

MOZAMBIQUE GENDER PROFILE

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List of Abbreviation

ADB – African Development Bank
ADF- African Development Fund
AMMCJ- Mozambican Association for Women and Education
CEA - African Studies Centre
CEDAW- United Nations Convention for the Elimination of all Forms of Discrimination
Against women
COMUTRA- Women workers’ Committee
CNAM – National Council for Advancement of Women
CBO - Community Basis Organization
EFA- Education for All
EP1 – Primary School from grade 1 to 5
EP2 – Primary School from grade 6 to 7
GDA- Gender and development
GDI – Gender Development Index
GDP – Gross Domestic Product
GIN- Gross National Income
GEM- Gender and Education in Mozambique
GOM – Government of Mozambique
HDI – Human Development Index
HIV/AIDS – Human-Immunodeficiency virus / Acquired Immunodeficiency syndrome
IMF – International Monetary Fund
INAS- National Institute of Social Affairs
INE – National Institute of Statistics
MADER- Ministry of Agriculture and Rural Development
MDG- Millennium Development goals
MINED – Ministry of Education
MMCAS – Ministry of Women and Coordination of Social Affairs
MISAU - Ministry of Health
MOZAL- Mozambican Aluminium Smelter
MPs – Women in Parliament
MULEIDE- Women, Law and Development Association
NGO – Non- Governmental Organization
OIM- International Organization of Migration
OTM- National Syndicate for Mozambican workers
PARPA – Action Plan for the Reduction of Absolute Poverty
PES- Strategic Plan for Education Sector
PRES – Social and Economic reform Programme
PROAGRI – National Agricultural Development Programme – General Policy Guideline for
Agriculture Sector
QUIBB- Questionnaire on Basic Indicators of well- Being
SADC – Southern African Development Community
SIDA - Swedish International Development Cooperation Agency
UEM- Eduardo Mondlane University
UGC - General Union of Cooperatives
UNAC - National Farmers’ Union
UNDP – United Nations Development Programme
UNESCO - United Nations Educational Scientific and Cultural Organization
UNICEF- United Nations Children’s Fund
WID – Women in Development
WLSA-Women and Law in Southern Africa

1. Basic Profile

1.1. Socio-Economic Profile

Economic Indicators source 1) *5)

Year	GNI/ Capita	Growth rate of real GDP (%)	GDP per Capita(USD)	GDP /Growth rates of defectors(%)	Budget Balance (exclude grant)	Budget Balance (include grant)
2002	210.0(*)	7.7*	194.4	7.4	-20.7	-9.5
2003	Not found	7.1	237.8 *	7.1	-14.2	-3.8

Demographic Indicators source *1) 4) **5)

Year	Total (Millions)	%Female Population	% of urban population	Population Growth Rate	Total Fertility rate(1)	Life Expectancy Male	Life Expectancy Female	Sex Ratio (men/100 women)
2000	17,242.2	51.9 *	29 (1997)	2.3%	5.9	42 yrs	46yrs	92.4
2003	18,521.2	51.8 *	69.4	2.4%	5.1(2001)	40yrs	** 44yrs	92.9

(1)Number of child born per woman

Human Poverty Index source 2)

year	Human Poverty Index	Survival deprivation(1)	Knowledge deprivation(2)	Population without access to piped water	Population without health service
1997	54.0	39.1%	60.5%	84.7%	76.2%
2000	49.9	39.4%	56.7%	62.9%	71.6%

(1) People who will not live beyond the age of 40

(2) Illiterate adults

Public Expenditure to Sectors (%) source 1) *6)

Sectors Year	Health	Education	Social Welfare	Defence	Others
1999	18%*	14%*	Not found	Not found	57%*
2004	11%	24%	12%	5%	29.6%

Industry/ GDP source *2) 3)

Year	Agriculture	Industry	General Public Services
2000	25.4%	*9.9%	4.6%
2002	25.2%	15.5%	4.4%

Labour Indicators source 1)

Year	Registered Unemployment Rates		Minimum Wage USD
	Male	Female	
2001	82.6%	17.4%	33
2002	83.7%	16.3%	35

Absolute Number of Registered Unemployed from 2000 to 2003 source Ministry of Labour

Year	Total	Men	Women	First employment	New employment
2000	109,254	90,385	18,869	47,187	62,067
2001	122,398	101,095	21,303	58,194	64,204
2002	131,347	109,999	21,348	55,392	75,955
2003	130,405	109,470	20,935	52,605	77,800

Proportion of Workers among Female Population source 2)

Year	Agriculture	Industry	Services	Trade
1997	97.7%*	0.4%*	0.3%*	0.6%*
2001	90.9%	1.2%	2.0%	4.7%

Proportion of Workers among Male Population source *1) 2)

Year	Agriculture	Industry	Services	Trade
1997	86.5%*	3.8%*	2.0%*	3.6%*
2001	70.6%	5.9%	7.2%	5.9%

Proportion of Female Decision-Makers source 3)

Year	Member of Parliament	Minister	Vice Minister	Permanent Secretary	General Prosecutor	Provincial Governer
1999	27.6%	5.5%	22.2%	14.2%	0	0
2004	31.2%	12%	27%	23.5%	0	0

Law for Beneficiary of Women

Land Law (1998)	The right of using and controlling lands are given to ordinary citizens
Family Law (2003)	Equal rights for men and women are guaranteed and domestic violence is qualified as crime

Ratification and Signature of International Law for Beneficiary of Women

CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women	Ratified in 1993
Gender Declaration by SADC head of states	Ratified in 1997

Policy of WID

National Plan for Advancement of Women 2002-2006:	To promote equality of rights and opportunities between women and men and to eradicate the absolute poverty.
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Governmental Organization of WID

<ul style="list-style-type: none"> National Council for the Advancement of women. 	<ul style="list-style-type: none"> This council is presided by the Premier Minister, it is an inter- sector coordination body comprised by representatives of state institutions and civil society.
<ul style="list-style-type: none"> Social Gender and Environmental Affairs Commission. 	<ul style="list-style-type: none"> Female parliamentary representatives are members of the commission.

1.2. Health Profile

Public Expenditure on Health

Year	% of GDP
1999	18
2004	11

Expansion of Health Service source 1)

Year	N° of Physicians	N° of hospital beds	Vehicles	Motorbikes	Freezers
2001	1,197	15,594	487	754	920
2003	1,232	16,493	487	715	1,411

Number of Health Units by type source 1)

Year	Central and Provincial hospital	Rural and General Hospital	Health Centres	Health Posts
2001	12	31	516	638
2003	12	31	683	506

Mortality and Birth rates (Per 1000 births) source 4) 3) *

Year	Infant Mortality	Mortality under 5	Neo-natal Mortality	Gude Mortality Rate (%)	Crude Birth Rate (%)
1997	145.7	200.9*	59.3*	21.2	42.2 (2000)
2003	126.5	178.0*	48.0*	17.7	44.4

% of Vaccinated among 1year old Children source 1)

Years	BCG	DPT	Polio	Measles	General Immunization
2000	109.6	87.0	95.4	95.4	89.7 (2001)
2003	109.8	91.1		96.7	92.3

Family Planning source*1) 4)

Year	Contraceptive Prevalence (%)	Births Attendance Rate (%)	Maternal Mortality Rate/100,000	Age at First Marriage (years old)	Total Fertility Rate (1)	
					Urban	Rural
2002	5.1* (2000)	47.5*	500 - 1,500	17.9 (1980)	5.2	6.2
2003	7.1 (2001)	49.2*	> 480	20.3 (1997)	4.7	6.1

(1) Children born per women

HIV/AIDS Prevalence source3)

Year	% Age 15-49	Annual new infections	
		Women	Men
2000	15 - 16	58,900	48,332
2002	13.6	67,770	53,220

Nutrition Rates source*1) 2)

Year	% of Infants with low birth weight	Chronic malnutrition (%)	Severely malnourished (%)
2001	12.1*	43.8	22
2003	10.8*	Not found	Not found

Community Health and Social Services source2)

Year	Access to Safe Water		Access to Adequate Sanitation		Access to Electricity
	In house	stand piper water	Bathroom	Improved Latrines	
1997	8.5%	6.8%	2.2%		5.0%
2000	23.8%	13.3%	3.1%	6.6%	5.7%

1.3. Education Profile

Commitment to Education

Education For All until year 2015
Basic Education is free in Mozambique based on the law

Public Expenditure on Education

Year	%
1999	14
2004	24

Gross Enrolment in Primary Education source 2)

Level	2000		2003	
	Male	Female	Male	Female
EP1	1,287 716	983,549	1,555 930	1,280 432
EP2	127,583	81,647	209, 422	140,499

Evolution of Gross Enrolment Rate in Primary Education (%) source 3)

Level	1997		1999		2000		2001		2002		2003	
	F	FM	F	FM	F	FM	F	FM	F	FM	F	FM
EP1	63.3	76.3	72.9	85.4	79.9	92.4	88.9	101.2	95.1	106.5	102.4	112.7
EP2	16.9	20.7	18.1	22.4	20.1	25.3	22.9	29.1	25.9	32.8	29.6	37.0

Secondary Education - Gross Enrolment source 2)

Level	2000		2003	
	Male	Female	Male	Female
ESG1	47,021	31,314	84,683	57,119
ESG2	6,449	3,608	3,608	6,941

Technical and Professional Education -Net Enrolment Rate source 2)

Level	2000		2003	
	Male	Female	Male	Female
Elementary	679	92	798	139
Basic	12,042	4,690	13,611	5,538
Middle	2,789	844	2, 613	893

School Achievement Rate in Primary Education (%) source 4)

Level	2000			2003		
	Male	Female	Total	Male	Female	Total
EP1	65.2	61.9	63.8	65.1	62.1	63.8
EP2	60.8	56.1	58.9	63.8	59.1	62.0

School Repetition Rate in Primary Education (%) source 4)

Level	2000			2003		
	Male	Female	Total	Male	Female	Total
EP1	22.6	23.2	22.8	22.6	23.6	23.0
EP2	21.6	24.6	23.1	20.8	24.0	22.0

School Drop –out Rate in Primary Education (%) source 4)

Level	2000			2001		
	Male	Female	Total	Male	Female	Total
EP1	7.2	6.7	6.9	7.3	6.7	7.0
EP2	5.4	7.5	6.2	5.1	6.2	5.5

Literacy and Adult Education Rates source 4)

Year	% Total	% of Male	% of Female
2001	43.3	59.8	28.8
2003	46.4	63.3	32.0

Illiteracy Rate (%) source 4)

Year	Male	Female	Total
1997	44.6	74.1	60.5
2001	40.2	71.2	56.7

Higher Education -Gross Enrolment source 1) 4)

Year	Male	Female
2000	7,050	2,482
2003	8,430	2,805 3)

References:

- 1) INE 2004: Statistical Yearbook 2003, Mozambique
- 2) UNDP 2001: Mozambique, Gender, Women and human Development Report
- 3) Da Silva T. and Andrade X. 2000, "Beyond Inequalities. Women in Mozambique"
- 4) INE 2003: Women and Men in Mozambique
- 5) African Development Bank 2004: Mozambique, Multi- sector Country Gender Profile
- 6) UNICE/MMCAS 2001: The Right and Realities of Mozambican children at the start of New Millennium
- 7) Debbie Budlender 1999. Engendering Budgets: The Southern African Experience

2. General Situation of Women and Government policy on WID/Gender

2.1. General Situation of Women in Mozambique

General Situation of Women in Mozambique

- *Women constitute 51,8% of the Mozambican population and the sex ratio is such that there are 93 men for every 100 women.*
- *Women have a heavier workload as well as longer working hours a day than men. As a consequence of this situation, women's health is generally weaker..*
- *High illiteracy rates and low level of education among women.*
- *Women and girls are exposed to the various forms of violence; many of these forms of violence are accepted by cultural traditions.*

Mozambique, with a total area of 799 380 square kilometres, is located in Southern Africa between South Africa at the south and Tanzania at the north and sharing borders with Zimbabwe, Zambia, Malawi and Swaziland at the west and the Mozambique Channel in the Indian Ocean to the east. The country became independent from Portugal in 1975 and the capital is Maputo City. It has three distinct socio-economic regions:

- The Northern region (Niassa, Cabo Delgado and Nampula provinces)
- The Central region (Zambézia, Tete, Manica and Sofala provinces), and
- The Southern region (Maputo, Gaza and Inhambane provinces).

