

Gender Budgets Watch IV, August, 2004

Ministry Of Youth Development, Gender and Employment Creation

Count Down To Beijing+10

Preparatory processes towards the 2005 review of the Beijing Platform of Action on progress made in advancing the empowerment of women and promoting gender equality are in progress in Zimbabwe, Africa and the world over. October 2004 has been set as the date for the Africa review meeting whilst a sub-regional meeting to review progress by the Southern African Development Community (SADC) in achieving the Beijing commitments was convened by the United Nations Economic Commission for Africa (UNECA) in Lusaka, Zambia, from 26 - 29 April 2004 (the April Meeting).

Since the United Nations Beijing Fourth World Conference for women held in 1995, some positive legislative developments to protect the rights of women have been put in place in Zimbabwe. There has been advancement in the area of women's legal rights, including inheritance and custody. Many strides have also been made in the world of work in terms of maternity leave, equal pay for work of equal value, and non-discrimination on the grounds of sex. The education sector has also witnessed substantial gains in the first five years after Beijing+5, with more girls getting into school up to tertiary level and a decline after 2000 as girls drop out of school due to the current economic hardships in the country.

HIV and AIDS, an emerging post Beijing problem, has posed a great challenge to the lives of Zimbabwean women and girls more than men and boys. The state has defaulted on its obligation to provide care and has reduced almost every woman to a home nurse in contravention of the provisions of Convention on all forms of Elimination and Discrimination Against Women (CEDAW). Poverty has also exacerbated the pandemic, making women more vulnerable as 90% of the population is believed to be poor (ZCTU). Apart from culture and norms that prevent women from negotiating safe sex, their biological and physiological make up further compounds their vulnerability to HIV and AIDS.

HIV and AIDS policies in Zimbabwe are not responding to realities of the gender inequalities that women are facing. There is no deliberate attempt to target resources for women to cater for the very pertinent issue of home-based care in the National Aids Trust Fund. Statistics have shown that one in every four sexually active people in Zimbabwe is HIV positive, with sixty percent (60%) of those infected being women. The government is still working on a treatment policy that is long overdue, whilst the country is losing 2000 people every week to HIV and AIDS related illnesses.

Despite some progress by Zimbabwe towards gender equality and gender mainstreaming, disparities between women and men still exist in the areas of legal rights, power-sharing and decision-making, access to and control over productive resources, education and health, and women still constitute the majority of the poor.

Constraints to achieving gender equality include the application of dual system of laws, with Section 23.3 of the Constitution prohibiting discrimination on one hand but allowing it on the other on the basis of customary law. The negative portrayal of gender issues by the media, lack of capacity in government to effectively mainstream gender, lack of political will, negative customary beliefs and practices, poor implementation of laws and policies, and non-domestication of international instruments like CEDAW are some of the challenges. Zimbabwe ratified CEDAW in 1991 and has been reporting as is required by the provisions of CEDAW, however it has not domesticated CEDAW into national law and policy. Reporting on an international instrument as important as CEDAW is difficult when the relevant holistic domestic legislation has not been put in place.

The current severe socio- economic and political challenges that have been compounded by a hostile external and internal environment, has resulted in sanctions and reduced investor confidence. The country is struggling to reduce inflation, which is estimated to be 364 % as at May 2004.

The impact of this economic crisis and is more severe for women than men. The economic crises has resulted in additional work loads for women where they are now working harder both inside and outside the home to make up for reduced incomes and reduced private services. Their paid and unpaid workloads have increased in comparison to that of men. Secondly, the current economic crisis has led to increased social and domestic violence as some dimensions of masculinity, such as the male breadwinner ideology, are challenged when men get retrenched or incomes cannot sustain the family and as men attempt to regain a sense of power.

Other problems range from prevalence of domestic violence, gender-based violence, inequality between women and men in accessing credit facilities, decision-making positions, and sexual, physical and psychological abuse for girls.

