

***Zambia: Country WID Profile***

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Planning Department  
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# Country WID Profile (Zambia)

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**Abbreviation  
( Zambia )**

CSO	Central Statistics Office
DPT	Diftheria, Pertussis, and Tetanus
GDP	Gross Domestic Product
GNP	Gross National Product
GTZ	German Agency for Technical Cooperation
HIV/AIDS	Human Immunodeficiency Virus /Acquired Immuno-Deficiency Syndrome
ILO	International Labor Organization
IMF	International Monetary Fund
MAFF	Ministry of Agriculture, Food and Fisheries
MCESS	Ministry of Community Development and Social Services
MENR	Ministry of Environment and Natural Resources
MEWD	Ministry of Energy and Water Development
MLGH	Ministry of Local Government and Housing
MOE	Ministry of Education
MOH	Ministry of Health
MOL	Ministry of Lands
NGO	Non Governmental Organization
NGOCC	Non-Governmental Organisation Coordinating Committee
NORAD	Norwegian Agency for Development Cooperation
SIDA	Swedish International Development Agency
STD	Sexually Transmitted Diseases
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population Fund
YMCA	Young Men's Christian Association
YWCA	Young Women's Christian Association
ZARD	Zambia Association for Research and Development
WID	Women in Development

## 1. Basic Profile

### 1-1 Socio-Economic Profile

Socio-Economic Profile					Ref.	
Economic indicators (1995)	GNP per capita US\$380	Growth rate of real GDP ('96-'97) 5.3%(1997)		Inflation rate* 59.0%	Gini coefficient* 0.568	1)2)
Public sector ('91-'95)	Health	Education	Social Welfare	Defense	Others	
Expenditure to each sector	9.9%	12.8%	2.9%	NA	74.4%	3)
Population (Mid of 1996)	Total	% of urban population		Population growth rate(1996)		
	Total	9.5 million		38%		2)
	% of Women	49.4%		50%		
Industry/GDP	Agriculture	Industry	Service	Manufacture/Industries		
	16%	41%	43%	30%		1)
Proportion of workers	Agriculture	Industry	Service	Aid/GNP('94)		
	Total	67%	5%	NA	20.7%	1)
	Women	NA	NA	NA		
Labor Indicators	Total No.	Unemployment Rate	Minimum wage	Women's income/Total income*		
	Total	3.1 million	14.5%	NA	27.2% (1994)	1)2)
	Women's workers/women	45.0%	15.0%	NA		2)
Participation in decision-making	Women/Total			Women/Total(1991)		
	Member of parliament	NA		Managers	6%	4)
	Ministries (1995)	7%		Technical experts	32%	4)
	Deputy ministries (1995)	9%				4)
Law for women				Details		
	Family Name Code	1990	NA			2)
	Law against Sexual Harrassment	1994	NA			2)
	Violence against Women	1995	NA			2)
	Domestic Violence against Women	1995	NA			2)
Ratification and signature of international law for women				Ratification	Year	
	Convention on the Elimination of All Forms of Discrimination against Women			Yes	1985	2)
Policy of WID						
	Strategic Plan for the Advancement of Women in Zambia	Equal rights, duties, and opportunities for both men and women				5)
Governmental organization of WID						
	National machinery	Gender in Development Division				3)
	Position	Under the Cabinet Office of the Office of t				3)

#### References

- 1) World Bank, World Development Report 1998, 1998
- 2) CSO, Gender Statistics Report 1996, ZARD, 1998a
- 3) World Bank, World Development Report 1997, 1997
- 4) UNDP, Human Development Report 1998, 1998
- 5) ZARD, Zambia Country Profile on Women in Development, 1998a

\*Refer to 7. Definitions (P. 26)

## 1-2 Health Profile

Health Profile					Ref.
Life expectancy (1996)	Total 45.4	Male 44.7	Female 46.2	Population growth rate (1998) 2.8%	1)2)
Expansion of health services	Population per Doctor		13,912	Population per Nurse and Midwife	878
Government expenditure to health ( % of GDP '91-'95 )			9.9%		
Infant mortality rate* (per 1,000)			% of infants with low birth weight*	% of the vaccinated ('90-'95)	1-year-old children
Total	109 persons (1996)		13% ('90-'94)	BCG	100%
Female	NA			DPT	83%
Under-5 mortality rate* (per 1,000)				Polio	81%
Total	202 persons (1996)			Measles	93%
Family planning	Contraceptive prevalence rate ('90-'97) 26%		Total fertility rate* (1996)		5.8
% of births attended by trained health personnel*	47%		Age at first marriage		18.0
Maternal anemia rate*	50% (1996)				
Maternal mortality rate	940 persons per 100,000				
Nutrition			Oral rehydration therapy use rate*	99%	
Iodine deficiency	% of households consuming iodized salt NA		Malnutrition ('90-'96)	Under-five 29%	
Community health service (1990—96)					
Access to safe water	47%		Access to adequate sanitation		42%
HIV/AIDS	HIV infected		AIDS patient	Cause	
Statistics (1995)	0.2 per 100,000		NA	NA	