Mozambique is one of the poorest countries in the world with a GDP per capita of about US\$ 237.8 in 2003, with one of the lowest levels of HDI about 0.317, and also low GDI 0.304 in 2000 (UNDP, 2001, table 21). Although agriculture is the basis of the economy, the production is not enough to respond to the needs of population and the contribution of this sector to the balance of payment is 22.9% (2003). The main exported products in 2003 were cashew nuts, prawns, lobster, cotton and wood.

Poverty is a major concern in Mozambique. It affects 60% of the population - 70% in rural areas and 50% in urban areas. These people are living below the poverty line, with less than US\$ 0.40 per day (African Development Bank 2004). The causes are related to low productivity combined with poor infrastructures, limited opportunities for marketing of products, lack of money to invest, use of obsolete technologies, lack of services, natural disasters, war effects and high illiteracy rate. The situation of women is worse than men because of the lack of access to and control of resources and other facilities, therefore, they are more vulnerable to the adversity of economic effects.

Mozambican population is estimated at 18,521.2 thousand, 51,8% of whom are women. The sex ratio is such that there are 93 males for every 100 females. The population is very young – those below the age of 15 account for about 44% of the population because of high fertility and gradual reduction of mortality rates. The majority of the Mozambican people (70%) are living in rural areas. The infant mortality rate was very high, about 115.9 for every thousand live births and the maternal mortality rate was between 500 and 1,500 per 100,000 births in 2003. In Mozambique the life expectancy is 48.2 years for female and 44.4 years for male but the situation would become worse because of the HIV/AIDS impact.

The main spoken languages in Mozambique are: Emakhuwa (26%), Xichangana (11%) and Elomwe (8%). At the south of Save river, the groups are patrilineal while matrilinealism occurs at the north. Christianity (30%) and Islam (20%) are the main religions but there are also African traditional religions and of others (Beyond Inequalities, p. 9)

In Mozambique, women are responsible for a heavy workload. Gender division of labor assigns women the triple roles: reproductive, productive, and community work. Therefore, women have longer working hours per day than those men, because of these multiple responsibilities. They contribute to the general weakness of their health. Much of the work done by women is unpaid and not recognized in economic value. This strengthens the perception that women have a lower social status. The unequal gender relations are based on traditions, cultural and social factors that men and women have different access to and control of productive resources such as land, credit, labour as well as access to education, health, water and sanitation and other services, and different status (laws and customs that assign different rights and roles). These gender relations bring a negative impact on women/girls' lives because they are in a disadvantaged situation.

Unemployment rate is very high among female workers with 30.5%. This is due to high illiteracy rate, low level of education, socio-cultural aspects and also the slow expansion of formal labour market and women's under-representation in the trade union movement. Only 20 % of women are estimated to be active in the formal labour force, the majority of women, around 80%, work in subsistence agriculture and informal sector as small and medium-scale entrepreneurs.

With regard to girls and women's education, the main observations are that there are significant gender differences: 84% of rural women are illiterate versus 48% of rural men; 52% of urban women are illiterate versus 15% of urban men (Debbie Budlender 1999). There are cultural, social and political barriers for girls' access, attendance and achievement at school. Therefore, female enrolment drops as the educational level rises. There are regional disparities as well as between urban and rural areas. There is a strong relationship between education and poverty. Families whose heads have higher education tend to be poorer even in female headed households (PARPA, p.10). Therefore the low educational level of women contributes negatively to low production and productivity of any work and few opportunities for women to get employment. Also, women often have to depend on obsolete technologies, and consequently score low health and welfare index..

The media and social communications sector is a key instrument to promote gender equality, to raise public awareness of gender issues and to document and disseminate women's changing status in society. However the number of women who have access to media is very small which implies that so many rural women are illiterate and poor, and men control the few exiting resources. The vast majority of media professionals are men because it is widely perceived as a male occupation, and then, the news are written and presented by men from a male point of view. In Mozambique, women face many barriers due to lack of income, time, training, and access.

Violence against women is widespread and culturally accepted practice in many households in Mozambique. It was estimated that one in every four women was exposed to some form of violence. Domestic violence especially against wife was accepted based on traditional culture. This situation was aggravated by the fact that Penal Code did not protect the physical integrity of a wife in the marriage.

Men mainly represent key opinion leaders and decision makers. Frequently decisions, which affect the women, are taken without seeking the women's opinion and they are expected to abide by them. The few women who are assertive and are able to reach and maintain the high positions have to work extremely hard.

In practice, there are numerous cases of discrimination against women, mainly due to obsolete legislation, customary law, an absence of effective and efficient justice and police systems to administer the processes of change and to ensure women to be more aware of their legal rights.

In recent years there has been a greater awareness of the forms of discrimination against women based on gender inequalities that occur in both private and public life in Mozambique. Thus, the Government of Mozambique (GOM) has reiterated its commitment to develop policies and institutional mechanisms to promote and put in place gender equity as the measures that will improve Mozambican gender equity and women's socio-economic status. The Constitution (Articles 6 and 67) proclaims equality between men and women, and prohibits discriminations based on sex. The Government has signed several international and regional agreements on protection of women and in coordination with the civil society and donors, the government is taking steps towards the revision of the national legislation that discriminates women, promotes informative campaigns on women's rights, and condemns violence against women.

2.2. Government Policy on WID/Gender

Government Policy on WID/Gender

- *Women's empowerment and their broad participation in decision-making are the challenges.*
- *Eliminating all forms of discrimination against women including violence through educational programs, explanatory campaigns and dissemination of information.*
- *Promoting access, participation and equal opportunities for women and men in all life spheres.*
- *Reducing the negative impact of cultural practices on promotion of women at different levels.*

Government Policies on WID/GAD

WID/Gender Policies and Plans

- The National Policy and Strategy on Gender
- The National Plan for Advancement of Women 2002-2006 which follows Post Beijing Plan of Action. There are five main issues related to WID/GAD namely:
 - Women, poverty and employment
 - Education and training for women
 - Health for Women and HIV/AIDS
 - Women's right and violence against women
 - Women and power: decision makers and media
- Poverty Reduction Strategy Paper (2001-2004)
- Education Sector Strategic Plan I and Draft II /and the Gender Strategy
- PROAGRI I and Draft II
- Health Sector Strategic Plan I and Draft II, Family planning Policy Draft
- Strategic Plan for Combating HIV /AIDS (PEN I and PEN II), and Communications Strategy

WID/GAD Related Laws and Regulations

- Mozambican Constitution 1990
- Land Law 1997
- Family Law approved in 2004
- Labour Law
- Domestic Violence Law

This set of policies seeks:

- To implement the Beijing declarations and the legal framework directives adopted in the Conference;
- To integrate gender components into sector strategies and programs;

- To contribute to the government's effort on promoting equal rights and opportunities between women and men;
- To eradicate absolute poverty;
- To improve well-being and living conditions of women
- To fight against HIV/AIDS

Detailed Gender Mainstreaming by Sector

a) Education Sector

Main issues	Target issues	Inputs/Strategies	Vision
Girls' access to education, drop-out and repetition rates in schools	<ul style="list-style-type: none"> ▪ Construction of schools particularly in rural areas; ▪ Allocation of 50% of vacancies on teacher training for women; ▪ Upgrading 1680 teachers annually with more involvement of female teachers at 2% a year; ▪ Provision of school material to children belonging to poor household; ▪ Raising parents' and communities' awareness toward the importance of education for girls; ▪ Rehabilitation and construction of houses for female teachers and boarding facilities to accommodate more girls; ▪ Establishment of counselling services in schools; ▪ Launching "Food for Girls" and School Snack projects in some schools; ▪ Definition of annual enrolment targets for girls in provinces where there is high gender disparities; ▪ No school fees in primary education; ▪ Scholarship system especially for rural areas. 	<ul style="list-style-type: none"> ▪ Inclusion of gender education in all educational curricula; ▪ Adoption of a flexible school calendar; ▪ Introduction of new and relevant subjects in the curricula; ▪ Promotion of extra-curriculum activities; ▪ Capacity building and sensitisation of teachers, school staffs and community leaders on gender issues; ▪ Gender mainstreaming skills; ▪ Use of media to disseminate programmes. 	<ul style="list-style-type: none"> ▪ Education for all by 2015 ▪ Human development ▪ Elimination of gender disparity in all education levels until 2015 ▪ Women empowerment
High illiteracy rates	<ul style="list-style-type: none"> ▪ Introduction of literacy programmes by local languages; ▪ Reduction by 20% of the illiteracy rates, 70% of which women account for. 	<ul style="list-style-type: none"> ▪ Efficient distribution of materials; ▪ Fast track literacy programmes 	

b) Health Sector

Main issues	Target issues	Inputs/strategies	Vision
Reproductive health with institutional aspects	<ul style="list-style-type: none"> ▪ To expand women's access to adequate health care services through their life cycle, from birth to old age. To consolidate preventive health programs for women. ▪ To undertake gender sensitization initiatives, to gear and to combat sexually transmitted diseases, HIV/AIDS and sexual and reproductive health problems for men and women. ▪ To increase proportion of deliveries at health unit to 50%; ▪ To increase assistance on family planning for women to 18%; ▪ To increase the coverage of pre and post natal consultations; ▪ To ensure that at least 75% vaccination among children under one year old particularly in rural areas; ▪ Construction of 65 new health units and rehabilitation of 16 with priority for rural 	<ul style="list-style-type: none"> ▪ Policies and strategies on sexual and reproductive health for adolescents and youth. ▪ Draft Policy on Family Planning ▪ National Strategic Plan to Combat HIV/AIDS. ▪ Strategy for reduction of maternal deaths. ▪ Sectorial groups and National Council to Combat HIV/AIDS. ▪ Civil society organizations ▪ To train community leaders on basic preventive and curative health practices ▪ Perception of cultural, socio-economic aspects, practices based on gender 	<ul style="list-style-type: none"> Improvement of welfare and health of the population Human development
HIV/AIDS			

	<p>areas</p> <ul style="list-style-type: none"> ▪ To provide training to health workers on gender issues so that they can play role of counsellors; ▪ Provision of appropriate equipment, medicine, transportation and communication tools to health units; ▪ Continuous promotion of awareness and information dissemination towards behavioural changes regarding HIV/AIDS; ▪ Training and upgrading health personnel on HIV/AIDS; ▪ To provide condom and anti-retro viral treatment; ▪ To make Voluntary Counselling and Testing Centres more accessible; ▪ To promote wide-scale awareness and advocacy programmes on HIV/AIDS issues. 	<p>which affects the health of women and men;</p> <ul style="list-style-type: none"> ▪ Improve community participation in management of the health facilities; ▪ Availability of infrastructures, services and medicines with quality and easy access 	Women Empowerment
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c) Agriculture and Rural Development