At regional level Zimbabwe adopted the SADC Declaration on Gender and Development in 1997 and the Addendum on the Prevention and Eradication of Violence Against Women and Children in 1998. Zimbabwe also adopted a National Gender Policy in 2001 and launched it in 2004. However, domestic violence, gender-based violence, inequality between men and women in accessing credit facilities, decision-making positions, and sexual, physical and psychological abuse of girls are still prevalent

The National Gender Policy

Cabinet approved the National Gender Policy (the policy) in February 2001 and it was launched on 8 March 2004. The policy recognizes and acknowledges that the empowerment and attainment of equality and equity between women and men in Zimbabwe are the prerequisites for achieving

sustainable social, political, cultural and economic development in order to ensure the security of the people of Zimbabwe.

The main objective of the National Gender Policy is to mainstream gender in all sectors of the economy in order to eliminate all negative economic, social and cultural practices that impede equality of the sexes. Five areas derived from the 12 critical areas of concern in the Beijing Platform of Action are identified in the policy as follows:

- Women in Politics and Decision making
- Education and Training for women
- Institutional Mechanisms
- Women and the Economy
- Women and Health

Strategies

The document adopts a sectoral policy strategy to mainstream gender, by broadly dividing the sectors into economic and social sectors. The policy also spells out the importance of macroeconomic policy in shaping women's standards of living and prospects of economic empowerment. Gender budgeting is outlined among the general strategies of implementing the policy to ensure equal participation of women in decision-making, as well as mainstreaming gender in policies.

Social Sectors comprise of

- Education and Training
- Health
- Information and Media
- Democracy, Justice Delivery and Human Rights.

Economic Sectors comprise of

- Land, Agriculture and Resettlement
- Industry, Commerce and Employment
- Mining, Energy Environment and Tourism
- Water

Institutional Mechanism

The institutional mechanism provides for the establishment of a multi-sectoral framework that will be co-coordinated by a strengthened gender department within the Ministry of Youth Development, Gender and Employment Creation. The policy notes that the gender focal persons within all ministries will be transformed into gender desks, and these will be trained in gender awareness, sensitisation and analysis.

The Needs Assessment Study undertaken by the Southern African Development Community (SADC) in 2003 recommended the following initiatives to improve the institutional capacity of the National Gender Machinery, for it to effectively coordinate gender mainstreaming activities: -

- Development of a Plan of Action for implementing the Gender Policy
- Development of Gender Sensitive monitoring and evaluation systems
- Development of Training Modules on the National Gender Policy and training of trainers conducted with Gender Focal Persons.
- Strengthening of Gender Focal persons and Gender Councils
- Training in Gender analytical skills.

Now that the dust has settled on the launch of the Zimbabwe Gender Policy, the extent to which it's vision of seeing a Zimbabwe where there is "economic, political, religious and social equality and equity among women and men in all spheres of life and at all levels" is realized will be determined by a variety of factors. Below are the four to be considered urgently:

Political commitment.

All government structures, central and provincial right down to the district need to be made aware of the provisions of the policy, and be clear on what they need to do by way of implementation, for example, how the policy's section on education requires a revision of the current teaching curriculum. The provision for gender responsive budgeting will require the Ministry of Finance and Economic Development to revise its Call Circular to include gender. The Ministry of Home Affairs will need to look at what provisions are required in as far as protecting women and girls against gender based violence and women in prisons. The section on HIV and AIDS requires that the current HIV and AIDS mitigation strategies take into full account matters of gender equality and empowerment.

Public Awareness Raising and Training

Translating the policy into other languages, organizing public awareness activities and events on the policy's provisions is critical. Zimbabweans need to know that there is a policy, and be aware of what its provisions are and above all, live the policy. Therefore, a massive public education and awareness campaign is critical.

Review

Provision needs to be made for an alignment of the implementation of the policy to the provisions laid out. Constant reporting on progress made and the short falls will also be required. Monitoring progress is key and if there is no progress, then concerted effort to drive the agenda forward. For example, under the section on Democracy, Justice Delivery and Human Rights, the policy makes a provision for the domestication of CEDAW. It also makes a provision for the redress of the numerical gender imbalance in decision-making and politics by "increasing the numerical representation of women to 52%". Progress on these targets must be monitored not only by civil society organisations but by government as well.

Financial Resources

To accomplish the policy objectives, government needs to ensure that there are adequate resources. The first place to secure these is through the national budget. Currently there is no budget for the implementation of the gender policy. In fact, in the national budget for 2004, the Gender

Department received one of the smallest votes, with the Ministry of Youth Development, Gender and Employment Creation receiving 0.49% of the budget in 2004. The vast majority of funds that are channelled to the Ministry go to activities related to its youth department. A more even distribution of those resources is required to ensure that there is funding for gender mainstreaming initiatives.