## 1-3 Education Profile

Education Profile					Ref.
Education system	Compulsory education 3 years, Primary education 7 years				6)
Public expenditure on education			12.8% (1995)		3)
/GDP	NA				
Adult literacy rate (1996)			Female 50%, Male 63%		1)
by local					
Primary education('93-'97)	Net enrolment ratio*	% of completion	% of drop out (Day time class)		(Evening class)
Male	76%	NA	NA		NA
Female	75%	NA	NA		NA
Secondary education ('90-'95)	Net enrolment ratio*	% of completion	% of drop out (Day time class)		(Evening class)
Male	31%	NA	NA		NA
Female	19%	NA	NA		NA
Higher education (1993)	Enrolment ratio		Technical and professional higher education		
Total	2.5%		% of female		NA
Female	NA				

### References

- 1) CSO, Gender Statistics Report 1996, ZARD, 1998a
- 2) World Bank, World Development Report 1998, 1998
- 3) World Bank, World Development Report 1997, 1997
- 4) UNDP, Human Development Report 1998, 1998
- 5) UNICEF, the State of the World's Children, 1998
- 6) UNESCO, World Education Report 1998, 1998

\*Refer to 7. Definitions (P.26)

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

### 2-1 General Situation of Women in Zambia

#### General Situation of Women in Zambia

- About 62% of the population live in rural areas, and 67% of the working population are engaged in agriculture (female-82%, male-65%).
- Reduced health, education, and water supply budgets mandated by the government's Structural Adjustment Program (SAP) has negatively impacted upon the poor, especially women.
- Employment in the public sector has declined, and working opportunities for women have been reduced. As a result, more women have found work in the informal sector.
- 50% of women and 63% of men are literate. There is no large gender disparity in net-enrollment rates for primary education. On the other hand, there is a large gender disparity for secondary education (female 19%, male 31%).
- It was estimated that there were 1.02 million HIV-positive people in 1997, and the number of the HIV-positive females has increased considerably in recent years..

The population of Zambia is 9.5 million (female 49%). GNP per capita is US\$380 and the average annual GDP growth rate was 5.3% in 1996-97 (World Bank, 1998). The Gini coefficient is 0.568, indicating that a income gap between the rich and poor is large (World Bank, 1998). The number of the poor in urban areas increased from 4% in 1974 to 50% in 1994. 62% of the total population live in rural area, and 67% of the working population are in rural areas (65% male; 82% female) (World Bank, 1998).

Since 1964, Kenneth Kaunda, the first President, developed the economy based on the copper exports. He led a one-party dictatorship by the United National Independence Party. In the first 10 years after the independence, annual economic growth averaged 2.5%, supported by the high price of copper on the international market. Since then, however, the price of copper has dropped, and there have been repeated droughts—both of these factors have contributed to economic stagnation. Finally, in 1990 the government rejected the socialist model, and adopted a Structural Adjustment Program (SAP), which was pushed by the IMF and the World Bank. In October 1991, a general election was carried out in which all parties could compete freely, democratic movement led by the Multiparty Democracy succeeded, and Frederick Chiluba was inaugurated as Zambia's second President (Kokusai Kyoryoku Suishin Kyokai, 1996).

Due to the reduced spending on the health, education, and water supply mandated by the Structural Adjustment Program, the poor (especially women) have suffered. Since the implementation of the

program, school drop-out rates, especially for girls, have increased at all levels of education. With the introduction of user-fees for health services, poor women have less access to public medical services, and as a result, health conditions for women and children have deteriorated (ZARD, 1998a). Women's opportunities to work in the public sector have decreased as a result of a reduction in public sector jobs. At present, more women are finding work in the informal sector. Due cuts in government spending, spending on women's issues has also been reduced (UN, 1998).

The government adopted a "Strategic Plan for the Advancement of Women in Zambia," and established the "Gender in Development Division" under the Cabinet Office of the Office of the President. However, the situation of women has not improved markedly, and living conditions for women continue to be harder than men's living conditions. Adult literacy rates are 50% for women and 63% for men. There is no large gender disparity in net enrolment rates for primary education (female 75%, male 76%), but there is a significant gender disparity for secondary education (female 19%, male 31%) (UNESCO, 1998). The fertility rate, at 5.8 children per mother, is high, while the rate of contraceptive use is only 26%, even though many people know how to use them (World Bank, 1998). HIV/AIDS is becoming a serious problem, and it is estimated that there will be 1.02 million HIV infected patients (MOH&CBOH, 1997).

There are about 73 ethnic groups in Zambia, but political problems among ethnic groups are not as serious as in many other African countries. About 18% of the population are Bemba, who are the dominant group in copper mining areas. About 16% of the population is Tonga (in the South); Nyanja (in the East) and Lozi (in the West) are also relatively big ethnic groups (Kokusai Kyoryoku Suishin Kyokai, 1996). Though most people (about 2.4 million) are Christian, many people practice indigenous religions. In recent years, the number of Christian Fundamentalists has increased (Francine, Ian, and Winthrop, 1996).

Government Policy on WID/Gender

- Since the first United Nations World Conference on Women in 1975, the government has promoted women's participation in development process.
- The "Strategic Plan for the Advancement of Women in Zambia" addresses the framework to ensure the implementation of the Fourth World Conference on Women Platform of Action, the International Conference on Population and Development, the Social Summit and Habitat.