Mains issues	Target issues	Input/ strategies	Vision	
Labour Division	<ul style="list-style-type: none"> ▪ Provision of improved technologies for domestic purpose such as a community based mill, new facilities of drinking water and sanitation; ▪ Provision of transport; 	Involvement of communities in the definition of their priority needs	Poverty Reduction	
Micro-credit	<ul style="list-style-type: none"> ▪ Training of credit institution staffs on gender sensitive issues; ▪ To provide good environment for access to micro credit and increase the number of female client; 	Training of institution staff on gender issues;		
Markets	<ul style="list-style-type: none"> ▪ Establishment and dissemination of a market information; ▪ To provide market infrastructure accessible by women in terms of distance, security and facilities for selling their products. 	Research of the local conditions.		
Technologies	<ul style="list-style-type: none"> ▪ To become accessible for women; ▪ Introduction of adequate technologies to alleviate women's and children's heavy workload; ▪ To provide information on available and usable technological options; ▪ Adequate training for women on management and operation of technologies. 	Availability of technologies Dissemination of information on new technologies Involvement of women		
Land	<ul style="list-style-type: none"> ▪ To guarantee equal right of participation for female farmers in projects and programmes; ▪ To sensitise men about issues related to equal allocation of lands for both men and women. 	Advocacy on human rights and concerned laws		Removed barriers against women
Extension and training services	<ul style="list-style-type: none"> ▪ To increase female students in agriculture colleges and schools; ▪ To sensitise local authorities on methods and approaches to attract women to be extension officers; ▪ To train all extension officers and agents on gender issues, sensitization, mainstreaming strategies and monitoring. 	Incentives for girl students		

Agro- processing and fisheries	<ul style="list-style-type: none"> To improve and update women's skills and knowledge on processing fish. To provide improved technologies and other input for women. 		Women Empowerment
Improved participation in planning	<ul style="list-style-type: none"> Involvement of community in particular female members in all stages of the project. Women should be involved in the structure of the decision- making process. 	Women's associations	
Infrastructures	Improvement of road networks in remote areas to connect rural communities to towns, schools, health units, markets in order to ensure security for women and children.		

d) Trade and Industry

Main issues	Target Issues	Inputs/strategies	Vision
Trade and industry activities	<ul style="list-style-type: none"> Provide continuous training to women to update their skills on new products; Promote female entrepreneurs, innovators and associations; Organize female traders and manufacturers through the realization of trade events and meetings; Provide female entrepreneurs with adequate access to capital; Review the legal framework to make it more responsive and appropriate to women's businesses and its promotion. 	<p>Sensitisation on gender mainstreaming issues in trade and industry.</p> <p>Availability of micro-credit for women</p> <p>Encouragement of self employment</p> <p>Improvement of working conditions</p>	<p>Poverty reduction</p> <p>Growth of the Mozambican economy;</p> <p>Improvement of welfare</p>

e) Women's Rights and Violence

Main Issues	Target Issues	Input	Vision
Women's Rights and Violence	<ul style="list-style-type: none"> To advocate women on their rights. To review and adopt new legislation to combat discrimination against women. To adopt integrated measures to prevent and eliminate violence against women. To promote participation of women in the police force and in the justice of the administration system. To improve women's access to courts. To analyse the causes and consequences of violence against women and girls and the effectiveness of the prevention measures. To promote and disseminate reproductive rights, and legal measures to protection women from sexual abuse and domestic violence. 	<p>Government: Ministry of Justice, Ministry of Interior, other institutions for administration of justice, Ministry of Women and Coordination of Social Affairs, different civil society organizations like: COMUTRA, ASSOMUDE, WILSA, FÖRUM MULHER, AMMCJ, MULEIDE.</p>	<p>More awareness among women and man in relation to human rights of women.</p> <p>More women involved in the judiciary system</p>
Women in Power, Decision Making and Media	<ul style="list-style-type: none"> Promotion of equal access of women to the structures of power and decision-making. To promote women's access to opportunities in professional careers traditionally performed by men. To mobilize NGO's and political parties to encourage female 	<ul style="list-style-type: none"> SADC gender Declaration. 	<p>40% of women participating in the power structures and decision making process in all levels.</p> <p>More consistent Advocacy work.</p>

	<p>candidates to politicians at all levels.</p> <ul style="list-style-type: none"> ▪ Improvement of women's access to and participation in media. ▪ Elimination of gender stereotypes in media by sensitising professionals of media. ▪ To improve access of women to information and communication technologies 	<ul style="list-style-type: none"> ▪ Government: all sectorial Ministries, National Institute for Statistics, Parliament, AWEPA, Women Forum, Female representatives of political parties. 	<p>40% of women in public sector are trained on leadership, good governance, management and lobby /advocacy.</p> <p>Increased presence of women in the development programs in political parties.</p> <p>Positive images of women disseminated in the media.</p>
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Source: 1- Draft of National Plan for Advancement of Women 2002-2006 – Produced By National Council for Advancement of Women – Mozambique.

2- Mozambique report on the Decade of Implementation of The Beijing Platform for Action – 2004 - MMCAS

Activities related to WID/ Gender and Development (GAD)

Government Organizations	Main Activities
<p>Ministry of Women and Coordination of Social Welfare</p> <p>National Directorate for Women</p> <p>INAS</p>	<ul style="list-style-type: none"> ▪ To incorporate Gender mainstreaming issues into the national and regional development plans and programs; ▪ To design interventions to improve the status of women in terms of social, political and economic development ▪ To enhance the coordination mechanisms for the implementation of Post Beijing Action Plan ▪ To provide psycho- social rehabilitation and educational / professional training to street children and orphans. Social rehabilitation of the children who are victims of abuse, and their reintegration into the family. ▪ Program “Benefit for working” giving priority to women
<p>Ministry of Education</p> <ul style="list-style-type: none"> ▪ National Directorate of Basic Education 	<ul style="list-style-type: none"> ▪ Affirmative actions for girls education ▪ Scholarship addressed to girls ▪ Gender disaggregated data ▪ Promotion of extra curriculum activities ▪ Promotion of literacy for adolescent pregnant women, single mothers and adult women ▪ Sensitization of parents and community members about cultural taboos ▪ Integration of gender perspective in all plans and activities
<p>Ministry of Health</p>	<ul style="list-style-type: none"> ▪ Program of maternal and child health (pre and post natal care, training of midwives, family planning) ▪ Combating domestic violence ▪ Training of health personnel on gender and human right issues ▪ Research on dynamics between gender and health ▪ Inclusion of gender issues in the policies and programs ▪ Creation of a centre for attending child and female victims of violence.
<p>Ministry of Agriculture and Rural Development</p>	<ul style="list-style-type: none"> ▪ Agricultural extension services ▪ Facilitate access of poor women and female headed households to micro credit, livestock, land and other agricultural inputs ▪ Training of professionals on gender related issues ▪ Statistic data separated by gender
<p>Ministry of Plan and Finance</p> <ul style="list-style-type: none"> ▪ National Directorate of Plan and Budget ▪ National Institute of Statistics 	<ul style="list-style-type: none"> ▪ To elaborate Poverty Reduction Strategy Paper (PARPA II) ▪ Elaboration of gender reflected budget ▪ Collection and analysis of gender related data and their dissemination
<p>Ministry of Housing and public Construction</p>	<ul style="list-style-type: none"> ▪ Tertiary roads construction program: quota of 30% of workers for women ▪ Expansion of water points ▪ Training of staff on gender issues
<p>Ministry of State Administration</p>	<ul style="list-style-type: none"> ▪ Appointment of female decisions makers
<p>MESCT- Ministry of Higher Education, Science and Technology</p>	<ul style="list-style-type: none"> ▪ Facilitation of access of girls and women to higher education, particularly those courses which have been considered mainly for men ▪ Promotion of research developed by women
<p>Pedagogical University</p>	<ul style="list-style-type: none"> ▪ Increasing the number of female teachers holding high degree

	<ul style="list-style-type: none"> ▪ Research on gender and women issues
UEM- Eduardo Mondlane University CEA- African Studies Centre	<ul style="list-style-type: none"> ▪ Introduction of gender issues and human rights in some courses ▪ Research on gender and dissemination of the finding
Ministry of Home Affairs	<ul style="list-style-type: none"> ▪ Sensitization and training of the staff on prevention of domestic violence ▪ Extended services to attend cases of violence against women and children

2.3. National Machinery

The national Council for the Advancement of Women

- *In 2000 the Ministry of Women and Coordination of Social Affairs was established in Mozambique;*
- *Sector gender focal points of the government and representatives of NGOs and civil society were formed as the National Council for Advancement of Women to guarantee the implementation of policies and programs to promote gender development*

National Machinery

The implementation of the national strategy for the advancement of women and gender equity is a government's responsibility. In order to achieve this objective, coordination mechanisms were put in place by the government, involving the parliament and non-governmental institutions.

A) Ministry of Women and Coordination for Social Action (MMCAS), Established in 2000 – is the agency mandated for promotion of the overall gender and women development – The National Directorate of Women, a part of MMCAS, is specifically in charge of gender mainstreaming in the country. MMCAS is the manager and co-ordinator of the implementation of the policies on emancipation and development of women. The priorities of MMCAS are:

- Decentralization of the management of gender related activities, development and capacity building of the sector as well as reinforcement of professional capacity training on gender issues.
- Improvement of women's status and promotion of women's participation in political, economic and social life through the introduction of a gender perspective in the conception and definition of all government policies and strategies.

B) National Council for Advancement of Women (CNAM) – it was established in April 2004 by the approval of the Council of Ministries – this mechanism replaced the previous one called **Operative Group for Advancement of Women**. It is an inter-sectorial coordinating body comprised by representatives of state bodies and institutions as well as civil society organizations. Its objective is to supervise, urge and monitor the implementation of women and gender related policies and programs approved by the government. The CNAM has a technical group composed of **coordinators and gender focal points** of each Ministry and representatives of NGO's, civil society and donors.

C) In the Mozambican Parliament (Republic Assembly) – There are two bodies which deal with gender issues. The Group of Female Members of the Parliament aims to establish a linkage to other female organizations in order to ensure that gender, women, family, human rights and poverty issues are submitted to the discussion in the parliament. **The Social and Environmental Affairs Commission** is responsible for mainstreaming issues like gender equity and equality, environment and other social issues.

D) Civil Society -Women's Forum of Non-Governmental Organisations Network (see the list in annexes) is engaged in the women and gender-related issues. The fundamental objective of this forum is to influence the parliament, government, civil society and private sector to adopt policies and strategies that best address women's needs and priorities.

E) Gender Coordinating Group: Composed of bilateral and multilateral donor agencies which meet on regular basis. It has a role of supporting national efforts on gender promotion.

3. Current Situation of Women by Sector

3.1. Education

Education

- *There are gaps in adult literacy rate by sex and region.*
- *The female presence in schools drops as the educational level rises.*
- *The rural population, in particular female, has higher level of illiteracy.*
- *Government puts high priority on providing education for all, giving especial attention to girls/women.*

The National Education System is structured into:

- Pre-school education
- School education: general education constituted by primary education -EP1 (grade 1 to 5) and EP2 (grade 6 and 7); secondary education -ESG1 (grade 8 to 10) and ESG2 (grade 11 and 12); technical and professional education (elementary - 3 years, basic – 3 years, medium- 3 years); literacy and adult education (3 years) and higher education (bachelor- 3 years and degree- 4 or 5 years).
- Out- of school education.