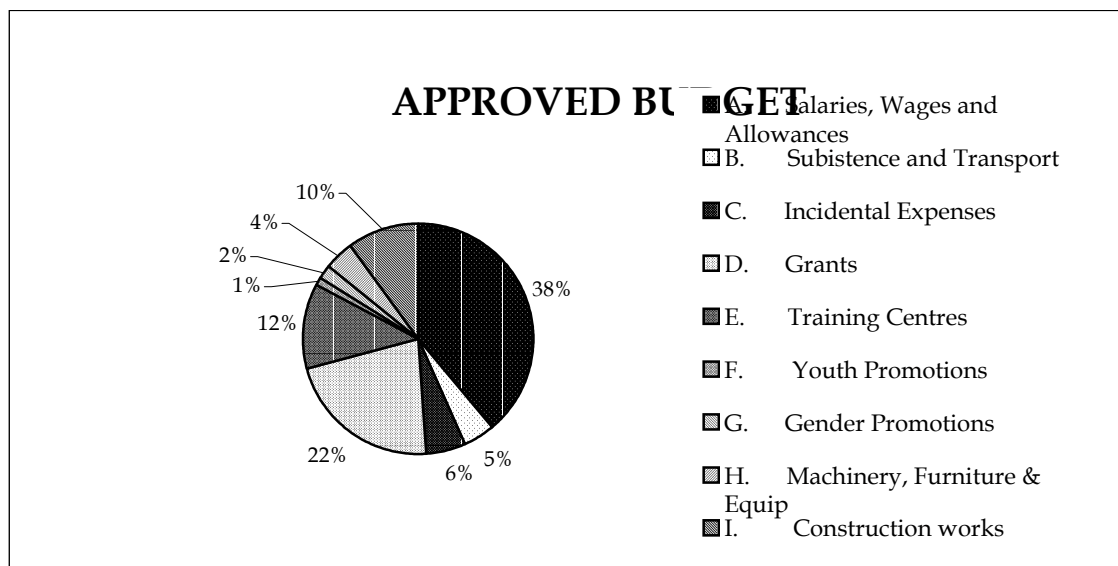
Overview of the 2004 Budget Allocation for the Ministry of Youth Development, Gender and Employment Creation.

Below is a table of budgetary allocation to the Ministry of Youth Development, Gender and Employment Creation for the 2003/2004 fiscal years.

TABLE 1

VOTE 19, YOUTH DEVELOPMENT, GENDER AND EMPLOYMENT CREATION \$43 304 406 000		
	BIDS FOR 2004	APPROVED BUDGET
A. Salaries, Wages and Allowances	8 137 454 436	16 810 906 000
B. Subsistence and Transport	3 156 000 000	2 003 500 000
C. Incidental Expenses	1 144 917 568	2 400 000 000
D. Grants	40 041 550 000	9 500 000 000
E. Training Centres	8 384 200 000	5 100 000 000
F. Youth Promotions	370 000 000	570 000 000
G. Gender Promotions	2 600 000 000	800 000 000
H. Machinery, Furniture & Equip	3 750 000 000	1 800 000 000
I. Construction works	-	4 320 000 000
TOTAL	\$67 584 122 004	\$43 304 406 000

Figure 1



Women's Grants

The Women's Grant is a fund set for economic empowerment projects for women. According to the Department of Gender, the plan was to support at least one community project per ward as a way of making a difference in terms of addressing gender inequalities in society. The fund was also intended to target marginalized women in remote areas of the country e.g. Binga and Malipati. In terms of empowerment programmes. A grant in the form of a peanut butter machine in a drought prone area like Malipati will not add value to women's empowerment because it is not sustainable.

Even with the \$400 million allocated in 2004 and with escalating inflation, the Department will only manage to fund very few empowerment projects for women. The women's grant can be viewed as a social protection measure employed to fulfil women's social and economic rights. These social protection measures do not relate to the gender biases and structural inequalities between women and men in the Zimbabwean economy. This approach gives rise to "politics of compassion" by legitimising the idea that women are a category of people who only require measures to address their welfare needs, but not actions or policies for addressing the root causes of their marginalisation in Zimbabwe.

