strategy	Responsibility	Timeframe
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	Facilitate enforcement of relevant laws that protect the rights of women, girls, men and boys against all forms of violence and prohibit child marriage	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCCIL, NICE, MPS, Judiciary, MHRC, Children's Commission, Parliament, Law Commission DPs, CSOs	2025-2030
	Facilitate the review and popularization of gender related laws and policies	MoGCDSW, MPS, Judiciary, LGA, MHRC,	2025-2030

Strengthen the capacity of the National Gender machinery to advance the gender agenda			Children's Commission, Parliament, Law Commission DPs, CSOs	
		Facilitate the formulation of regulations for gender related laws	MoJ, MoGCDSW, DPs, CSOs, MHRC, Parliament, Law Commission	2025-2030
	Policy Statement 8.3: Enhance generation of Gender statics to foster Gender responsive budgets and government accountability on GEWE			
	Support collection, generation, analysis and use of Gender statics and data.		MoGCDSW, NSO, MoFEA, DPs	2025-2030
	Promote Gender Response Budgeting at all levels.		MoGCDSW, NSO, MoFEA, DPs	2025-2030
	Promote gender analysis of the national budget and use the findings to shape existing and future budgets.		MoGCDSW, NSO, MoFEA, DPs	2025-2030

	Strengthen the Ministry's Integrated Information Management System with focus on GBV, WE, and CPIMS modules.	MoGCDSW, NSO, MoFEA, DPS	2025-2030
POLICY PRIORITY AREA 9: NATIONAL GENDER MACHINERY			
Policy Statement 9.1: The Policy will promote gender sensitive national development programming			
Objective	Strategy	Responsibility	Timeframe
Strengthen the capacity of the National Gender machinery to advance the gender agenda	Mainstream gender into national development programmes, policies, and interventions.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPS, LGA, CSOs, MCCCCI, NICE, NPC,	2025-2030
	Build capacity of national and district level actors on engendering development.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPS, LGA, CSOs, MCCCCI, NICE, Academia,	2025-2030
	Establish a harmonised gender monitoring framework across all sectors.	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPS, LGA,	2025-2030

			CSOs, NICE, MCCI, NPC	
	Strengthen monitoring of programmes.	GEWE	MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCI, NICE, NSO, NPC, DPs	2025-2030
	Promote research on gender equality and Women empowerment to inform national development planning.		MoGCDSW, MoTI, RBM, MoFEA, MITC, DPs, LGA, CSOs, MCCI, NICE, NSO, NPC, NCST, DPs	2025-2030
Policy Statement 9.2: The Policy will ensure that there is an effective and functional coordination mechanism on gender in place.				
Objective	Strategy		Responsibility	Timeframe
Strengthen the capacity of the National Gender machinery to advance	Strengthen functionality of gender coordination structures at national, district and community levels.		MoGCDSW, NGOs, LGA, DPs	2025-2030

the gender agenda	Strengthen women's movements at national and local levels.	MoGCDSW, NPC, MoFEA, NGOs, DPs	2025-2030
	Facilitate establishment of substantive positions of gender officers in all MDAs to advance GEWE	MoGCDSW, MoFEA, OPC, DHRMD	2025-2030
	Promote joint planning, implementation and monitoring of gender interventions including conduction Joint Annual Sector Reviews	MoGCDSW, NPC, DPs	2025-2030
Policy Statement 9.3: The Policy will ensure that resource mobilization for gender interventions is strengthened			
Objective	Strategy	Responsibility	Timeframe
Strengthen the capacity of the National Gender machinery to advance the gender agenda	Engage Treasury to allocate 1% of the national budget towards GEWE programmes	MoGCDSW, CSOs, DPs, MoFEA	2025-2030
	Promote joint planning, implementation and monitoring of GEWE programmes between the Government and Partners	MoGCDSW, NPC	2025-2030
	Catalyse innovative sources of financing for gender including lobbying for private	MoGCDSW, CSOs, DPs, MoFEA,	2025-2030

	sector investments through initiatives such as corporate social responsibility.	Private Sector	
	Develop a communications and advocacy strategy for the gender interventions Policy.	MoGCDSW, CSOs, DPs, MoFEA	2025-2030
Policy Statement 9.4: The Policy will ensure that the capacity of all stakeholders of the Gender Equality and Women Empowerment at all levels is developed and strengthened			
Objective	Strategy	Responsibility	Timeframe
Strengthen the capacity of the National Gender machinery to advance the gender agenda	Support capacity building in gender mainstreaming and budgeting at all levels Enhance human and technical resources capacity for the gender sector through recruitment and training	MoGCDSW, NGOs, LGA, DPs MoGCDSW, NGOs, LGA, DPs	2025-2030 2025-2030