More detail of the National Education System can be seen in the organigram in annexes

Adult Literacy

Adult literacy has increased from 16% in 1975 to 40% in 1997, but Mozambique still has one of the lowest adult literacy rates in SADC region.

Over 50 per cent of the adult population are illiterate: 46.6 per cent male and 71.2 per cent female in 2001. The situation is critical in rural areas: 89% of rural women are illiterate against 48% of rural men, 57% of urban women and 18% of urban men. The northern and central regions show worst figures (MINED 2003 and Debbie Budlender 1999).

Related to literacy education, there are efforts for development of literacy at national level with particular attention for reduction of gender disparities by promoting female participation in the literacy programmes.

Annual statistics show that literacy programs are mainly enrolled by women in all provinces. The average of female presence on literacy programs in 2003 was 58%. Despite recent positive figures on female participation, the illiteracy rate among women still remains very high.

The involvement of private sector, NGO's, religious organizations in the efforts for the eradication of illiteracy is notable.

Some ongoing programs are the following: solidarity literacy program with more than 60% of participants are women, Reflect Literacy Program based on Action Aid, and Program of bilingual literacy and literacy in mother tongue.

Primary, Secondary and Higher Education

Primary school education comprises grades 1-5 (EP1) and grades 6-7 (EP2). The school network has expanded since the Peace Agreement in 1992. There is a high level of variation in both gross and net enrolment and completion rates across regions: Maputo city and Maputo province with highest rates while provinces in central and northern regions continue to lag behind, as the table below presents.

Gross enrolment rates in primary and secondary education (2001)

provinces	Primary Education			Secondary Education		
	F	M	Total	F	M	Total
Country	81.2	100.3	90.7	13.5	17.4	15.5
Niassa	60.6	91.8	75.1	8.9	12.2	10.6
Cabo Delgado	64.8	85.3	74.4	2.2	7.8	5.0
Nampula	64.9	81.1	73.1	3.4	9.3	6.6
Zambézia	67.5	85.1	76.2	8.8	9.5	9.2
Tete	68.4	85.9	76.9	9.3	14.2	11.7
Manica	80.9	108.6	93.9	12.5	15.4	14.1
Sofala	64.3	98.8	81.1	10.1	19.2	14.8
Inhambane	104.4	115.1	109.5	15.8	21.2	18.4
Gaza	113.3	127.4	120.1	12.3	10.6	11.4
Maputo	118.5	141.6	129.5	22.3	29.1	25.8
Maputo City	147.0	144.0	145.3	51.6	57.2	54.3

Source: Women and Men in Mozambique 2003 - INE, p. 31

Net School Attendance by Gender and Province (2000)

Province	EP1 (%)			EP2 (%)			ESG1 (%)		
	Total	F	M	Total	F	M	Total	F	M
COUNTRY	54.9	50.6	59.2	3.3	2.9	3.5	1.7	1.6	1.9
Niassa	57.3	52.2	62.4	1.3	1.0	1.6	1.2	0.8	1.6
Cabo Delgado	48.8	43.5	54.2	0.6	0.5	0.7	0.4	0.3	0.5
Nampula	42.7	38.7	46.7	1.2	0.9	1.4	0.6	0.5	0.7
Zambezia	56.7	49.2	64.3	1.9	1.0	2.7	0.9	0.6	1.2
Tete	49.9	45.8	54.1	2.9	2.3	3.5	1.7	1.4	1.9
Manica	51.2	45.7	56.8	2.8	1.9	3.8	1.3	1.1	1.6
Sofala	47.9	41.2	54.7	4.4	3.7	5.1	2.1	1.6	2.7
Inhambane	65.9	64.7	67.1	3.3	3.0	3.5	1.9	1.7	2.1
Gaza	65.0	64.7	65.3	2.4	2.7	2.2	1.4	1.5	1.4
Maputo	73.8	74.3	73.4	4.8	5.2	4.5	3.1	3.4	3.5
Maputo City	85.2	85.8	84.6	10.9	12.2	9.6	8.3	8.8	7.8

Source: 2)

Completion Rates

Grade	2001 (%)		2002 (%)	
	Female	Total	Female	Total
5th (EP1)	62.2	64.4	66.8	67.5
7th (EP2)	55.3	59.5	57.1	60.5
10th (ESG1)	33.3	40.9	47.4	53.8

Source: MINED 2002

In addition to the geographic inequalities across the regions there are also significant variations in the gross and net enrolment and completion rates by gender. Southern region registers the smaller gap in completion rates while central and northern present a greater gap.

Therefore, the great problem is in the northern and central regions of the country; in the southern region the gender disparities in primary school are relatively small and in some regions such as Maputo, the capital (in the southern region) there are more girls than boys in schools in 2001 figures. The table above presents clearly, the referred evidence.

Statistical data show that a large number of girls, particularly in the northern and central regions, 61.8% of girls' dropout occurred between grades 1 and 3 in 1997. In some provinces, in spite of a high enrolment rate in grade 1, there is a great loss in subsequent grades. From grade 5 upwards it verified a progressive reduction of female presence throughout the country except for Maputo, the capital. Therefore, the gender disparities are very high in rural areas, in the northern and central regions of Mozambique.

Most secondary schools are in urban centres. Multi sex classes are common but poor boarding facilities and lack of security in schools cause high drop-out rate for girls, which is estimated at 36%.

In vocational and professional education girls constitute 20% of students in basic and medium levels. Gender stereotypes are reflected in the choice of study fields. There are some courses where 60% are female students (secretary, administrative and accounting courses) and others with a very low percentage or without any female participation (industrial and agricultural courses).

Very few pupils can continue to higher education because the capability of this sub- system is not enough to absorb all demand. In public higher education the proportion of male students is far higher than female, whose proportion present only 25.2%.

Concerning female teachers, the tendency is the same. This means there are very few female teachers particularly in the northern and central regions, for example in Cabo Delgado, in 2001, only 6.3% of all teachers are women. There are even districts without any female teachers. This situation contributes to the limited presence of girls in education because there is no female professional as role model for girls to look up to.

In relation to teacher training, the gender disparities among students of the teacher training centres are very high in some provinces in the northern: for example in Nampula in 1996 only 5.2% of students were female.

Gender Constraints in Education

High illiteracy rate among women, low enrolment of girls at school, high dropout and failure rates are caused by many factors. Some are inherent to the system itself, such as bad quality of teaching, limited availability of educational materials and high teacher-pupil ratio, which affect all pupils equally. But there are also socio-cultural and economic obstacles that girls/women face such as:

- The low recognition of value of girls' education caused by the low social status of girls and the perception of low cost-benefit of girls education by parents and community members especially in rural areas. Parents also prefer to invest in boys' education due to the perception that the boys are guaranteed to remain in the lineage while girls leave it once they are married.
- Women often bear sole responsibility for domestic works; women carry an extremely heavy workload at home and in the farms, which causes tiredness and no time for school.
- The burden of female students' domestic and seasonal labour. Girls complement school activities with domestic tasks, in addition to their role in agricultural production and in the informal sector.
- Tension between formal education and traditional education (premature marriage, initiation rites, Traditional education instructs boys and girls in adult life in groups separated by sex in local language, while formal education instructs pupils in mixed sex groups.
- A small number of female teachers as reference life model for girls is another negative factor.
- Poverty is also a determinant factor not only because it forces parents to rely on girls' labour but it induces girls to opt for premature marriage or prostitution. In families which cannot afford to send all children to school, boys usually get priority and girls are left behind;
- Sexual harassment by male teachers and schoolmates is also a factor that discourages girls' attendance to school and has a negative impact on their school performance.
- The long distance between schools and houses as well as lack of accommodation facilities in schools.
- Girls go through premature pregnancy.
- Tension between religions and formal education, low self-esteem of woman/girl and HIV/AIDS impact are other factors which negatively affect the education of girls/women.

These constraints are reflected in school enrolment rate, which continues to be higher for boys, on the other hand failure and drop out rates are higher for girls. The constraints are also reflected in the distribution of the imbalanced illiteracy rates, with 71.2% of the female population being illiterate compared to 46.6% of male.

WID/GAD Policies and Plans

To promote and enhance girls education in Mozambique the concentrated efforts of all the stakeholders at all levels are required. The government has elaborated:

A National Education Policy and Education Sector Strategic Plan are based on three key elements:

- The expansion of access and equity;
- The improvement of the quality of education; and
- The development of institutional capacity.

An Action Plan for the Education of Women and Girls was developed with integrated initiatives to reduce gender disparities in education and address gender issues in educational policies, programs and projects.

A National Strategy on Literacy and Non-formal Education outlined to promote literacy among adults with particular attention to the reduction of gender disparities, increasing achievement and reduction of drop out and repetition among the participants.

And established **Gender Units** of the Education Sector at Central and Provincial levels and also in districts, which are considered to be critical for planning, implementation and supervision of programmes to promote gender equality and equity.

3.2. Health

Health

- *Access to health services in both rural and urban areas is precarious.*
- *Health indicators show a clear imbalance between the provinces and between rural and urban areas and women and children are more vulnerable.*
- *The life expectancy is becoming lower because of HIV/AIDS impact.*

General situation

In Mozambique, many women do not have adequate access to health cares despite the strong needs for them. In many cases they feel excluded of the health service network or they are not satisfied with the quality of provided health services. The demand for health services may have basis on cultures, religions and also related to socio- economic aspects, which are not gender sensitive. Infant and maternal mortality rates are among the highest in the world and are both significantly higher in rural areas.

Government Policy

The government is interested in reinforcing gender issues in all health programmes and ensure equity in the policies. The main policies are the following:

- **The Mozambican Constitution** article 94, which recognises the right of a healthy life for all Mozambican citizens.
- **The National Health Policy** defines the improvement of health of citizens in particular women and children as a key priority.
- **Health Sector Strategic Plan** integrates gender equity issues in the health services into policies, strategies and programmes in the context of PARPA and Post Beijing Action Plan.
- **National Council for Fight against HIV/AIDS** to guarantee multi-sector approaches and strategies for preventing and combating HIV/AIDS while paying attention to gender issues.

Sanitation and medical health

The female life expectancy, as it is in most countries, in Mozambique is slightly higher at 44 years than that of male at 40 years (BAD 2004). Access to health services in both rural and urban areas is precarious. Only about 50% of the population have access to a health unit. Furthermore, more than

70% of the rural population takes more than an hour to reach the nearest health unit (UNDP 2001, p.74).

Concerning the access to the drinking water, in the last five years access has improved due to the expansion of water supply systems, but the problem is steadily getting worse in urban and peri-urban areas due to uncontrolled urbanization around the cities. In rural areas, access to water and sanitation is very low, 64% of rural population does not have access to safe water supply. Availability of water nearby has a greater influence on the living conditions of women because they are responsible to fetch this essential liquid. In some rural areas they have to walk several kilometres to get it. (UNDP, 2001, p.98).

Sanitation conditions in both rural and urban areas are deplorable. 75% of households do not have access to sanitation facilities such as latrines and knowledge about hygienic practices which are recommend for a healthy life is lacking (ADB 2004, 2.5.5). The low levels of access to safe water, poor environmental sanitation and poor personal and domestic hygiene practices and precarious conditions of the majority of housings are the main causes for the high rates of diarrhoeal diseases and frequent cholera and malaria epidemics among other diseases.