Since the First United Nations World Conference on Women in 1975, the government has promoted women's participation in development and has expanded the range of activities to include "Gender and Development." Zambia has signed a number of international treaties, such as the Convention on Elimination of All Forms of Discrimination against Women (ratified in 1985). The government has also committed to implement the Fourth World Conference on Women Platform of Action, the International Conference on Population and Development, the Social Summit and Habitat. "The Strategic Plan for the Advancement of Women in Zambia" created a framework for implementing all of actions required by the above treaties, including the principles of equal rights, duties, and opportunities for both men and women. This plan identifies five priority areas of action: (ZARD, 1998b)

1. The persistent and growing burden of poverty on women and their unequal access to resources and participation in economic structures and policies
2. Inequality in access to and opportunities for education, skills development, and training.
3. Women's unequal access to health and related services.
4. Inequality between men and women in sharing power and decision making.
5. The rights of girls.



Gender in Development Division

- The Gender in Development Division was established under the Cabinet Office of the Office of the President in 1996.
- The mission of this division is to ensure that national development is gender-sensitive, through use of awareness-raising and integration of gender policies into all programs, plans and projects.

The Women in Development Unit under the National Commission for Development Planning did not have any budget and authority to influence the policy-making process. In 1996, a Gender in Development Division was established under the Cabinet Office of the Office of the President. The Cabinet Office coordinates policies among all the governmental agencies, consisting of 4 divisions: The Policy Analysis Division; Management Development Division; Public Service Management Division; and the Gender in Development Division. The mission of this division is to ensure that national development is gender-sensitive, through use of awareness-raising and integration of gender policies into all programs, plans and projects. Its objectives are to:

1. Ensure that development is gender-sensitive by facilitating the integration of gender into all policies, programs and projects;
2. provide technical advice and guidance to the government regarding gender and development issues in the country;
3. advocate for the advancement and uplifting of women`s status to enhance their participation in the socio-economic, cultural and political development of the country;
4. network with other governments, NGOs, and donors to ensure gender equity and equality in the development process;
5. facilitate the mobilization of resources for capacity building (both human resources and institutions) for gender programs in the country; and
6. co-ordinate, monitor and evaluate all gender activities and programs in Zambia.

The main activities of the Division are to:

1. co-ordinate the Gender, Population and Development Project aimed at strengthening the integration of population and development activities in the country;
2. disseminate information (through newsletters, radio and television) and promote discussions on relevant national issues; and

3. enhance capacity building of government officials (like creating “gender focal points” within line ministries).

The budget for this Division was US\$ 2,125,008 in 1998. Most funding comes from donors like NORAD, FINNIDA, UNDP, and the Netherlands Embassy. At the same time, being within the Cabinet gives the Division authority and power it lacked in the past. However, this inevitably curtails much of its advocacy role and opportunity for proactive work (ZARD, 1998a).

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- Female enrolment rates at all the levels of education are lower than males, and female drop-out rates are higher than those of men.
- The annual population growth rate is 2.8%. Population growth has made it difficult to provide adequate education facilities or enough teachers, and the net enrolment rate for primary education decreased from 96% in 1986 to 89% in 1995.

#### 【Government Policy on WID/Gender】

The first and second Education Reforms were implemented in 1992 and 1997. Later, a third one (“Educating Our Future”) was implemented. The present policy addresses all formal education, paying particular attention to democratization, decentralization, productivity, curriculum relevance and diversification, efficient and cost effective management, capacity building, cost sharing and revitalized partnership (National Policy on Education, 1996, cited in ZARD, 1996a). It also aims to provide training to all children, youths and adults through efficient use of available resources. Its objective is to enhance the capacity of the education sector to equip all children, youths, and adults more effectively for a fulfilling and productive life in Zambian society.

The specific policy was adopted by the Ministry of Education, and specific aims are to:

1. achieve gender balance in educational institutions and within the education system;
2. integrate female students with males as equal beneficiaries and participants at all levels of education;
3. eliminate factors that hinder access, progress, and accomplishment of girls in schools and colleges;
4. encourage the participation of girls in science and technology at all levels of education.

The strategies for development are to:

1. develop gender-sensitive curriculum and teaching methodologies;
2. provide equal numbers of school places for boys and girls at all levels;
3. create more girls boarding school places, and to establish more girls-only schools at the secondary level

4. establish a special bursary scheme for girls,
5. provide scholarships for girls who excel in mathematics, science and technology.

#### **【Budget and Projects on WID】**

The “Programme to Advance Girl’s Education,” a WID-specific project, has been implemented with a total allocation of US\$ 825,000 in 1998 (ZARD, 1998a).

#### **【Primary and Lower Secondary Education】**

At all levels of education and training, girls enrolment rates than those of boys, and the girls' drop-out rates are higher than boys' (ZARD, 1998a). Only 20% of women are educated beyond primary school. The female illiteracy rate is higher than that for men (50% vs. 37%) (ZARD, 1998a). There is no big gender disparity in net-enrolment for primary education (male 76%, female 75%), but a significant gender disparity appears at the lower-secondary level (male 31%, female 19%) (UNESCO, 1998).

#### **【Teacher Training and Higher Education】**

There are 11 teacher training schools for primary education, 2 for lower-secondary schools, and 2 for universities. 16,233 trained teachers are male, and 14,203 are female. 12,481 male teachers are assigned to rural areas and 3,752 to urban areas, while 6,014 female-trained teachers are assigned to rural areas and 8,189 to urban areas. The gender disparity is seen in the proportion of teachers by post or position-- 3,101 school headmasters are male, while only 249 are female. This gender disparity is also seen at higher levels of education, as the female enrolment rate for university is one-fourth the male rate (ZARD, 1998a).