ANNEX 2: MONITORING AND EVALUATION PLAN

Policy Priority Area 1: GENDER IN EDUCATION AND TRAINING						
Outcome: increased meaningful participation of women, men, girls and boys in development processes including decision making, wealth creation and climate change adaptation and mitigation.						
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Promote access to, retention, and completion of quality, relevant, appropriate, and affordable education including skills development for women, men, boys and girls including all marginalised populations	Number of initiatives developed to promote equal access to education among boys and girls, women and men.	Proportion of female Students in Science, Technology, Engineering and Mathematics (STEM) including ICT	30%	50%	EMIS, MoE reports	Change in attitudes and gender stereotypes
		Number of policies and laws on sexual violence harassment developed and enforced in the education sector	2	10	MoE, MoGDSW reports	Willingness of sectoral MDA responsible

		Number of scholarship programmes supporting less resourced girls and boys in education at secondary and Tertiary	10	30	MoE, MoGCDSW reports	Availability of funds
gender transformative approaches that challenge barriers to girls' education promoted	Number of schools implementing gender-sensitive curricula.	Number of schools implementing gender-sensitive curricula.	15%	70	MoE, MoGCDSW reports	Availability of Data
		Percentage of girls enrolled and retained in schools in target areas.	65%	80	MoE, MoGCDSW reports	Availability of Data
	Preventive, protective, and supportive intervention measures to eradicate school-based gender-based violence promoted	Number of schools with established and functioning GBV response protocols.	20%	80	MoE, MoGCDSW reports	Availability of Data

	Percentage reduction in reported cases of school-based GBV	30%	10	MoE, MoGCDSW reports	Availability of Data
	Percentage of female graduates from TVET programs securing employment or starting businesses.	40%	80	TEVETA, MoL	Availability of funds
Policy Priority Area 2: GENDER IN HEALTH					
Outcome: Safeguarded welfare, rights and participation of women in social, political, and economic development process.					

Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Improve access and utilization of Sexual and Reproductive Health Rights services especially among women, the youth, and all marginalized populations	Access and availability of quality sexual and reproductive health services among women and girls.	Percentage of people accessing and utilizing SRH services, including preferred contraceptive methods, in health facilities and distribution points (disaggregated by gender and sex)	45%	80	MoH MIS Health facility surveys	Availability of Data
	Women's and Girls exposure to HIV AIDS reduced	HIV prevalence among older adolescent aged 15-19 years	1.7	1	MGCDWSW Reports	Change in attitudes and gender stereotypes
To protect Women's and Girls against exposure to HIV AIDS		Number of men reached through male engagement on SRHR	26000	56,800	MoGCDSW Reports	Change in attitudes and gender stereotypes
	Programs promoting male involvement in	Number of men and women participating in	150000	500,000	MoHMIS	Willingness of sectoral MDA

	HIV and AIDS initiatives strengthened and expanded	HIV and AIDS prevention and treatment programs (disaggregated by sex)				responsible
	Programs promoting NCD prevention	Number of women and men participating in NCD prevention programs	18000	90,000	DHIS	Data availability

Policy Priority Area 3: GENDER IN SOCIAL PROTECTION						
Outcome: increased meaningful participation of women, men, girls and boys in development processes including decision making, wealth creation and climate change adaptation and mitigation.						
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Promote the economic empowerment of women, men, boys, and girls including all marginalized groups	Gender sensitive social protection programmes	Proportion of Social protection beneficiaries who are women and girls	60%	80	MoFEA MoGCDSW reports	Availability of funds
		Number of research studies that includes the intersection of gender, poverty, and social protection.	5	30	MoFEA MoGCDSW reports	Availability of funds
		Gender and Social protection guidelines operationalized	2	10	MoFEA MoGCDSW reports	Availability of funds

	GBV and IPV Safeguard policies and protocols developed and implemented within social protection programs	Number of social protection programs with GBV/Intimate Partner Violence safeguards	3	15	MoFEA and MoGCDSW reports	Availability of funds
		Percentage reduction in reported GBV/IPV cases among SP beneficiaries	20%	5	MoFEA and MoGCDSW reports	Availability of funds
Policy Priority Area 4: GENDER IN MIGRATION						
Outcome: Safeguarded welfare, rights and participation of women in social, political, and economic development process.						
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change	Gender mainstreamed in migration programming	Number of vulnerable people voluntarily relocated to secure locations.	300	3600	DoDMA reports	