Gender Awareness Campaigns

The department received \$800 million, a 6% increase from the 2003 allocation. The bid was meant to cater for the training of gender desks to facilitate the mainstreaming of gender in all sectors of the economy as well as institutionalising the National Gender Policy. This small allocation means that the training of Gender Desks, which are crucial in facilitating the implementation; monitoring and evaluation of the National Gender Policy have to be compromised. Follow-up activities on Gender Desks cannot be widely done due to inadequate resources. The Ministry has been under pressure from its stakeholders to have the National Gender Policy institutionalised. Its inability to operationalise Gender Desks also means that the translation of Zimbabwe's Global Commitment like the Beijing Platform for Action, CEDAW and the SADC Declaration on Gender and

Development would once again be compromised. Continued failure to allocate resources for the National Gender Policy Programmes puts the Government's commitment to eradicate gender inequality in question.

Employment Creation

Against a backdrop of an unemployment rate of over fifty percent (50)% -ZCTU), the Department of Employment Creation received a provision of \$800 000 000 out of a bid of \$8 000 000 000 (\$8 billion). The fund is provided under the grants sub-vote. The bid was meant for implementation of empowerment and employment generating programmes for women and youths at grassroots level through micro-enterprise and informal sector development. The provision is not adequate for the empowerment of the grassroot communities especially the disadvantaged groups, namely women and youth; women and Youth constitute the majority of beneficiaries of the fund.

Fifty percent (50%) of the Employment Creation Fund is targeted at female applicants. Cutting the bid means that intervention strategies targeting the marginalized and poor women in terms of income generating projects to alleviate poverty and raise the standard of living of the people have been greatly compromised. Funding for projects, especially by women, has been overwhelmed by demand and more funds are required to recapitalise the Employment Creation Fund.

Training Centres

Training Centres or Vocational Training Centres provide skills development mainly to women and youth at grassroots level. Most of the Centres are in rural areas and they provide basic skills in tie & dye, cutting and designing, catering, project management, technical skills (carpentry) building, welding etc. The Ministry had made a bid for \$8 384 200 000 but was only allocated 5.1 billion. It is worth noting that there are two training centres for rural women, one in Ruwa as well as Roger Howman in Masvingo. These two Centres provide various skills to rural women, such as project management, leadership and other empowerment programmes. With the little vote allocated for Training Centres, no meaningful programmes for women can be implemented at the two Centres, and generally, in all the centres. The budget allocation for training activities is not reflecting the identification of Education and Training for women as a critical area of concern in the National Gender policy. More women friendly training centers have to be built in the country.

Youth Promotions, Youth Grants, Youth Council

The Youth council was allocated only \$400 000 000 in the 2004 budget out of a bid of \$700 000 000. Similarly allocations for youth promotions and Youth Grants are also visibly small in relation to the magnitude of programmes to be undertaken for Youth Development. The youth comprise 60% of the population, and half of these are females who, have been historically marginalized and need intervention programmes especially under Youth Grants. The Ministry should therefore provide gender-disaggregated data in order to determine whether female youths are benefiting from youth programmes. The Youth Grants are meant for funding community projects for youth to enhance

youth participation in the economy, and assisting financially disadvantaged youths excelling in various educational and developmental activities.

Salaries, Wages and Allowances

A total of \$16 810 906 000 was allocated to the Ministry. One of the issues raised by the Needs Assessment Report undertaken by SADC of National Gender Machinery is that the Department is acutely short staffed compared to its mandate. Ideally this provision should have accommodated for increase in establishment especially for the Gender Department.

Mainstreaming of HIV and AIDS

Despite the vulnerability of women to HIV and AIDS in Zimbabwe, and the fact that HIV and AIDS has been cited as a critical area of concern in the National Gender Policy under the health sector, there are no funds allocated in the budget for HIV and AIDS programmes under the Gender Department. Even though there is a ministerial taskforce on HIV and AIDS under the Public Service Commission directive that gets funding from National Aids Council, the Gender Department should have a specific allocation for HIV and AIDS programmes.