Nutrition

Survival means are dependent on the household income. As it was already mentioned, in Mozambique, more than 50% of urban population and 71% of rural population are living in absolute poverty, suffering from lack of food for a long period of year.

The data shows that the national low birth weight rate is estimated at 12,5% while national chronic malnutrition rate is about 35,9% and 22% are severely malnourished. The causes of those rates are related to insufficient household food security because of the poor agricultural production and productivity, lack of income due to the loss of employment by household members and the loss of assets because of natural disasters as well as inadequate maternal child care and inadequate health services, poor living conditions among other factors (UNICEF and MMCAS 2001).

Family planning

Family planning services are available in the health units but the demand is low because users do not have enough information about the modern contraceptive due to poor education. Consequently, the index of users of modern contraception is very low with 5.1% among women and 6.5% among men. In rural areas the index drops to 2.7% compared to 17.7% in urban areas (SIDA 2000, p. 24)

Studies show that the knowledge of modern contraception is lower among young girls (15 - 19 age group). Then they become more susceptible to pregnancy resulting in increasing number of young mothers. So, the national rate of adolescent pregnant and young mother is very high, with 40%, being 30.6% in urban and 43.6 % in rural areas (UNICEF and MMCAS, 2001).

Children and maternal health

Mozambique has one of the highest infant mortality rate and maternal mortality rate in the world, and they are both significantly higher in rural areas. The regional differences are large with rates in the south being lower (49.7/1000) while in the north is above 130/ 1000. Malaria is the major cause of child mortality (40% in 2002) and morbidity.

As it was mentioned, maternal mortality is a serious health problem in Mozambique. Statistics in 1995 showed that maternal mortality was estimated to be 1,062 maternal deaths per 100,000 live births. In rural areas there is a greater tendency to resort to traditional medical treatment first and the pregnant women go to the hospital or medical post as a last resort and too late. The principal causes of maternal mortality are: sexually transmitted diseases including HIV infection, toxæmia, hypertension and complications of pregnancy and delivery aggravated by malaria and anaemia. Some health complications are caused by consecutive births, lack of maternal-infant health care together with physical weakness resulting from deficient diet and some cultural practices.

Immunization coverage for children between 12 and 23 months and for pregnant mothers has increased but is still low in rural areas, 36% for children and 27% for pregnant women versus 85% and 58% respectively for urban areas.

HIV/AIDS

The HIV prevalence rate among adults (between 15 - 49 years) was 12.2% in 2000 and 13.6 in 2002 estimating in more than 500 new infection occurring daily. Because of the epidemic, the population growth rate is estimated to reduce from 2.4% in 2002 to 1.6% in 2010; the life expectancy is expected to decline from 50.3 in 2002 to 36.5 in 2010 unless the trend of the pandemic is drastically inverted (ADB 2004, 2.5.8)

HIV/AIDS prevalence rate in some central provinces is very high around 21% but in the northern region the rate is lower around 6% and in any region, women are more affected (57% in 2000). Women are not only physically vulnerable but gender roles also make them powerless to negotiate for safe sex. Traditional practices such as polygamy, infidelity, widow inheritance combined with poverty and high illiteracy index and lack of adequate information among others make women vulnerable to HIV/AIDS (ADB 2004).

Impact of HIV/AIDS is felt partly through the death of large number of productive adults, leaving an increasing number of helpless orphans. Therefore, AIDS affects severely the households. Illness and death result in psychological trauma particularly because of stigma, suffering by disease and loss of relatives. Women and girls are often “victims” because they are responsible for caring for the sick members of the household without support. Female orphans in particular will have an increased workload as they have to take over the domestic responsibilities and subsistence agricultural works traditionally performed by their mothers or female relatives and at the same time making face to the discrimination and stigmatisation against people living with HIV/AIDS.

Health care and funeral cost force households to sell off economic assets or to fall into debt. So, poor households are pushed into deeper poverty. This situation affects female household head that have fewer economic assets or whose economic assets are controlled by men.

As a positive aspect, at some health services the pregnant are counselled to do volunteer test and the seropositive pregnant are given an antiretroviral treatment.

3.3. Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- 1. Agriculture remains the basic activity in the Mozambican economy; it employs 89 per cent of the female population.*
- 2. Women in the countryside are responsible for producing food to support their households.*
- 3. The multiple demands for rural women’s productive and domestic works restrain them from engaging in other activities.*

General Situation

The majority of the Mozambican people (70%) live in rural areas. Agriculture sector absorbs the majority of the female labour force - 91% of rural women work in agriculture. They are the main food producer despite of the lack of access to and control of the land and other resources and facilities (SIDA 2000, p.17).

The Mozambican economy is essentially agricultural based but the weight of the sector for the national economy is tending to decline, in 1998 was 27.2%, in 1999 was 25.4%, in 2000 was 20.1%

of the GDP (UNDP2001, p.86, table5.12) as a consequence of low production and productivity of a traditional agriculture which is basically for the subsistence of household. At the last years, the traditional agriculture is facing various problems due to natural, socio-economic and political factors and the incomes of farmers are not enough to feed their families. It is in rural areas where the level of poverty is very high, particularly among women.

Agricultural Policy and Gender

Facing the situation of the sector, the government defined programmes and policies in order to eradicate hunger and improve food security and basic life conditions:

- **National Agricultural Development Programme - PROAGRI** which is the general policy guideline for the sector and focuses on objectives to promote food security making family based smallholders self-sufficient and produce more so that they can commercialise the surplus of the production and to improve the commercial networks including the roads and transport infrastructure. The document presents an appropriate opportunity to mainstream gender and women's empowerment issues.
- **Action Plan for the Reduction of Absolute Poverty** from 2001 to 2005 (**PARPA**) highlights two main pillars for Agriculture and Rural Development Sector: 1) empowering producers to increase productivity in their activities, and 2) provision of essential services to producers to ensure growth of the sector and reduce absolute poverty especially in the family sector taking into account the promotion of gender equity.
- **Gender Units in the Ministry of Agriculture and Rural Development (MADER)** was established in 1998 to integrate the gender issues in the programmes and to develop gender mainstreaming guidelines.
- **Land Law** (1997) brings advantages for women. Under this law any citizens in full possession of their rights are entitled to control the land as a resource.

Rural Life and Gender

The farming for subsistence has been traditionally a women's job with 91% of rural women are involved in agriculture, forestry and fishing. Although these activities occupy the majority of the population, its contribution to GDP is less than a third to the total.

The low productivity of this sector is in part due to cultural and traditional gender relations, which limit women's access to lands, livestock, credit, extension services, technologies, market and other agricultural inputs. Consequently, there is high index of malnutrition. On the other hand, women and young girls have longer hours of work per day so they are not allowed to attend school or adult literacy programs. They have fewer opportunities of income generation to supplement subsistence farming. The combination of all these factors makes the poverty in rural areas more serious.

The rural women are obliged to manage natural resources such as water, lands, forest, etc. for their productive and domestic works. When these resources are gradually depleted, women are compelled to spend more time in travelling great distances to get them. It is estimated that rural women work on average 14 hours a day compared to men who spend an average 6 – 8 hours on agriculture work. Then, women are restricted to be engaged in agricultural training programmes, thus being marginalized further.

In the last years there has been an increase in the number of female headed households in both urban areas 28.5% and rural areas 31.2% (UNDP, 2001 p.46, box3.8). It is not an increase in women's autonomy but in fact most of these women are single mothers, widows, wives of emigrants or abandoned. A female head of a household has multiple tasks and faces limitation of access to resources and other facilities.

Extension Activities and Training for Women

The provision of extension services to farmers is very important in order to increase farmers' productivity and hence total agricultural output. There are two main constraints at present. The number of extension officers at MADER is small and not technically capable of providing an

efficient service to the large number of farmers, throughout the country. Another constraints is that since most of the extension officers are males there is some difficulty for them to communicate with female farmers, especially in rural areas because of gender prejudice. Thus, female farmers are often not aware of modern farming techniques and continue to have low yields. Reaching out to female farmers is important in order to increase agricultural output.

Ownership of Farming Land and Agrarian Reform

The most critical factor for women engaged in agriculture production is access to lands and their possession. Customary practice allows men the right of access to lands and excludes women. According to traditional practices, women who are heads of households and who thus have possible decision making power can have smaller areas for cultivation than male heads of households. Widows are the most vulnerable and tend to be poorer without resources of survival because of gender issues linked to traditional practices.

The regional differences of women's access to lands are influenced by the matrilineal and patrilineal societies: in matrilineal - by customary practices, land remains with the wife's family and it is passed on directly to the children. In patrilineal, land can be granted to the man by the head of the lineage segment. The land is inherited by male lineage. In addition to the strict traditions, the high illiteracy rate, the lack of information about their rights over lands makes women more submissive and dependent.

The 1997 Land Law makes women as citizens to be able to possess land. But sometimes there are difficulties to implement this law because of strong traditions, lack of sensitisation and awareness of the communities.

Fisheries

The main involvement of women in this sub-sector includes fishing for subsistence using basic techniques such as home made nets or piece of cloth, processing and smoking fish for storage and some seasonal agriculture activities.

Some women are involved in buying and selling fish. Problems that women are facing in the fisheries sub sector are: the low income, inadequate fishing equipment and gear, poor storage and processing facilities, lack of access to credit among others. Moreover, women's participation in community planning and decision making is limited and therefore their needs are usually not addressed.

Female organization in agriculture

Traditional practices of mutual help exist in all rural communities. Only a small proportion of rural producers are organized into structured farmers associations. The majority of formal producers' associations have formed with external assistance mainly of NGOs. As a result, most of them remain dependent on external initiatives, suffering from mismanagement of shared resources, lack of transparency and a weak management capacity (Oxfam Canada 2004).

There is a National Farmers Union -UNAC, officially registered in 1994 with over 6000 members from over 1200 small farmers associations. UNAC's objectives include: to ensure dynamic empowerment of the community, to intensify action for food security, to defend the interest of small farmers in order to achieve sustainable development and to respond to the demand from grassroots level.

The General Union of Cooperatives (UGC) is another example. It started to work in agriculture and livestock sector, with 5,500 members, 98% of whom are women. It was established to help poor household to solve economic problems. Today it is the best experience of cooperative association in Mozambique and it has become an important enterprise.

3.4. Economic Activities

Economic Activities

- *Gender imbalances in the labour market because of various types of discriminatory practices.*
- *The female representatives at trade union are unable to put female workers' issues on agenda of trade union movement.*
- *75% of economically active population, majority of which is female, are engaged in subsistence agriculture.*

Economic overview

In 1987, the Mozambican government embarked on a series of macroeconomic reforms in order to stabilize the economy. These steps, combined with donor assistance and political stability since the multi-party elections in 1994, have contributed to the improvement of the country's growth rate. Inflation was brought to single digits during the late 1990s although it returned to double digits in 2000-02. Fiscal reforms, including the introduction of a value-added tax and reform of the custom service, have improved the government's revenue collection abilities. In spite of these gains, Mozambique remains dependent upon foreign assistance for much of its annual budget, and the majority of the population remains below the poverty line. (Da Silva T. and Andrade X., 2000).

Subsistence agriculture continues to employ the vast majority of the country's workforce. A substantial trade imbalance persists although the opening of the MOZAL aluminium smelter, the country's largest foreign investment project to date has increased exports earnings. Mozambique's once substantial foreign debt has been reduced through forgiveness and rescheduling under the IMF's Heavily Indebted Poor Countries (HIPC) and Enhanced HIPC initiatives, and is now at a manageable level (Although there are signs of economic recovery in Mozambique, as it was referred above, it is not being reflected in the human development for the poor people in the society, which are in a considerable percentage, 50% urban and 70% rural population are living under poverty line (Da Silva T. and Andrade X., 2000).