		Number of campaigns popularising relevant legal provisions and other information that aim at protecting women and girls from human trafficking and smuggling.	1	5	MoGCDSW Report	Availability of funds
	Access to safe and efficient migration channels for vulnerable populations improved	Percentage of vulnerable migrants receiving targeted support services.	50	80	DoDMA reports	Availability of funds
	Gender-sensitive counter-terrorism strategies and action plans implemented	Number of counter-terrorism initiatives integrating gender perspectives	1	5	MoHS reports	Availability of funds
	gendered data availability on migration and migration protection enhanced	Number of gender-disaggregated migration data systems established	0	1	MoHS reports	Availability of funds

	Percentage migration informed by gender-disaggregated data.	0	100	MoHS reports	Availability of funds
Family reunification programs for migrants expanded and operationalized	Number of families reunited through targeted initiatives.	0	2000	MoHS and MoGCDSW reports	Availability of funds
	Percentage of separated members receiving legal and logistical support.	0	80	MoHS and DoDMA reports	Availability of funds
Mainstreaming of gender in migration laws promoted	Percentage migration frameworks with gender specific provisions	50	80	MoHS and MoGCDSW reports	Availability of funds

POLICY PRIORITY AREA 5: GENDER IN DISASTER RISK MANAGEMENT AND CLIMATE CHANGE							
Outcome: Safeguarded welfare, rights and participation of women in social, political, and economic development process.							
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks	
Promote the engagement, inclusion, and participation of women and the youth in Disaster Management, Migration, Environment, and Climate Change	Gender-responsive early warning and disaster preparedness systems developed and deployed	Number of early warning systems integrating gender-responsive elements.	0	1	DoDMA reports		
	Increased representation of women and girls in DRM and climate governance structures	Proportional of leadership role within DRM and climate change governance occupied by women.	30	50	DoDMA reports		
	Gender analysis integrated into disaster response and resilience planning	Percentage of disaster response programmes informed by gender analysis.	50	80	DoDMA reports		

	processes	Percentage of humanitarian responses addressing gender-specific needs.	40	80	DoDMA reports	
		Percentage of disaster response programmes collecting gender disaggregated data	25	85	DoDMA reports	
	Comprehensive violence prevention and response frameworks established in DRM programs	Number of DRM programs with embedded violence prevention and response mechanisms.	1	5	DoDMA reports	
		Percentage reduction in cases of violence, abuse, and exploitation in disaster-affected areas.	20	10	DoDMA and MoGCDSW reports	

Reduce impacts of disasters on women	Participation and involvement of women, men, girls, boys and vulnerable groups in the management of natural resources, environment, climate change and disaster risk reduction	Number of natural resources, environment, climate Change and disaster risk reduction related policies reviewed or developed that are gender sensitive.	4	0	MGCDSW reports	Commitment of responsible sectors to review the policies
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men, boys, and girls in all their diversities and enhance their resilience to shocks	Number of national and district level officers trained in gender sensitive resources, environment, climate Change and disaster risk programming at all levels.	150	350	MoGCDSW	Availability of funds
	Proportion of Women in VNRCs and CPCs	20	45	MoLGUC and MoGCDSW reports	Strong guidelines from the central level and communities trust on women
	Women and girls' participation in climate-smart livelihoods and businesses promoted	16172	28000	MoLGUC and MoGCDSW reports	

awareness among communities about laws related to equitable access to natural resources enhanced.	Number of community awareness campaigns conducted on laws related to natural resource access	1	5	MoLGUC, and MoGCDSW reports	
Vulnerable populations protected during emergencies	Number of gender actors involved in humanitarian/ emergency responses	35	165	DoDMA and MoGCDSW reports	Availability of funds

Gender-sensitive protocols for DODMA developed to ensure access to menstrual hygiene supplies and WASH facilities in emergencies	Number of gender actors participating in humanitarian response coordination platforms	35	205	DoDMA and MoGCDSW reports	Availability of funds
	Number of vulnerable internally displaced populations provided with targeted support	582250	1000000	DoDMA and MoGCDSW reports	Availability of funds
	Percentage of emergency shelters or camps equipped with WASH facilities that meet gender-sensitive standards per annum	20	85	DoDMA, MoWS and MoGCDSW reports	Availability of funds
	Number of emergency response protocols developed or revised to include specific provisions for menstrual hygiene management and WASH facilities for women and vulnerable	1	4	DoDMA, MoWS and MoGCDSW reports	