#### **【Access to Education】**

The population is growing 2.8% annually (World Bank, 1998). Partly as a result of rapid population growth, the net enrolment rate decreased from 96% in 1986 to 89% in 1995 (ZARD, 1998a). Reasons for this include a lack of school buildings for students over the age of 7 in urban areas, a lack of infrastructure in rural areas, and a lack of education projects by NGOs, the Church, and communities (UNICEF, 1998). In 1997, 17% of female and 7% of male students could not take final exams at primary school (ZARD, 1998a).

### **【Impact of Structural Adjustment Policy on Education】**

Over the years, Zambia has recorded low economic growth rates, and 86% of the people live under poverty line (UNDP, 1998). The Structural Adjustment Program has reduced access to basic services for poor families, and since its implementation, drop-out rates at all levels of education have increased (ZARD, 1998a).

Health

- Despite the fact that the Ministry of Health does not have specific gender policies regarding the health sector, it has considered methods of ensuring that disadvantaged groups (women and children) get access to health services.
- The infant mortality rate, which was 109 per 1,000 in 1996, has increased since then.
- In spite of wide family planning awareness, contraception use was only 26% (on average) during the period 1990-97.
- HIV/AIDS has become a serious problem, and the number of the HIV-infected young women (through sexual intercourse) has increased.

**【Government Health Policy】**

Before health policy reforms, the health system was centralized and (in theory) free of charge, but this system led to unequal distribution of health services. In 1991, the government introduced health policy reforms, decentralizing health service authority and responsibility to local governments. It allocated 18% of the health budget directly from the Ministry of Health to District Health Management Boards (Francine, Ian and Winthrop, 1996). The aim was to improve health services for all, but the reality is that new problems have been created through the introduction of user-fees (ZARD, 1998a).

Despite the fact that the Ministry of Health does not have specific gender policies regarding the health sector, it has considered methods of ensuring that disadvantaged groups (women and children) get access to health services. The National Strategic Health Plan was formulated in 1996, and the 1997 District Health Plan Guidelines state that women have to participate in the decision-making process in District Health Management Boards (ZARD, 1998a).

**【Budget on WID and Reproductive Health】**

In 1998, the WID budget allocation was US\$ 71,000 and reproductive health budget was US\$ 19,500 (ZARD, 1998a).

**【Women's Health】**

Government health and social service expenditures have fallen, so health conditions for women

and children have deteriorated. As a result, the role of maintaining health among family members, traditionally the women's role, has shifted from the government to women. In recent years, the infant mortality rate has increased, up to 109 per 1000 in 1998 (UNICEF, 1998). The rate of chronic malnutrition of children under 5 years old increased from 40% in 1995 to 53% in 1995 (ZARD, 1998a). The introduction of the Structural Adjustment Program, accompanied by a user-fee system, makes it difficult for women and the poor to access health services.

### **【Maternal Mortality Rate】**

The maternal mortality rate is high, and has increased recently (940 per 100,000 in 1998). The main causes-- anemia, sexually transmitted diseases, toxic pregnancy, high blood pressure, and malaria-- are largely related to excessive work, insufficient nutrition and rest, and limited access to health services (UNICEF Zambia, 1998).

### **【Vaccinations】**

48% of the pregnant women are vaccinated against tetanus, and 15% are not vaccinated at all (ZARD, 1998a). Women in urban areas are vaccinated more than twice, while women in rural areas, in most cases, receive no vaccinations. On the other hand, the vaccination rate for children under 5 years old against polio has rapidly increased at the community level in rural areas due to health reforms, and it was 81%, on average, during the period 1990-1995 (UNICEF, 1998).

### **【Activities of Women's Groups in Rural Communities】**

According to an interview with a person in charge of gender issues at the Central Board of Health, There are not many reports on the activities of women's groups in rural communities. The only documented report is about women's functional literacy and economic activities implemented in Mumbwa. The objective of this activity is to improve women's health, and to expand this activity to other rural areas. Other activities are implemented in coordination with other ministries, such as the Ministry of Community Development and Social Service (ZARD, 1998a).

### **【Family Planning】**

For the purpose of slowing the population growth rate, a Family Planning in Reproductive Health program was established in 1997. The objective is to improve health and socio-economic welfare. The plan focuses on women, and emphasizes men's participation in family planning. The government also

disseminates information and provides free family planning services (ZARD, 1998a).

Family planning awareness is high; 95.8% of women (aged 15-49) know about contraception methods (CSO&MOH, 1996). Use of contraception was only 25.9% in 1996, though it has recently increased (CSO&MOH, 1996). This low rate of usage results in part because Zambia is a patriarchal society where women tend to respect men's opinion (ZARD, 1998a).

Contraceptive Use by Married Women Aged 15-49 in period 1992-1996 (%)

Contraceptive Methods	1992	1996
Contraceptive Prevalence Rate	15.2	25.9
-Modern Methods	8.9	14.4
Pills	4.3	7.2
IUD	0.5	0.4
Injectables	0.1	1.0
Diaphragm/foam/jelly	0.1	0.1
Condom	1.8	3.5
Female Sterilization	2.1	2.0
-Traditional Methods	6.3	11.5
Natural family planning	0.9	1.9
Withdrawal	3.0	4.5
Other	2.2	5.2
Number of Women	4,457	4,902

(Source: Central Statistical Office, 1996, cited in Ministry of Health, Demographic and Health Survey 1996)

### 【HIV/AIDS】

HIV/AIDS is a serious problem in Zambia-- the number of HIV-positive patients has increased among young women, and it is estimated that 19.9% of adults are HIV-positive. Infection rates are twice as high in urban as in rural areas: 26.5% in Lusaka, but only 11% in the North-West (MOH&CBOH, 1997). It is predicted that one-fifth of Zambians above the age of above 15 will die of AIDS. The reasons for the rapid increase in the infection rate include: 1) the prevalence of other sexually transmitted diseases, 2) low rate of condom usage, even during high-risk sexual encounters, 3) low status of women, and low levels of educational attainment, and 4) the widespread practice of having multiple sexual partners. (MOH&CBOH, 1997).