Employed Labour

Women's participation in the Mozambican labour force has not changed greatly in the last years. The index of women as labour force is 66.5% of all female population compared with 73.5% for men. Only less than a quarter of women are engaged in the formal employment and earning a wage. The majority estimated in 89% of the economically active women work in agriculture, 1.1% work in industry and a significant percentage of 20.4% in trade. On the other hand 28.7% of women are categorized as unpaid domestic workers and not considered economically active (UNDP 2001, p. 80).

Through the table below it can be seen that among women workers the majority are Self-employed (53.6%) or Unpaid Workers (21.5%). Female paid workers are involved in three main categories of wage employment: Public Enterprises, Private Sector and Public Administration.

Type	Urban Area			Rural Area			National		
	M	F	T	M	F	T	M	F	T
Public Administration	14.1	6.1	10.6	1.8	0.3	1.0	5.1	1.4	3.1
Public Enterprises	25.5	7.3	17.6	3.2	0.9	1.9	9.1	2.1	5.4
Private Sector	22.9	8.7	16.7	4.8	0.6	2.5	9.6	2.1	5.6
Cooperative Sector	0.5	0.7	0.6	0.1	0.1	0.1	0.2	0.2	0.2
Self-employed	28.2	51.8	38.4	62.9	35.4	47.7	53.6	38.4	45.6
Unpaid Worker	7.1	23.7	14.3	26.7	62.4	46.5	21.5	55.3	39.3
Entrepreneur	1.1	0.4	0.8	0.4	0.1	0.2	0.6	0.1	0.3
Servant	0.8	1.3	1.0	0.2	0.1	0.1	0.4	0.3	0.3
Total	100	100	100	100	100	100	100	100	100

M: Male; F: Female; T: Total. Source: UNDP 2001, p. 82

Gender imbalances in labour market are due to various types of discrimination: occupational segregation based on sex stereotyping; differential wages for female workers in similar occupations;

and the male driven priority of employment and income earning. The women are viewed as a secondary workforce and considered to be more appropriate for informal sector where profits are low and competition is hard. In addition the formal labour market is slow to expand due to restructuring of firms which have been dismissing mainly female employees because of their lower educational level.

The number of female representatives of Mozambican Parliament is relatively larger than SADC region average but it is still insufficient, there are few women in senior government positions and very few judges as the data below shows:

- Female representative in the Parliament 31%
- Female chairperson of municipal assemblies 3%
- Women in decision making post in public administration 9.2%
- No female provincial governor 0% (UNDP, 2001)
- No female councillor judges
- Female magistrates 18%
- Female lawyers 18%

Indicators illustrate that women do not occupy the higher decision making post in general. Men and women are on a different situation due to some laws which contains gender discriminatory articles.

Informal Sector

Lack of opportunities in the formal sector pushes people, mainly men, to seek alternatives for their subsistence such as massive migrations from rural to urban areas and to neighbouring countries looking for job. In both, rural and urban areas women resort to survival strategies such as the informal sector to support their families. 95.9% of women working in rural areas and 77.9% of those working in urban areas are informal workers compared to 88.4% of male workers in rural and 50.3% in urban areas (UNDP, 2001).

The percentage of female informal workers has grown significantly in the last years. But even in informal sector activities there are some gender gaps. More women are engaged in the employment of poorer quality than men and there are relatively fewer paid female employees in informal sector. Women are also over represented in specific branches and activities within the informal sector such as selling foods or agricultural products, which suggests that women are in general engaged in low-income activities.

Gender roles imply that female-owned enterprises are often home-based and characterized by limited capacity for capital accumulation and gender relations restrict women's ability to raise funds or credit.

Despite of their low incomes, more than 70% of female workers have savings but only 11.5% of them have bank accounts. Almost 23% are involved in traditional xitique groups while about 35% deposit money in mobile banks. These are crucial constraints for the vendors who need regular amounts of capital to restock their goods (UNDP, 2001,p.84).

WID/Gender Laws in Economics Activities

In the country's Labour Law 8/98, the rights of workers are equal for both sexes in terms of treatment and respect. The right to remuneration must correspond to the quantity and quality of work and application of existing jobs must be considered according to candidates' qualifications, experience, results obtained in previous work and needs of the workplace. Both sexes benefit equally from protection, security and hygiene at workplace, medical assistance and indemnity in case of work related accidents or professional illness. But none of these instituted by the law are being implemented in practice in benefit of women because of traditional gender relations which impose inequality between men and women.

Women are entitled to sixty days of maternity leave, which may begin twenty days before the probable date of childbirth. After that period they have two times a day for breast-feeding the child without loss of wages until a maximum of one year.

3.5. Gender and Violence

Gender and Violence

- *The low social and economic status of women can be both a cause and a consequence of violence against women.*
- *Domestic violence has been tolerated through cultural values.*
- *Domestic violence has often been seen as a private matter and not as crime.*

Violence Situation

The violence against women has reached alarming proportions and it takes varied forms. It is a manifestation of unequal power relations between men and women and it is often related to aspects of access to and control over resources/ means of production, access to facilities and opportunities. Fear of violence limits women's mobility, access to resources and ability to carry out basic activities.

Despite the lack of reliable figures, which describe in-depth the situation of violence in Mozambique, some studies carried out in this area point out the seriousness of the situation throughout the country. In general, the abuses practiced by parents or other relatives against children are physical, psychological and sexual ones. The violence that the husband inflicts on his wife takes the form of emotional abuse through insults, continuous humiliations or physical abuse which sometimes causes injuries that require medical attention and which may result in disability or deformation of the wife and even death (Draft Report of Mozambique Beijing + 10).

Domestic violence has been tolerated through cultural values that maintain different roles among family members and between husband and wife in particular. Then, gender violence mirrors social practices, and both the perpetrator and the victim legitimise their practice and accept it as the way of resolving conflicts.

Regarding the trafficking of women and children to neighbouring countries, a study which was made during 2002-2003 revealed that in relation to Mozambique, the victims were in majority girls and young women whose age varied between 14 and 24 years and they were forced to work as domestics or sexual workers. Some victims were raped and then they were sold to the brothels to provide sexual services and others were forced to be private slaves or wives of mine workers. It is estimated that about 1000 young women were recruited, transported and exploited through which traffickers made benefit of about 1 million rands annually (Draft Report of Mozambique Beijing + 10).

Government Policy and Strategies

Government institutions, research centres as well as NGOs are involved in the fight against violence. The activities they carry out include counselling and psychological assistance of victims, research on human trafficking and provision of shelter to some victims of violence.

The Ministry of Interior outlines and develops:

- The strategic plan for the police force which focuses the combat of violence against women and children, particularly, sexual abuse and human trafficking
- Sensitisation seminars and training for police officers with emphasis in the prevention of domestic violence.
- In the Police force, a Gender Unit has been established to deal specifically with cases of violence against women ensuring the gender mainstreaming issues through training of police officers in the investigation of crimes against women and girls.

The Ministry of Women and Coordination of Social Action has put in place a policy on preventing and combating violence including violence against women and children in order to develop a national strategy. On the other hand, as an immediate strategy, an association of female victims of violence was founded to help other victims.

Programmes for the combat and control of violence

Various activities concerning the control and prevention of violence were carried out in parallel with the continuation of the information campaigns, sensitization and education of the population on violence in collaboration with various governmental and non-governmental institutions. This collaboration generated some positive outcomes.

In 2003, the National Campaign Against the Trafficking and Sexual Abuse of Minors was launched with the initiative of civil society. As a result, it has been verified improvement of the services provided to the victims of violence and reference to the existing network of services such as legal, medical, psychological and social assistance involving different NGOs and ministries concerned.

The special services were introduced at police stations to care cases of violence against women and children. At these assistance centres, the beneficiaries have procedural assistance, initial counselling and information on their rights as well as reference of other special services for legal, medical and psychological assistance in accordance with the cases. It is worth noting that intra-family cases of violence are starting to be reported.

Constraints

- Difficulties in the coordination of the efforts among related agencies in view of increasing the impact and efficiency of the actions.
- Lack of official information of the magnitude of the problem. Thus, it is important to undertake research activities in order to identify in detail the causes and consequences of violence to establish indicators to guide the interventions.
- Difficulties in involving men in programmes against violence.

Conclusions and Recommendations:

- Today in Mozambique, there are gender gaps/ gender differences in various aspects of life, putting women in a disadvantaged situation;
- The unequal gender relations are based on the fact that men and women have different access to and control over resources, facilities and opportunities as well as have different status. These differences are due to laws, cultural traditions and socio- economic policies that put men and women on different positions.
- Awareness on these differences will encourage and help the society and to find ways to reduce these inequitable gaps between women and men in the Mozambican society.
- One of the keys to reduce the gap is appropriate education/ training, which is focused on gender issues and to upgrading the women's image.
- Thus changes are needed through: public sector reform programme, rationalization of civil service, and improving conditions of service and introduction of measures, policies and laws to improve government systems to face up to the corruption.

4. On-going WID/Gender Projects

Project/Programs	Implementing Agency	Donor	Entrance in force	Budget (1,000US\$)	Gender-related Issues/Contents
Education					
Primary Teacher Training centres		ADB	1991		
Gender and Education in Mozambique	MINED	UNICEF	1994		Increase access, retention and achievement of girls' education
Scholarship for girls	MINED	WB			For girls student of secondary education from poor households
Our School Project	MINED	PMA			Poor households particularly headed by women
Health					
Water supply and sanitation		ADB	2001		
Food and health security programme	UGC	Oxfam			
Agriculture, Forestry and fisheries					
Family farming livestock restoration		ADB	1991		Distribution of cattle to poor household in particular headed by women
Special programme for food security		ADB	2001		
Sustainable Subsistence program		Oxfam			To strengthen small farmers associations to be active and positive development agents in their communities, especially women improving their livelihoods strategies.
Sustainable livelihoods Approach		DFID			
Project credit for goats	Malhalhe	UNIFEM	For two years		To increase household income particularly headed by women through loan of goats
PROAREA project	INDER	UNDP	1995		Sustainable development in rural areas for alleviation of poverty attending gender issues
Economic Activities					
Capacity building for poverty alleviation		TAF	2000		
Credit to small/medium enterprises		ADB			
Project of sewing and women development	Malhalhe	UNIFAM	2000		Training women in sewing and other areas
Others					
Rehabilitation of agricultural infrastructures programmes	UGC UNAC	Oxfam			
Food/ road project					
Benefit by work project	INAS	UNDP			Poor households particularly headed by women
Generation of income	INAS	Government and WFP			Associations and worker groups with experience in the work
Women, youth and work	National Institute of social reintegration	UNDP			Demobilised of war