POLICY PRIORITY AREA 6: SEXUAL AND GENDER BASED VIOLENCE						
Outcome: Reduced all gender-based discrimination and harmful practices, including gender-based violence and child marriages.						
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Reduce Sexual and Gender Based Violence and strengthen mechanism for prevention, reporting and response	All forms of gender-based violence reduced at all levels	Number of survivors perpetrators rehabilitated	100	500	MoGCDSW reports	Availability of funds
		Number of SGBV survivors who are actively participating in VSL groups or other economic empowerment programs	200	1000	MoGCDSW reports	

	financial resources dedicated to the support of SGBV survivors, leading to expanded access to necessary services mobilized	Amount of funding allocated specifically for services supporting SGBV survivors, disaggregated by type of service	96390000	1.5E+08	MoGCDSW reports	Change in attitudes and gender stereotypes
		Percentage increase in SGBV survivors accessing support services.	20	75	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	SGBV services mainstreamed in correction centres targeting perpetrators	Number of correctional centres that have specific rehabilitation programs targeting perpetrators on SGBV.	0	6	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes

	Percentage of SGBV perpetrators in correction centres who participate in rehabilitation programs focused on behaviour change and gender sensitivity	0	76	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	Awareness of negative effects of Sexual and Gender Based Violence at all levels promoted	0	15	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	involvement of men and boys in SGBV prevention interventions promoted	5	15	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	laws and services that promote and protect the rights of women and other vulnerable groups disseminated	1	5	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes

	Enforcement of laws aimed at preventing SGBV	% of SGBV-related cases investigated, and prosecuted	27%	40%	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
		Percentage of law enforcement officers and judicial staff trained on SGBV laws and procedures to handle such cases effectively	15	45	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
		Number of advocacy campaigns conducted to raise awareness about harmful practices, including cyber-bullying, that perpetuate SGBV and discrimination	0	520	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes

		% of harmful practices modified or eliminated as a result of advocacy efforts	5	80	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	establishment of community fund to support economic recovery of survivors	% of SGBV survivors receiving financial support to start income generating activities	0	80	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
		Percentage of SGBV survivors who experience improved economic conditions as a result of accessing the community fund	0	80	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes

Mechanisms for enhancing economic empowerment of SGBV survivors such as technical and vocational skills promoted	Number of SGBV survivors enrolled in technical and vocational training programs	0	60	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes
	Employment rates of SGBV survivors following completion of various training.	0	15	MoHS and MoGCDSW reports	Change in attitudes and gender stereotypes

POLICY PRIORITY AREA 7: GENDER IN AGRICULTURE AND ECONOMIC EMPOWERMENT									
Outcome: Increased meaningful participation of women, men, girls and boys in development processes including decision making, wealth creation and climate change adaptation and mitigation									
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks			
Promote the economic empowerment of women, men, boys and girls including all marginalized groups	Gender mainstreamed in agricultural production	Number of Women farmers accessing agricultural finance	20	50	MoA and MoTI reports				

Women and other vulnerable groups' access to and control over resources and economic opportunities promoted.	Number of gender responsive agricultural research conducted	2	5	MoA and MoTI reports	Availability of funds
	Number of Women farmers accessing agricultural technology and involved mechanization	10	60	MoA reports	Change in attitudes and gender stereotypes
	Number of Women and other vulnerable groups accessing the National Economic Empowerment Fund (NEEF)	20	40	MoFEA and MoGCDSW reports	Political will
	Number of women and other vulnerable groups trained in financial literacy and entrepreneurship.	20	45	MoGCDSW reports	Availability of funds
	Number of female entrepreneurs making exhibitions in international trade fairs	15	30	MITC reports	Availability of funds

Reduce gender inequalities and social exclusion so that women, men, girls and boys are able to actively participate in development processes	a favourable environment for equal employment opportunities and benefits for women and men in both formal and informal sectors promoted	Number of gender responsive conditions of service and labour laws formulated or reviewed	1	2	Ministry of Labour and MoGCDSW	
	Gender mainstreamed in economic policies	Number of MDAs trained on gender budgeting	0	50	MoFEA and MoGCDSW reports	
		Number of economic policies and strategies with a gender analysis conducted.	50	85	MoFEA and MoGCDSW reports	
		involvement of men and boys in advocating for gender equality in both economic participation enhanced	Number of men and boys actively participating in programs or campaigns aimed at challenging and transforming gender stereotypes related to	200	600	MoGCDSW reports
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions						

		economic participation and caregiving roles.					
Safe and inclusive spaces established	Number of platforms or spaces created or strengthened	0	28	MoGCDSW reports			
Market policies and systems that prioritize gender equity developed	Number of market policies or regulations reviewed, reformed, or created	0	0	MoGCDSW reports			
	Number of advocacy initiatives implemented.	2	25	MoGCDSW reports			