Agriculture, Forestry, Fisheries

- About 62% of the population live in rural areas, and 67% of the working population are engaged in agriculture. There are 100 women for every 85 men in rural areas.
- Rural women contribute to agricultural production through harvesting, transporting, storage, food processing marketing of surpluses, and storage and food processing.
- Many organizations have trained women in entrepreneurial skills.

**【Government Policy and Budget】**

The Agricultural Sector Investment Programme (ASIP) is the policy framework which guides agricultural policy regarding farmers, co-operative members, and training institutions. ASIP is executed by the Ministry of Agriculture, Food, and Fisheries and was launched in July, 1995. The main objectives of ASIP are to: 1) improve household food security, 2) promote better use of natural resources, 3) generate higher incomes and more employment, and 4) increase export earnings and contribute to a positive balance of payments (ZARD, 1998a).

**【Extension Activities and Training for Women】**

About 62% of the population live in rural areas, and 67% of the working population are engaged in agriculture (World Bank, 1998). There are 100 women for every 85 men in rural areas (ZARD, 1998a). One-third of households are female-headed, although this ratio differs by province. Most women are engaged in subsistence farming or cash crop production (ZARD, 1998a).

The Ministry of Agriculture, Food, and Fisheries' targets "small-scale farmers" (especially women), but these objectives have not yet been translated into practice, as credit and training do not yet reach the majority of people in these target groups because (ZARD,1998a):

1. Women are usually subsistence farmers, while extension services focus on commercial farmers.
2. Until recently, extension workers did not have appropriate training tools or technical advice for subsistence farmers (of, for example, cassava, millet and sweet potatoes).
3. Most adult rural women are illiterate, which makes it more difficult to learn from extension workers.
4. Women are usually passive participants at agricultural meetings.
5. When extension workers approach a farming household, they only speak to male heads of the

households, while the wives are ignored.

6. It is often culturally inappropriate for (mostly male) extension workers to approach women farmers.
7. Most extension workers have not received gender training, and so are unable to address female-specific production and reproduction problems.
8. Most women cannot attend long residential agricultural programs because they are too busy with housework and child-rearing.

The Ministry of Agriculture, Food, and Fisheries undertakes extension activities with women's groups in rural districts. There is a section on women and youth under the Department of Extension Services in the Ministry headquarters. Although there is no specific section at the provincial level, there are often women and young officers at the district level. Below the district level, there are block supervisors, and below that, there are camp supervisors, who assist the women's groups in specific localities (ZARD, 1998a).

#### **【Women's Fishing Rights】**

Traditionally, women participated in community fishing activities, though they did not fish using canoes on big rivers and lakes (as men did). The Ministry of Agriculture, Food, and Fisheries issues commercial fishing licenses, and the basic requirement is that the applicant show proof of possession of a boat and fishing net, regardless of sex. However, it is reported that only two women have been issued fishing licenses in the country (on Lake Kariba), and that these women hired men to do the actual fishing for them (ZARD, 1998a).

#### **【Activities of Women's Organizations in Rural Communities】**

Women's groups promote agriculture, banking, livestock production, and handicrafts. The Section of Women and Youth plans to form "Child Care Groups" in the future; US\$ 300,000 was earmarked for this section (ZARD, 1998a).

#### **【Women's Role in Processing and Marketing】**

Rural women play key roles in harvesting, transporting, storage, food processing and marketing of surpluses, and storage and food processing. However, men keep most of the family's agricultural income (from the sale of cash crops), and they tend not to use the money for basic household needs (ZARD, 1998a).

### **【Micro-Enterprise Training】**

A number of organizations-- the Young Women's Christian Association, Churches, Western NGOs, Local NGOs, and the Women's Finance Trust-- have trained women in entrepreneurship. However, since most funding comes from donor agencies, these projects may not be sustainable (ZARD, 1998a).

### **【The Situation of Rural Women】**

Women are responsible for fetching water and collecting fuel; the average woman spends 1,490 hours per year for these activities. The average adult rural woman spends 2 hours and 20 minutes per day travelling to and from her fields or place of work (ZARD, 1998a).

### 3-4 Economic Activities

#### Economic Activities

- The working population over 12 years old numbers 5.9 million-- 58% (male 63%, female 53%) work in the formal sector.
- Working conditions for women in Zambia are relatively better than in other Southern African countries.
- The informal sector has experienced rapid growth in the last few years, particularly in the larger cities of Lusaka, Ndola, and Kitwe.
- 159,328 men have attended professional/vocational education, while only 70,018 women have. More women take study teaching, nursing, and secretarial skills, while men concentrate on mechanical engineering, teaching, and accounting.