5. WID/ Gender Information Sources

5.1. List of International Organizations and NGOs Related to WID/Gender

Sponsoring Agencies' Contact

Name of Organization	Address	Name of Contact Person	Tel and fax number and E-mail address
Action Aid	Hamlyn House MacDonald Road, Archway London N19 5PG, UK	Mr. David Archer	Tel. 44(0) 20 7561 7561 Fax: 44(0) 20 7263 7599 Davida@actionaid.org.uk
CIDA Canada	200, Promenade du Protage Hull, Quebec Canada, KIA 0G4	Ms. Marilyn Blaeser	Tel. 819 997 0892 Fax: 819 997 9049 Marilyn_blaeser@accdi-cida.go.ca
Commonwealth Secretariat	Education Department, Marlborough House, Pall Mall London, SW1Y 5HX. UK	Mr. Ved Goel	Tel. 44 020 7747 6282 v.goel@commonwealth.int
FAWE	International House, 12 th floor Mama Ngina Street P.O. Box 53168 Nairobi, Kenya	Ms. Penina Mlama	Tel: (254) 2 330 352 Fax: (254) 2 210 709 Pmlama@fawe.org
Government of the Netherlands		Mr. Ronald Siebes	Tel: /31-70) 348 6691 Fax: (31-70) 348 6436 Siebes@dco.minbuza.nl
UNAIDS	20 Avenue Appia, CH-1211, Geneva, Switzerland	Ms. Amaya Gillespie	Tel: 1 (212) 824 6674 Fax: 1 (212) 824 6481 Agillespie@unicef.org
UNESCO	7, Place de Fontenoy 75007 Paris France	Ms. Aïcha Bah Diallo	Tel. 33 1 45 68 10 76 Fax: 33 1 45 68 56 26 a.bah-diallo@unesco.org
UNDP *	921/930 Kenneth Kaunda Av. Maputo	Ms. Marylene Spezzali (Resident representative)	Tel: 258 1 491475/082 300755 Fax: 258 1 491017
UNFPA		Mr. Geoges Georgi (Representative)	Fax: 258 1 493577
UNICEF *		Ms. Marie Pierre Poirie (Representative)	Fax: 258 1 491679
USAID	Center for Human Capacity Development 1300 Pennsylvania Ave., N: W. Rm 3.09-036 Washington, DC 20523-3901, USA	Ms. Emily Vargas -Baron	Tel: 1 (202) 712 0236 Fax: 1 (202) 216 3229 Evargas.baron@usaid.gov
World Bank	1252 Kenneth Kaunda Av. Maputo	Mr. Darius Mann (Country Director)	Tel: 258 1 492841/492893 Fax: 258 1 492893
DANIDA - Danish International Development Agency	539, 1st Floor Patrice Lumumba Av. Maputo		Tel: 258 1 429429/429430 Veparroba mail.tropical.co.mz Veparrobavircom.com
Iceland International Development Agency-ICEIDA	357/ 356, Ground Floor Valentim Siti Maputo		Tel: 258 1 419458/9
World Food program	1302, Zimbabwe Av. Maputo		Email: wfp.maputo@arobawfp.or Fax: 258 1 491719 Tel: 258 1 494320/3
Save the Children -UK*	474, Ground Floor Armando Tivane Av. Maputo		Tel: 258 1 498762/ 498763 Fax: 258 1 498752
Save the Children-US *	38 Patrice Lumumba Av. 1498 Ground Floor, Tomás Nduda Av. Maputo		Tel: 258 1 308896 258 1 491408/493140
Swiss Cooperation *	637, Ground Floor Ahmed Sekou Touré, Maputo		Tel: 258 1 309155/ 302250
FDC *	1170, Ground Floor Eduardo Mondlane Av. Maputo	Ms Graça Machel	Tel: 258 1 429191/ 302609
GTZ		Mr. Rudolf Muetschler (Director)	Fax: 258 1 492323
DFID	310 Vladimir Lenine Maputo	Eamon Cassidy (Director)	Tel: 258 1 351400 Fax: 258 1 351450

- **Members of Women's Forum**

List of Organizational and Institutional Members of the Women's Forum

Name of Organization	Contact Person and Speciality	Activities	Reports/ Writers	Contact address
-Activa- Mozambican Association of Business Women	Ema Mussá	- Provide access of relevant information and opportunities to the business women		AV. 24 de Julho 2921
- ADOCA- Mozambican Association of Housewives	Ivete M'Boa	- provide training courses for housewives; - Built schools		Tel. 721645
-AMDDH- Mozambican Association for the Defence of Human Rights				
-AMME- Mozambican Association for Women and Education	Alice Calane			Cell. 082 85 82 02
-AMMCJ Mozambican Association of Women in the legal profession	Latifa Ibraimo	- Support women in legal issues especially poor women		Tel. 40 82 32
-AMODEG- Women's Department of the Association of Demobilised Soldiers	Paciência Jossias	- Provide information, access to productive resources for demobilized soldiers; -Civic education for the maintenance of peace		Tel. 31 00 73
-AMRU- Mozambican Association for the Development of Rural Women	Amélia Zambeze			Tel. 32 28 09
-ATAP- Association of Agricultural and Livestock Technicians	Rosa Aizeque	_ Deal with rural extension involving women and men farmers		Tel. 31 12 65
-CEA- African Studies Centre	Teresa Cruz e Silva	-Research in gender issues	Mozambican studies	Tel. 49 08 28
-CFA- Agricultural Training Centre	Mazembe Architect		Trimester news letter	Tel. 46 02 19
-CEDESSET Centre for Education and the Development of Workplace Health Safety	Custódia Manuel			Tel. 32 21 41
Community Aid Abroad	Janet Duffield			Tel. 30 30 94
-CUSO Canada	António Petulane			Tel. 31 45 73
-CVM Mozambican Red Cross	Fernanda Teixeira			Tel. 49 81 79
- FAWE Mozambique	Lídia Meque			Tel. 30 39 75
-FNUAP United Nations Population Fund	Filomena			Tel. 49 06 86
-GEPR Office of the First Lady	Joana Mangureira/ Meldina Bila			Tel. 49 11 81
-Help Age	Nicodemus Chipfupa			Tel. 41 58 16
-IDILNational Institute for the Development of Local Industry women's Counter	Ana Sithole/ Doris Nhone			Tel. 43 02 72
-JOAP Joint OXFAMs Advocacy Programme	Helena Chiquele			Tel. 48 87 20
-KEPA Centre of Cooperation Services for Development	Severino Ngonle			Tel. 49 60 01
-MADER Ministry of Agriculture and rural Development	Zilda Massango		- Reports	Cell. 082 30 41 40
-MBEU Association for the Promotion of Women's economic and Socio- Cultural Development	Artemiza Franco			Tel. 40 11 94
-MICOA Ministry for Environmental Coordination	Rosa Cesaltina		Magazine Women and Environment	Tel. 49 61 09 Cell. 082 31 55 28
-MMCAS Ministry for Women and Social Affairs			Regular reports about women	Tel 31 06 50
-MS Danish Association of International Cooperation	Rie Holmes		Several publications about partnership and development in gender perspective	Tel. (06) 21 56 95 / 21 61 09

Name of Organization	Contact Person and Speciality	Results (Projects, etc)	Reports/ Writers	Contact address
-MULEIDE Women, Law and Development Association	Luisa Chadraca/ Rafa		- Brochure about domestic violence	Tel. 32 55 80
-NORAD Norwegian Development Agency	Clarice Barbosa			Tel. 48 01 00
-NUMAC Nucleus of Academic Women	Rosita Alberto			Cell. 082 31 31 04
-NUMMA Nucleus of Women and the Environment	Margarita Mejia			Tel. 41 59 34
-OMM Mozambican Women's Organization	Paulina Mateus			Tel. 49 44 29
-ORAM Rural Mutual Aid Association	Lorena Mangane			Tel. 30 29 58
-OTM/ COMUTRA National Women's Committee of the Mozambican Worker's organization	Cesta Chiteleca			Cell. 082 42 80 69
33- PROGRESSO	Tinic/ Elizabeth			Tel. 43 04 85
-SARDC Southern Africa Research and documentation Centre	Suzana			Tel. 49 08 31
35-SÉ REXILE Association for Adult Education and Community Development	Lourenço Mavundel Arone Cumbe			Cell. 082 77 96 23 082 22 02 04
-SIDA Swedish international development Agency				
-SINTIA National Women's Committee of the Sugar Industry	Leonor Tivane	- work on human rights at work place and sexual harassment issues		Tel. 46 01 08
-SINTIQUIGRA Women's Project of the Chemical and Printing Worker's Union	Jessica Gune/ Georgina Hinguana	- work on human rights at work place and sexual harassment issues		Tel. 32 02 88
-SNV Netherlands Development Organization		- Work in decentralisation of public administration		Tel, (06) 21 54 98 or (06) 21 54 97
-SINTEVEC National Union of Textile, Garment, Leader and Foot wear Workers	Lurdes Sumbane/Maria Gertrudes	- work on human rights at work place and sexual harassment issues		Tel. 40 46 69
-SOROPTOMIST International	Eduarda Zuzana/ Emília Macoconono			Rua Major Teixeira Pinto 4ª R/C - Porta 68
-TROCAIRE Catholic Development Agency of Ireland	Rosemary Heenen			Tel. 41 56 16
-UGC General Union of Cooperatives	Celina Cossa/ Ana Augusto	- Help poor household to solve economic problems	Reports	Tel. 43 16 17
-UNAC National Union of Peasants	Gina Riccio/ Alexandre Mornela	- Guarantee sustainable development of the community	Reports	Tel. 30 67 37
- WILSA	Maria José Artur	- Provide training for women in human rights	Monthly News letter Poster, pamphlet, reports and books about human rights	Tel. 49 43 92
-Women and Spot Commission Mozambique National Olympic Committee	Ludevina Oliveira			Tel. 49 14 30
-Women's Movement for Peace				

List of Reports and References Related to WID/Gender

Title	Publisher	Year	Where to get
Education and Training			
-Statistic data about girls proportion in EP1 per district, 2002; Data concerning annual drop out, 2002, Maputo (in Portuguese)	MINED	2003	MINED
- Gender and Education in Mozambique: Girls of the primary schools in rural areas, Maputo (in Portuguese)	MINED/UNICEF		
Pregnant girls that embrace schools. (In Portuguese)	ARTHUR, Maria José; CABRAL, Zaida,	2004	In: "Outras Vozes, n° 7".
-Gender, Education and Development, part one: Training of Trainers, Maputo	UNICEF/MINED WALKER, Bridget	1996	
- Socio- cultural aspects related to school attending girls in Mozambique (in Portuguese)	ZUCULA, Carmen M.	1994	In: National Commission for UNESCO, Women in Mozambique, pp.189-217.
- Integration of Activities on Family Planning into Basic health Services in particular for child and maternal protection – Use of Contraceptives, Maputo. (in Portuguese)	MISAU	1978	MISAU
- Sensitisation Campaign in community on major use of family planning services and more involvement of men, Maputo (in Portuguese)	MISAU	1977	MISAU
-Statistic Indicator about maternal mortality and its causes - 2001/2002, Maputo (in Portuguese)	MISAU	2003	MISAU
-Reduction of maternal and childbirth mortality, Operational Plan 2002-2005, Maputo: (in Portuguese)	MISAU/FNUAP	2000	MISAU
-Gender Analysis and design of strategies for integration of gender perspective in SWAP and in the selected programmes, Maputo (in Portuguese)	MISAU	1999,	MISAU
-Strategy for Reduction of morbidity and maternal and Pre birth mortality, Maputo	MISAU	2000	MISAU
- National Report of Human Development, HIV/SIDA and Maternal Mortality, Maputo.	PNUD	1999	
Retrospective of Family planning Program, Maputo (in Portuguese)	VAZ, Maria da Luz	1998	
- Gender and HIV/AIDS: Leadership Roles in Social Mobilization	UNFPA	2000	African Development Forum, Addis- Ababa, Ethiopia 3/7 December.
- Maternal results of pregnancy in Mozambique with special reference to abortion-related morbidity and mortality, Sweden	MACHUNGO, F.	2002	
- The insecure abortion in Maputo. (in Portuguese)	MACHUNGO, Fernanda	2004	In: Outras Vozes n° 7.
Agriculture, Forestry and Fisheries			
- Approach for Gender Analysis of PARPA Program, Maputo. (In Portuguese)	MEJIA, Margarita	2002	Women Forum
- Strategies of women and profit of men Maputo (in Portuguese)	WATERHOUSE, Rachel; VIJFHUIZEN, Carin (org.),	2001	Action AID Nucleous of Land studies
Economic Activities			
- Labour Legislation related to rights of Female workers (in Portuguese)	BIBIANA, Amélia	1996	In: Provincial Seminar of OTM for training about management and development of women workers, Maputo
- The productive process of "Women and Men in Mozambique", Maputo:	INE, UINGE, Destina	1999	
- Gender rules and economic outcomes.	BADGETT, Lee; FOLBRE, Nancy	1999	In: International Labour Review, vol. 138, n° 3.