Gender Based Violence

There are many unreported cases, the magnitude and costs of domestic violence to the economy are very high. As at 30 April 2004 Musasa Project had recorded 619 reported cases since January 2004. During the opening of the third session of the fifth Parliament, in 2002, the President made a commitment to work towards curbing domestic violence, and one way of doing that would be the channelling of resources towards this cause.

As gender based violence, exacerbated by economic hardships and the breakdown of the traditional family structures increases on one hand, initiatives towards mitigating the problem will be shelved due to inadequate resources. The Ministry had intended to establish a crisis centre in every province to provide shelter and counselling for survivors of Gender Based Violence. Only one pilot centre is to be established during the 2004 financial year, and it is expected to be fully operational. A step taken by Government is the tabling of the Domestic Violence Bill in Parliament.

The Domestic Violence Bill

The Domestic Violence Bill has been gazetted but not yet tabled in Parliament. The Bill is in line with (CEDAW). It provides a comprehensive definition of violence covering physical, economic, and sexual aspects. The Bill also unpacks the wide scope of domestic violence, describes police officers' expected role in prevention through the provision of arrest without a warrant. The traditional peace orders are to be upgraded to protection orders to cover financial, emotional and economic support. The justice system's expected role is also enunciated, as are enforcement mechanisms.

Also laudable is the expected establishment of the Domestic Violence Committee by the Minister of Justice, to oversee the Act when adopted. The state recognizes the role of NGOs, and has included their representatives on the proposed committee. The definitions in the Bill are also comprehensive, making the Bill an excellent piece of legislation.

Critique of the Domestic Violence Bill

The fact that the Domestic Violence Bill is still being discussed to date shows that not enough seriousness has been attached to the problem of domestic violence in Zimbabwe. Specific concerns relate to the fact that unlike in similar situations where new legislation is proposed (Inheritance), no background paper or policy document was prepared for this Bill, to provide the context within which the Bill is being discussed with a view to becoming law. As a result, no correlation has been done for the issues that are covered in this bill while appearing elsewhere in the statutes. The background document would have shown why the Bill is necessary.

There is need for a lot of specialized training for service providers in the enforcement of the law otherwise it will not be effective. The training should include sensitisation of the police, similar to what was done in the Victim Friendly Courts. There should be no assumptions that police officers, magistrates and clerks of court are not abusers themselves.

People other than the complainant can report or seek assistance without the complainant's consent. The question that remains is the link between this approach and the principle that people should be allowed to make their own decisions, which should be respected.

The Bill should propose counselling for those seeking protection, but wanting to keep their relationship. Counselling should thus be made compulsory for parties choosing to remain together.

The provision for an interim order to proceed with a case if the complainant withdraws the complaint, has the potential to scare off people who may still be in love with the accused/respondent.

A question also arises relating to the costs of the Messenger of Court. The Bill says payment should be made if desired, but there is room for abuse, especially where the Clerk of Court may end up making all women pay, regardless of whether they wish to or not.

With regard to enforcement, the Bill highlights, under section 13, which if a protection order is violated one has to fill in an affidavit. Based on current experiences with affidavits, this process may become cumbersome as it duplicates the process that results in the protection order. This should be removed as a condition, as it may delay the process and make vulnerable people more marginalized. Although the Bill gives discretion to women, experience has taught that this may not benefit women.

There is also need for traditional leaders, religious groups, and other representatives to be involved in the process beyond the ministerial groups. One criticism of the Bill is the requirement that the Chairperson and Deputy of the Committee have knowledge and experience of psychology. The view is that the requirement is not necessarily rational as there may be people experienced in other relevant areas, who can be effective in these positions.

An issue for further study by relevant groups is the relationship between the Domestic Violence Bill and other Acts. It will thus be useful to have a protocol or guidelines to be attached to the Bill for reference. The key question then is, will the Domestic Violence Bill pass through Parliament in the shortest time possible given the few women parliamentarians in Zimbabwe?

Women in Politics and decision- making

Zimbabwe, alongside other SADC countries adopted the 1997 Declaration on Gender and Development, together with its Addendum on the Prevention and Eradication of all forms of violence against women and girls in 1998. One of the commitments was that by the year 2005, there will be a minimum 30% representation of women in politics and decision- making positions.