#### 【Proportion of Women Workers in Public and Private Sector】

The working population over 12 years old numbers 5.9 million-- 58% (male 63%, female 53%) work in the formal sector (The 1996 Living Conditions Monitoring Survey, cited in ZARD, 1998a). 56.7% of women work in rural areas, while 36.3% work in urban. Housekeepers and housewives who are not in the formal sector, make up 7% of the working population. The Structural Adjustment Program has led to a decline in women's participation in the formal sector and to an increase in the proportion of women working in the informal sector (ZARD, 1998a).

67% of the working population is engaged in agriculture, forestry, and fishery activities (56% male and 76% female). Men also participate in a wide range of other economic activities: electricity, gas, water, construction, transportation and communication, finance, insurance and real estate, community development, and social and human services.

Percentage Distribution of Employed Persons by Industry and Sex

Industry	Total	Male	Female
Agriculture, forestry and fisheries	67	59	76
Mining and quarrying	2	3	0
Manufacturing	5	7	3
Electricity, gas, water	0	1	0
Construction	1	2	0
Wholesale and Retail Trading	11	11	12
Hotels and restaurants	1	1	1
Transport and communications	2	3	0
Finance, insurance and real estate	1	2	1
Community, social and personal services	9	11	7
Total	100	100	100

(Source: ZARD, Living Conditions Monitoring Survey Report 1996, 1998b)

### **【Support for Working Women】**

One report states that working conditions for women in Zambia are relatively better than in other Southern African countries. Women with at least 2 years of job tenure can take 90 days paid maternity leave after giving birth, and one day off per month for two years after giving a birth (called “Mother’s Day”). However, the Structural Adjustment Program has led to increased privatization, and this could have a negative impact on women (ZARD, 1998a). Because of a lack of child care facilities and money, 20% of female informal sector workers have mothers who care for the woman’s children, while 39.5% have relatives take care of their children, and about 7.5% have hired staff who care for their children. (Demographic and Health Survey, CSO, 1996, cited in ZARD, 1998a).

### **【Government Policy】**

There is no policies addressing the specific needs of women in the mining and manufacturing sectors, though there are clear policies promoting women’s participation in industry, trading, and commerce. Although women have not historically represented a large percentage of formal sector workers, they have recently begun entering the informal sector in greater numbers. As a result, the government wants to promote increased employment opportunities by encouraging growth of the informal sector by helping women establish and strengthen business associations for networking, information sharing and exploitation of new business opportunities (ZARD, 1998a).

### **【Mining and Manufacturing】**

The mining industry employs many people, and accounts for about 30% of GDP (EIU, 1998) and 90% of export income. This sector accounts for about 15% of public sector employment (ZARD, 1998a). The manufacturing sector (68,000 workers in 1994), which was the second-biggest employer, after agriculture, in the country. There is no information on women available in mining sector (ZARD, 1998a).

### **【Informal Sector】**

The (female-dominated) informal sector has experienced rapid growth in the last few years, particularly in the larger cities of Lusaka, Ndola, and Kitwe. It includes carpentry workshops, building block manufacturers, charcoal burning, and small-scale stone crushers.

The Ministry of Commerce, Trade, and Industry established the Women in Business Association to provide technical assistance. The agencies assisting women in this sector are the Zambia Chambers of

Commerce and Industry, Export Board of Zambia, and Common Markets of Eastern and Southern Africa-COMESA. In addition, the Young Women's Christian Association, an NGO, and the Finance Women's Co-Operative are training, providing technical advice, and offering credit to informal sector workers (ZARD, 1998a).

### 【Vocational Training】

The Ministry of Science, Technology, and Vocational Training has implemented vocational training programs. In the last four years, since the introduction of private investment in technical and higher education, there has been a massive increase in the number of privately-run institutions who provide training skills as diverse as: secretarial, media studies/journalism, carpentry, mechanics, welding, electrical, computer studies and marketing and business studies. 159,328 men have attended professional/vocational education, while only 70,018 women have. More women take study teaching (37%), nursing (23%), and secretarial skills (18%), while men concentrate on mechanical engineering (13%), teaching (27%), and accounting (14%) (ZARD, 1998a).

In order to tackle the roughly 15% nationwide unemployment rate, the government has promoted entrepreneurship training, in cooperation with other donors (including the YWCA, YMCA, Commonwealth Youth Programm, Future Search, CARE Zambia, The Micro Bankers Trust, Village Industry Services, and the Zambian Chamber of Commerce and Industry with support from GTZ and Federich Ebert Stiftung) (ZARD, 1998a).

#### 4. WID/Gender Projects by Other Donors

Title	Implementing Agency	Donor	Duration	Content
<Gender>				
National Machinery	GIDD	Basket funding		Integration/mainstreaming gender in all sectors of development
<Education>				
PAGE	Ministry of Education	Basket funding		Advancement of girl's education at primary level
AIEMS	Ministry of Education	DFE, British Overseas Development Support		Support for integration/improvement of girl's education in Mathematics, English and Science
<Health>				
Sexual and reproductive health	Central Board of Health	USAID, UN FPA, SIDA, WHO		Improved family planning programmes
Adolescent health programmes	Ministry of Health	UNICEF		
Adolescent health programmes	PPAZ, FLMZ, YWCA, CARE International	USAID, UN FPA, DFE		Peer education, training, counseling, support services, pilot clinic project
<Agriculture, Forestry, Fisheries>				
Support for Women in Agriculture	Ministry of Agriculture	Basket funding		Support for women in agricultural activities