Title	Publisher	Year	Where to get
Social/Gender Analysis			
- National Gender Policy, Maputo.	MMCAS	2000	MMCAS
- Mozambique: report on existing gender gaps in statistics, Maputo	Ministry of Planning and Finance	1994	Ministry of Planning and finance
- Mozambique: Gender, women and human development - An agenda for the future, National Human Development Report.	UNDP	2001	
Others			
Women and Men in Mozambique, Maputo	INE,	2003	
Program of activities for the development of gender statistic in Mozambique	National Commission of Planning	1994	Cooperation with SIDA/SAREC
- Guide of SADC Parliament member for Gender and Development in Southern Africa (in Portuguese)	SADC Parliament Forum	2000	
- Gender Statistics: the Mozambican experience.	UINGE, Destina; KHAN, Zuraída M.; MOYO, Gunvor Iversen	2002	In: Capacity building for gender mainstreaming in the development of skills. New York & Geneva: United Nations, pp. 259-277
- Human Rights, human rights for women (in Portuguese)	OSÓRIO, Conceição, WLSA Moçambique	2000	In: X. Andrade et al., Human Rights of Women in four topics, Maputo
-Political Power and Female Protagonism in Mozambique (in Portuguese)	OSÓRIO, Conceição	2002	IN B. S. Santos "Democratization of the democracy, pp. 419-51.
- The Legal Situation of Women in Mozambique and the Current Reforms in Progress. (in Portuguese)	OSÓRIO, Conceição; ARTHUR, Maria José	2002	In: "Outras Vozes, nº 1"
- Gender and HIV/AIDS. (In Portuguese)	OSÓRIO, Conceição; ANDRADE, Ximena	2003	In: "Outras Vozes, nº 3"
-Human Rights, Human Rights of Women (in Portuguese)	OSÓRIO, Conceição ,WLSA Moçambique	2000	In: X. Andrade et al., Human Rights of Women in Four Topics, Maputo
- Monitor of Gender the Implementation of the Commitment Assumed in Beijing by SADC Member States (in Portuguese)	SADC	1999	
Gender Statistics in Mozambique. Report on a mission to National Directorate of Statistics NDS, Maputo	SUNDSTRÖM, Pehr	1994	
- Improving Gender Statistics in Mozambique. Booklet "Women and Men in Mozambique". National Report on improving Gender Statistics in Mozambique	SUNDSTRÖM, Pehr	1995	Report of a mission to National Directorate of Statistics NDS, Maputo
- Plan for improving Gender Statistics in Mozambique, 1999-2000.	SUNDSTRÖM, Pehr	1999	Report from a mission to INE, Maputo
- Gender Statistics Workshop in Mozambique.	SUNDSTRÖM, Pehr	1999	Report from a mission to INE, Maputo, Mozambique
- Improving Gender Statistics in Mozambique. Draft Action Plan for 2001-2005.	SUNDSTRÖM, Pehr	2001	Report from a mission to INE, Maputo, Mozambique.
- The Human Rights of Women: The Conferences of Years Nineties (in Portuguese)	WLSA Moçambique	2002	In "Outras Vozes, nº 1"
- Gender issues in labour statistics,	GREENWOOD, Adriana Mata	1999	In: International Labour Review, vol. 138, nº 3.
- Family Law: Talking in equality and justice (in Portuguese)	FÓRUM MULHER/WLSA MOÇAMBIQUE	2003	In: Outras Vozes, nº 3.

Title	Publisher	Year	Where to get
Social/Gender Analysis			
- Beyond the inequalities. Women in Mozambique, Maputo (in Portuguese)	ANDRADE, Ximena , DA SILVA, Teresinha	2000	
- Inequality Policies? First Elements for Assessment Gender Policies and Programmes of Government and ONG's Post Beijing 1995-1999. (in Portuguese)	ARTHUR, Maria José et al.	2000	Final Report of Women's Forum
- Ghost which Amaze the Trade Unions: Women Trade Unionist and the Struggle for the Statement of their Rights (in Portuguese)	ARTHUR, Maria José	2003	In: B.S. Santos (org.), Recognising for freedom, pp. 381-424.
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- Mozambique case study	ABREU, Alcinda	2002	In: Capacity building for gender mainstreaming in development skills. New York & Genebra : United Nations, pp. 259-277

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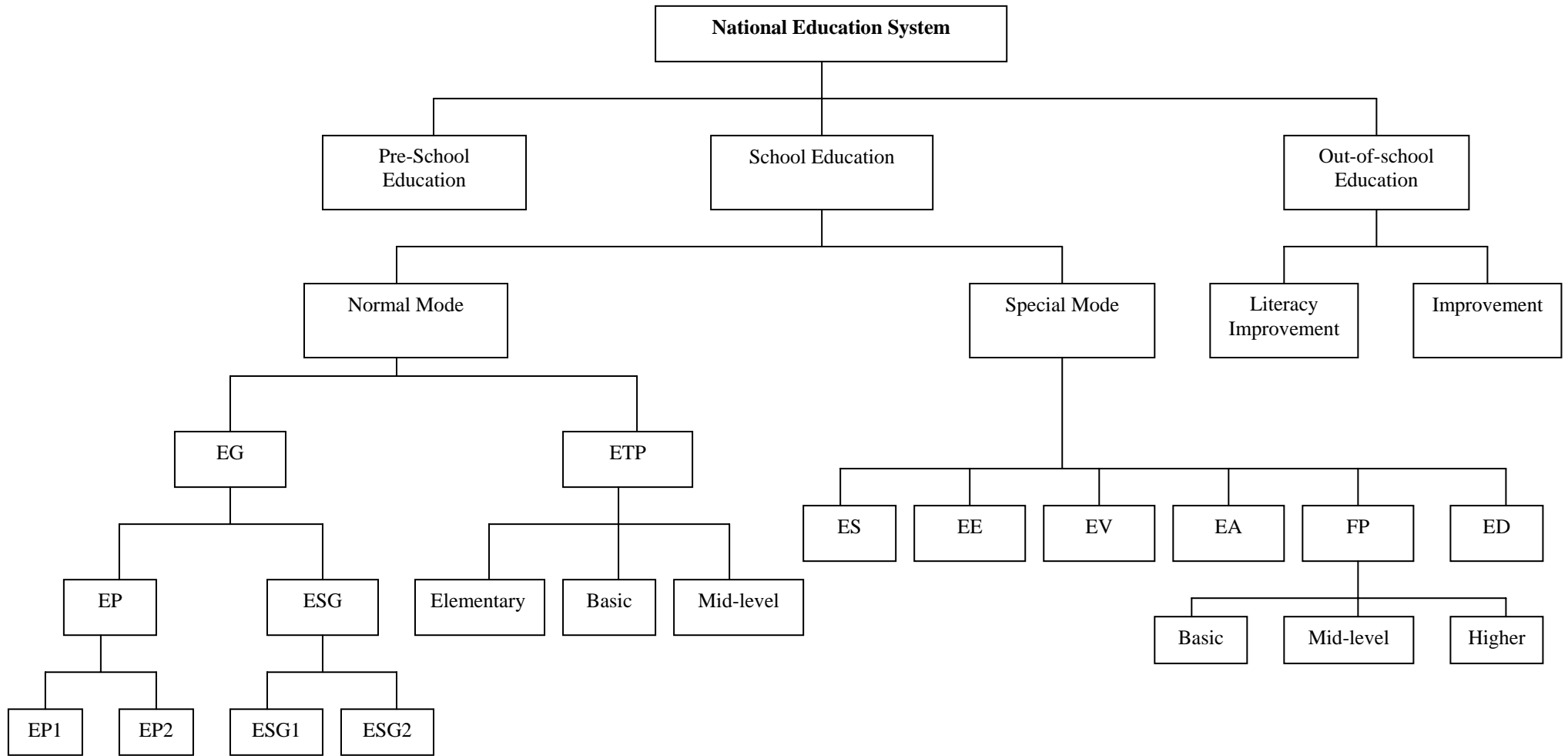
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7. Definitions

- **Access and control** access is to be able to use resources and services for any aim or to have right to exercise them. Control is a right to decide how to manage resources and services or to own them.
- **Gender** - describe those characteristics of men and women, which are socially and culturally constructed and transmitted during the process of socialization. It is a dynamic concept which varies according to culture, socio- economic conditions.
- **Gender awareness** looking at the things with new eyes, which are constantly open to learn more.
- **Gender Development Index** this index uses the same variables as the HDI but adjusted in each country in relation to the differences in life expectance, educational level and income between men and women.
- **Gross enrolment rate** is the number of students of all age enrolled in one level or grade in percentage of the official population age group for the same level or group.
- **Human Development Index (HDI)** composed of three basic components of human development: life expectancy, knowledge and standard of living.
- **Infants with low weight rate** - Percentage of newborn children whose birth weight is less than 2,500 grams.
- **Informal Sector** is a range of economic units that are owned and operated by single individuals with little capital and limited labour that produces and distributes goods and services to generate income.
- **Productive work** – work done by both men and women for payment in cash or in kind.
- **Reproductive work** – includes child bearing / rearing responsibilities and domestic tasks required to guarantee the maintenance and reproduction of the labour force.
- **Community participation work** – refers to activities usually undertaken by women at community level.
- **Patrilinealism** – principle of social organization, whereby descent is trace through the male line, so that material goods, societal status and authority can be passed from father to son.
- **Maternal mortality rate**- annual number of mothers who die among 100,000 cases delivery because of pregnancy and childbirth.
- **Matrilinealism** – where descend is traced through the female line, legitimizes the transfer or inheritance of right and goods from the maternal uncle to a beneficiary.
- **Net enrolment rate** - Percentage of official group age population of one level or grade, which is enrolled in that same level or grade.
- **Poverty** – inability of individuals to ensure for themselves and their dependents a set of minimum basic conditions for their survival.
- **Under-five mortality rate** number of annual infant died among 1,000 newborn babies within 5 years during a year.
- **Xitique** similar to what are commonly referred to as rotating savings and credit associations. Involves members regularly depositing a fixed amount into a common pool, which is collected, in turn by each member.
- **National Machinery Administrative** organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women

Organgram Of The National Education System



Key: EG=General Education EP= Primary Education EP1= First Level Primary Education EP2= Second Level Primary Education	ESG= General Secondary Education ESG1= First Cycle Secondary Education ESG2= Second Cycle Secondary Education ETP= Technical Education ES= Tertiary Education	EE= Special Education EV= Vocational Education EA= Adult Education ED= Distance Education FP= Teacher Training
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Organizational Chart Of National Machinery