POLICY PRIORITY AREA 8: GENDER IN GOVERNANCE, LAWS, HUMAN RIGHTS, PEACE AND SECURITY						
Outcome: Safeguarded welfare, rights and participation of women in social, political, and economic development process.						
Objective	Output	Performance Indicator	Baseline	Target	Source of Verification	Assumptions/ Risks
Provide and strengthen institutional framework to support gender mainstreaming and gender transformative actions	women's participation in politics and decision-making positions increased	Proportion of women in decision making positions	20	50	MoGCDSW and DHRMD reports	Conducive political environment
		Percentage of seats held by women in parliament	40%	50%	MoGCDSW and Parliament reports	Conducive political environment

	Percentage of seats held by women in Cabinet, %	50%	50%	MoGCDSW reports	Conducive political environment
	Percentage of seats held by women in Local Government/ Councillors	20%	20%	MoGCDSW reports	Conducive political environment
	% of policy makers oriented on legal provisions that promote women participation in decision making positions	15	45	MoGCDSW reports	Availability of funds
	% of international and regional conventions and other legal instruments domesticated	50	95	MoGCDSW reports	Conducive political environment
	% of gender related laws popularized at national and local level	25	80	MoGCDSW reports	Availability of funds

	international and regional conventions and other legal instruments on women rights to which Malawi is a party domesticated	Percentage of relevant gender related international and regional conventions that have been fully domesticated	30	95	MoGCDSW reports	Political will
		Percentage of humanitarian programs incorporating UNSCR 1325 principles on peace and security	30	75	MoGCDSW reports	Conducive political environment
	Humanitarian programs integrated with UNSCR 1325 principles to promote peace and security	Number of Humanitarian staff trained on gender perspectives in alignment with UNSCR 1325.	40	150	MoGCDSW reports	Conducive political environment

	Conflict prevention strategies incorporated into the activities of peace structures	% of peace structures (e.g., committees, councils) integrating conflict prevention strategies.	30	65	MoGCDSW reports	Conductive political environment
		Percentage of young women in leadership roles within peace structures at the national, district, and area levels	20	50	MoGCDSW reports	Conductive political environment
	capacity of women to enable their meaningful participation in peace structures and processes	Number of training sessions or capacity-building programs conducted for women in peace-building and conflict resolution.	20	45	MoGCDSW reports	Conductive political environment
	Reports in line with normative framework requirements on implementation of WPS agenda submitted within stipulated time to continental bodies	Number of reports submitted to continental bodies within the stipulated deadlines	2	12	MoGCDSW reports	Conductive political environment

		Gender monitoring framework established	0	1	MoGCDSW reports	
		Gender Management information systems developed	0	1	MoGCDSW reports	Availability of funds
	Gender coordination strengthened	Number of Joint annual reviews for the gender sector conducted	0	5	MoGCDSW reports	Availability of funds
	Resource mobilization for gender interventions strengthened.	Proportion of the annual budget allocated to the gender sector	0.52	1	MoGCDSW reports	Political will
		Number of private sector organizations investing in gender sector	0	10	MoGCDSW reports	Strong engagement with the private sector

	Regular analysis, reporting and publication based on gender-disaggregated data promoted	Number of reports or publications generated from the analysis of gender statistics	0	10	MoGCDSW reports	
		Number of gender data collection initiatives or surveys conducted	1	5	MoGCDSW reports	
	laws mandating gender responsive budgeting and clear guidelines and tool for implementation introduced	Number of laws or policies enacted mandating gender-responsive budgeting.	0	1	MoGCDSW reports	
		Number of guidelines and tools developed to support the implementation of gender-responsive budgeting	0	0	MoGCDSW reports	

	analysis of the national budget and use of findings to guide formulation of budgets promoted.	Number of annual gender analysis reports produced on the national budget	0	1	MoGCDSW reports	
		Number of advocacy campaigns or meetings held to promote gender analysis in budget planning.	0	5	MoGCDSW reports	
	Participation and influence of women's movements in various sectors enhanced	Number of women's movements supported or established at national and local levels.	0	0	MoGCDSW reports	Availability of funds
	Architecture for the Gender Equality and Women Empowerment (GEWE) programme defined	Percentage of line Ministries with clearly defined GEWE implementation structures	20	50	MoGCDSW reports	Availability of funds

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