## 5. WID/Gender Information Sources

### 5-1 List of International Organizations and NGOs related to WID/Gender

NA

(The information of this profile was based on the original report produced by The Zambia Association for Research and Development; ZARD; P.O.Box37836, Lusaka, Zambia / tel & telefax 260-1-222883. The original report is available in print direct from ZARD, ZARD@zamnet.zm)

### 5-2 List of Reports and References related to WID/Gender

#### 【Socio/Gender Analysis】

Title	Author	Year	Publisher
Strengthening the institutional Mechanisms for the Implementation of the Beijing Commitments: A preliminary Evaluation of the Zambian National Machinery and other mechanisms (Draft)	ZARD	1998	ZARD
United Nations Convention on the Elimination of All forms of Discrimination Against Women Combined Third and Fourth Country Report (Draft)	GRZ	1998	ZARD, GIDD
A Gender profile of Zambia: Comparison of Need Versus Policy	ZARD/SARDC	1996	ZARD
Country Gender Analysis Zambia	Robbie Siamwiza & Earnest Kasuta for SIDA	1993	ZARD
Gender Profile of Zambia	Bridget Bryne for BRIDGE	1994	ZARD
Gender, Population and development in Zambia: A review of Laws and Policies	ZARD/UNFPA	1998	ZARD
The Situation of Women in Zambia: During the decade 1985-94	ZARD/NGOCC	1994	ZARD, NGOCC
Establishing National Machinery for Women's Advancement	Sara Longwe	1992	ZARD
Socio-Economic Development of Women in Zambia, An analysis of two women's organizations	Anne Touwen	1990	ZARD
Gender and Development in Zambia Empowerment of Women through Local Non-governmental Organisations	Anne Touwen	1996	National Women's Lobby Group, NGOCC Women's Centre Longacres
Gender Statistics Report	Central Statistics Office (CSO)	1996	CSO, ZARD
From WID to GAD: Conceptual Shifts in the Women and Development Discourse	S. Razavi & C. Miller/ UNDP/UNRISD	1995	ZARD, NGOCC



Proposed programme for the Women in Development Department of the National Commission for Development Planning of the Republic of Zambia	Elizabeth Lwanga-Okwenje & Gladys Mutukwa	1988	ZARD, GIDD
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### 【 Women in General 】

Title	Author	Year	Publisher
Increasing Women's Participation in Local Government	Sara Longwe & Roy Clarke	1993	National Women's Lobby Group

### 【 Social Development 】

Title	Author	Year	Publisher
Adjusting to Adjustment in Zambia: Women's and Young People's Responses to a Changing Economy	Gabriel Banda	1991	Oxfam, Women for Change
Women and development in Africa	Professors World Peace Academy	1987	ZARD
The Integration of Zambian Women in Development	Bonnie B. Keller	1984	

### 【 Education 】

Title	Author	Year	Publisher
Investing in Our People	MOE	1996	Ministry of Education
Educating Our Future: National Policy on Education	Ministry of Education	1996	MOE
Primary School Returns	MOE	1996	MOE
Below the poverty Line in Education: A Situational Analysis of Girl Child Education in Zambia	M.J. Kelly/UNICEF	1994	UNICEF, UNZA, ZARD, NGOCC

### 【 Health 】

Title	Author	Year	Publisher
Gender and Health: A Situational Analysis of Selected health Institutions in Zambia, 1997	Central Board of health E.D. Choongo	1997	Central Board of Health
Health Sector Reform Review 1997	F. Sumaili & J.T. Milimo, MOH	1997	MOH, Central Board of Health
National Strategic Health Plan 1995-1999: From Vision to Reality	Ministry of Health	1996	MOH
Guidelines for Mainstreaming Gender in Health Systems	Central Board of health	1998	Central Board of Health
Rural/Urban Differentials in Health in Zambia	MOH	1992	MOH

Demographic Health Survey 1992	CSO	1992	CSO,MOH
Demographic Health Survey 1996	CSO/MOH	1996	CSO, Study Fund, MOH

**【Agriculture, Forestry, Fisheries】**

Title	Author	Year	Publisher
Agricultural Sector Investment Programme	World Bank	1995	World Bank, Lusaka
Agricultural Sector Investment Programme Review	University of Zambia (UNZA), Institute for Social and Economic Research (ISER)	1996	UNZA, ISER

**【Housing and Environmental Issues】**

Title	Author	Year	Publisher
National Housing Policy	MLGH	1996	Ministry of Local Government and Housing
National Environmental Action Plan (NEAP)	MENR	1994	MENR
Land Policy	MOL	1996	Ministry of Lands
Forestry Policy	MENR	Draft	Ministry of Environment and Natural Resources (MENR)
National Water Policy	MEWD	1994	Ministry of Energy and Water Development
Women and Agricultural Development in Wood, A. (ed.) " The Dynamics of Agricultural Policy and Reform in Zambia."	Keller, B. B. et al.	1990	Iowa State University (USA)
Proceedings of a Round-Table Discussion on capacity Building Development for Forestry Management in Zambia.	Makano M. R.	1996	Ministry of Environment and Natural Resources
Case Study on the Role of Women in Rural Transport.	Calvo, M. C.	1994	World Bank/ MLGH