The year 2005 is just a few months away, and Zimbabwe is preparing for Parliamentary elections to be held in March 2005. The table below gives a comparison of the numerical representation of women in decision- making positions in the year 1997 and 2002. The statistics indicate a decline in the numbers of women in decision-making especially parliament from 14 % in 1997 down to 10.7% in 2000.

Table 1.

	1997				2002			
	No. of Women	No. of Men	Total	% Women	No. of Women	No. of Men	Total	% Women
Ministers	3	23	26	13 %	4	24	28	14 %
Dep. Ministers	5	12	17	29.4 %	1	11	12	8.3
Provincial Governors	1	7	8	12.5 %	1	7	8	12.5 %
Elected MPs	n/a	n/a			14	106	120	11.7 %
Appointed MPs	n/a	n/a			2	28	30	7.1 %
MPs	21	129	150	14 %	16	134	150	10.7 %

The challenge then is how government is going to fulfill this commitment and how civil society is going to ensure that this target is met. Women activists in some SADC countries in the region are calling for a 50% representation of women in politics and decision-making by the year 2005.

A study carried out by Women In Politics Support Unit (WIPSU) revealed that women's low participation in politics could be attributed to some of the following reasons:

- Culture has a 41 % negative impact on women's active participation in politics
- Lack of education among women has a 20 % negative impact on their participation in the political arena
- Domestic responsibility affects women negatively to a lesser extent
- A major factor deterring women from being involved in active politics is the political violence experienced in Zimbabwe. Any strategies to increase women participation should take cognizance of this fact.

One female Member of Parliament also observed that currently, women are comfortable with dealing with issues such as HIV and AIDS, domestic violence, and not politically related issues. Currently women MPs are also not comfortable talking about their parties in public meetings for fear of reprimand from their respective parties.

Lack of adequate representation of women results in important issues affecting women being sidelined in policy and legislation formulation. Currently, there is no law yet on domestic violence in Zimbabwe yet this is a major issue of concern to many women in the country.

The major concern, however, has been the lack of mechanisms in place to achieve the minimum 30 % women parliamentarians in the 2005 general elections as per the SADC Declaration benchmark. In terms of the total number of parliamentarians, Zimbabwe needs fifty (50) women legislators in 2005 to meet the requirement of the SADC Declaration. In the current parliament, there are sixteen (16) women MPs, this means an additional thirty-four (34) women MPs (or a 212.5 % increase) are required in next year's elections.

Mechanisms to increase the number of women politicians

Zimbabwe needs to encourage political party quotas and take a leaf from ruling parties in neighboring countries such as Frelimo in Mozambique, where in terms of the party policy, at least 29 % of the MPs are women and in South Africa's ANC, the figure is 45 %. The two parties have adopted a proportional representation system. Implementation of party strategies that empower women at the selection or nomination process that is currently underway is key for increasing women in parliament.

Another route would be a legislative quota that can be stipulated in the constitution, and adopted, as is the case in the United Kingdom and other countries.

In countries such as Uganda, the constitution requires that each of the 56 districts in the country must have a woman representative, and as such at least 56 MPs will be women. In Rwanda, in terms of the constitutional provisions, 48.8 % of parliamentarians are women, and this is one of the largest women representations in parliament on the continent.

For the current women legislators, there is need to focus on promoting women's issues when debating in parliament, and not approach the debate on party lines. Unity of purpose achieves results as was evidenced recently when the women caucus committee comprising representatives from both parties in parliament pushed for the passing of the sexual offences Bill into an act of law.

Long-term strategies to increased women participation in politics and decision-making should look at the nurturing process from the family unit level. The strategy should look at ways of unseating men and women from their traditionally recognized roles, and the strategy should take the form of an anti-patriarchy struggle.

In targeting women political activists, the church should be approached as one place where women can be groomed into political leaders. Civic education strategies should also target the youth, and encourage the young females to be involved in politics. Educating women and ensuring that they understand why they should vote women into parliament is also important.

Research on political parties strategies needs to be undertaken first, and the results of the study can inform further action. Past gains should not be eroded, if women participants cannot be increased, then there should be no reduction at all.