【Others】

Title	Author	Year	Publisher
Estimates of Revenue and Expenditure: January 1998 to 31 <sup>st</sup> December, 1998	GRZ	1998	CSO, Government printers
Living Conditions Monitoring Survey Report 1996	CSO	1996	CSO
Zambia Human Development Report 1997	UNDP	1997	UNDP, UNICEF, NGOCC
An Evaluation and recommendation for Future of the Pubic Welfare Assistance Scheme	R. Holloway & et al	1996	Study Fund, MCDSW
A Historical Perspective of Poverty Alleviation Policies, Programmes and Projects in Zambia	H.K. Matanda	1997	MCDSW
Prospects for Sustainable Human Development in Zambia: More Choices for Our People	GRZ/UN	1996	ZARD, UN, UNDP
The World's Women : 1990 – 1995 : Trends and Statistics	UN	1995	ZARD, UN

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- Central Statistical Office & Ministry of Health (CSO&MOH), 1996  
*Demographic and Health Survey*
- The Economist Intelligence Unit (EIU), 1998  
*Country Profile 1998-99: Zambia*
- Francine van den Borne, Ian A. Tweedie and Winthrop B. Morgan, 1996  
*Family Planning and Reproductive Health in Zambia Today*, IEC Field Report Number 2, The Johns Hopkins School of Public Health Center for Communication Programs, Maryland
- Gender in Development Division, Cabinet Office, 1996  
*Strategic Plan for the Advancement of Women in Zambia: 1996-2001*
- Japan International Cooperation Agency(JICA), 1997  
*Country Report for the Group Training Course on Improvement of the Status of Women* • , F.Y. 1995
- Ministry of Health & Central Board of Health (MOH&CBH), 1997  
*HIV/AIDS in Zambia: Background Projections Impacts Interventions*
- United Nations (UN), 1998  
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- United Nations Children's Fund (UNICEF) Zambia, 1998  
*UNICEF/GRZ Programme of Cooperation for Women and Children: 1997-2001*, UNICEF, Lusaka
- United Nations Development Programme (UNDP), 1998  
*Human Development Report 1998*
- United Nations Educational, Scientific and Cultural Organization (UNESCO), 1998  
*World Education Report* , UNESCO Publishing
- World Bank, 1997  
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- Zambia Association for Research and Development (ZARD), 1998a  
*Zambia Country Profile on Women in Development*, ZARD, Lusaka
- Zambia Association for Research and Development (ZARD), 1998b  
*Strengthening the Institutional Mechanisms for the Implementation of the Beijing Commitments: A Preliminary Evaluation of Zambian National Machinery and other Mechanisms*, ZARD, Lusaka
- (In Japanese)
- Kokusai Kyoryoku Suishin Kyokai, 1996  
*Zambia*, Tokyo
- < References used by Local Consultant >

NA

## 7. Definition

### <Technical Terms>

#### Gender

Analytical concept to clarify the social and cultural role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender varies from place to place, time to time, according to social norm and sense of values.

#### Informal sector

Part of economy consisting of small competitive individuals or family firms that are not listed in the labor indicators. According to the definition by ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping. Workers of the Informal Sector often have no jobs but unstable and less-paid jobs.

#### WID (Women in Development)

Concept of development incorporating women's participation into every development process, taking it into account that women are active agents and beneficiaries of development.

#### Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to have safe and satisfied sex life, and to have freedom of choice on whether, when and how many children to deliver.

#### National machinery

Administrative organization to promote equality of men and women. It also promotes gender equal policies among other ministries. It plans and implements the national policies for gender equality.

#### Empowerment

To develop political, economic and social abilities of an individual or a group of individuals.

#### Affirmative action/Positive action

Prioritized positive measure to promptly correct the gap between the discriminated group(s) and other group(s), when the discriminated have been placed in extremely unequal conditions to other group(s).

#### Access and control

"Access" means to be able to use resources(land, labor, fund, etc.) and services for the economic activity, or to have a right to exercise them. "Control" means a right to manage resources and services or to own them.

#### Reproductive activity

Activity to reproduce next generation including bearing and rearing children, and to reproduce labor force by sustaining daily life, such as, washing and cooking for the family

#### <Indicators>

##### Inflation rate

Instead, GDP deflator is used.

##### Gini coefficient

Aggregate numerical measure of inequal income distribution ranging from 0 to 1. 0 means perfect equality, and 1means perfect inequality. Larger than 0.4 are supposed to be high inequality.

##### Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

##### Total fertility rate

The average number of children that would be born alive to a woman during her lifetime, if she were to bear children at teach age in accord with prevailing age-specific fertility rates.

##### Under-one mortality rate

The annual number of deaths of infants under one year of age per thousand live births. More specifically, the probability of dying between birth and exactly on year of age times, 1,000.

##### Under-five mortality rate

The annual number of deaths of infants under five years of age per thousand live births. More specifically, the probability of dying between birth and exactly five years of age times, 1,000.

Maternal mortality rate

The annual number of deaths of women from pregnancy-related causes per 100,000 live births.

Percentage of births attended by trained health personnel

The percentage of births attended by physicians, nurses, midwives, trained primary health care workers or trained traditional birth attendants.

Percentage of infants with low birth weight

The percentage of babies born weighing less than 2,500 grams.

Oral Rehydration Therapy (ORT) use rate

The percentage of all cases of diarrhoea in children under age five treated with oral rehydration salts or an appropriate household solution.

Enrolment ratio of primary and secondary school

The gross enrolment ratio is the number of students enrolled in a level of education-whether or not they belong in the relevant age group for that level-as a percentage of the population in the relevant age group for that level. The net enrolment ratio is the number of students enrolled in a level of education who belong in the relevant age group, as a percentage of the population in that age group.