Conclusion

The drastic reduction in resource allocation in the 2004 budget will greatly compromise the activities to be undertaken to implement both women and youth empowerment programmes. Failure to allocate substantial allocations to the Gender Department can be construed as lack of commitment by Government to address Gender inequalities in society. It will be almost impossible to achieve planned targets with the resources provided in the 2004 budget.

The Ministry has resorted to reprioritisation of the allocated provision for gender awareness campaigns on launching the Gender Policy, awareness workshops on policy, development of the Plan of Action for implementing the policy as well as monitoring and evaluation programmes of the National Gender Policy. Women's grants will also be distributed to identified women's groups in all the provinces. A Pilot Crisis Centre for victims of Gender based violence will be operationalised in Gweru. The budget will also go towards processing of the Beijing+10 Evaluation, and International Women's Day commemorations countrywide.

The National Gender Policy proposed the adoption of gender budgeting as one of the strategies for achieving gender equality in Zimbabwe and once the plan of Action is adopted, the 2005 budget allocation for the Ministry of Youth Development, Gender and Employment Creation should start to reflect concrete processes towards gender budgeting in Zimbabwe.

Economics made easy

Demand

The demand of a product is expressed as the number of people who are willing to pay for a product at a certain price.

Determinants of Demand

Price- can one translate their want to a cash equivalent?

Nature of the good – Do you need it or you just want it?

Are there other products that you can use in its place?

Tastes and Preferences

How does the potential buyer view the good? Is it controversial? Does it have any intrinsic value for the customer? Is it against the beliefs of the potential customer to own and use the commodity?

Supply

Supply can be expressed as how much of a commodity producers are willing to make available to the potential buyer at a given price.

Determinants of Supply

Availability of raw materials

Availability of entrepreneurs to supply the goods

Availability of a market

The state may issue a decree governing the manner in which the supply chain should flow

What is the relationship between supply and demand?

In order for any exchange to take place between demanders and suppliers, there has to be an agreement on price. The demander would like to get the best possible product at the lowest possible price, while the supplier would like to make a profit for their efforts. The price that the two agree on is the trading price.

Several factors can influence this simple transaction:

There may only be one supplier. He /she can decide what price the goods are to be sold at.

Suppliers may decide to come together to dictate the price. There may be laws in the land that predetermine the price at which the transaction should take place (regardless of whether the suppliers or demanders view the price as fair)

The influence of tax on price

Tax increases the amount of money the end user pays.

The influence of a subsidy on price

A subsidy is a grant that may be extended to a producer as an encouragement for producing a specific product. It usually decreases the amount of money that the end user pays when purchasing a good.

Advantages of a subsidy

Lowers the cost for consumers

Reduces the production cost for the consumer.

Disadvantages of a subsidy

Production will take place at sub optimal levels, resulting in inefficiency.

Unevens the market for different players.

Resources on Gender available from the Resource Centre

Books

1. Lucy Creevey *Changing Women's lives and Work – an Analysis of the Impacts of Eight Micro-enterprise Projects*. London :Intermediate Technology Publications: 1996, 228pages ISBN 8 5339 3193

2. Mandy Macdonald, *Gender Planning in Development Agencies*. Oxford: Oxfam: 1994, 229 pages ISBN 0 85598 264
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Grey Material

1. *Two halves Make one Whole - Balancing Gender Relations in Development*. Canadian Council for the International Co-operation. Ottawa: Canadian Council For International co-operation: 1991, 108 pages
2. *Gender Works on OXFAM Experience in Policy and Practice*. Oxford: OXFAM: 1999 ISBN 0 855 9840 7
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6. *Nigerian NGO Coalition for a Shadow Report to CEDAW NGOs Report for Nigeria*. Baobab: 1999 ISBN 978 028 808 2

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About ZWRCN

The Zimbabwe Women's Resource Centre and Network (ZWRCN) is an NGO working on gender and development. It was established in 1990 by a small group of like-minded women with the objectives of promoting and strengthening inter-organizational networking activities for the exchange of knowledge, experience and information on Gender and Development (GAD) in Zimbabwe.

Since then, ZWRCN has played a critical role in promoting gender awareness through collecting and distributing information on GAD issues and developing a women's movement with other stakeholders in Zimbabwe. ZWRCN currently focuses its programme on the areas of gender, HIV AND AIDS and the Economy.