

ZAMBIA: COUNTRY GENDER PROFILE

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Country Gender Profile

(Zambia)

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Abbreviations

(Zambia)

ADC	Area Development Committees
ART	Anti-Retroviral Therapy
BCG	Bacillus of Calmette and Guérin Vaccine
BPFA	Beijing Platform for Action
BMI	Body Mass Index
CBOH	Central Board of Health
CBOs	Community based Organisations
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Central Statistical Office
CSPR	Civil Society for Poverty Reduction
CYC	Community Youth Concern
DIAKONIA	Development Cooperation Organization of Six Swedish Churches
DDCCs	District Development Coordinating Committees
DCI	Development Cooperation Ireland
DPT	Diphtheria, Pertussis, Tetanus
FAO	Food and Agriculture Organization
FAWE	Forum for African Women Educationalists
FAWEZA	Forum for African Women Educationalists OF Zambia
GCF	Gender Consultative Forum
GDP	Gross Domestic Product
GIDD	Gender in Development Division
GNI	Gross National Income
GTZ	German Technical Co-operation Zambia
IDS	Institute of Development Studies
LCMS	Living Conditions Monitoring Survey
ILO	International Labour Organization
MACO	Ministry of Agriculture and Cooperatives
MCDSS	Ministry of Community Development and Social Services
MFNP	Ministry of Finance and National Planning
MLGH	Ministry of Local Government and Housing
MMR	Maternal Mortality Rate
MOE	Ministry of Education
MOH	Ministry of Health
MSTVT	Ministry of Science, Technology and Vocational Training
NAP	National Agricultural Policy
NCDP	National Commission Development Plan
NGM	National Gender Machinery
NGOCC	Non Governmental Organisations Coordinating Council
NGOs	Non-Governmental Organisations
NHCs	Neighbourhood Health Committees
NORAD	Norwegian Agency for Development Co-operation
OXFAM	Oxfam- United Kingdom and Ireland
PAGE	Programme for the Advancement of Girls Education
PDCCs	Provincial Development Coordinating Committees

PS	Permanent Secretary
RDC	Resident development Committees
SADC	Southern African Development Community
SARDC	Southern African Research and Documentation Centre
SEDB	Small Enterprise Development Board
SIDA	Swedish International Development Co-operation Agency
SPA	Strategic Plan of Action
SPANGP	Strategic Plan of Action for the National Gender Policy
SPAW	Strategic Plan for the Advancement of Women
TEVET	Technical Education, Vocational and Entrepreneurship Training
TB	Tuberculosis
UTH	University Teaching Hospital
UNESCO	The United Nations Educational, Scientific and cultural organization
UNICEF	United Nations Children's Emergency Fund
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNZA	University of Zambia
USAID	United States Agency for International Development
WEDAZ	Women Entrepreneurs Development Association of Zambia
WFC	Women For Change
WFCZ	Women Finance Co-operation of Zambia
WHO	World Health Organisation
WID	Women in Development
WIIDD	Women in Development Department
WIDSAA	Women in Development Southern Africa Awareness
WILDAF	Women in Law and Development in Africa
YWCA	Young Women's Christian Association
ZARD	Zambia Association for Research and Development
ZAFWIB	Zambia Federation for Women in Business
ZNADW	Zambia National Association for Disabled Women
ZDHS	Zambia Demographic Health Survey
ZNWLG	Zambia National women's Lobby Group

1 Basic Profiles

1-1 Socio- Economic Profile

Economic indicators source: 1, 2

GNI/ Capita (US\$)	Growth rate of real GDP	GDP Implicit deflator	Gini index	Aid/GNI
380 (2003)	5.1% (2003)	41.8% (1990-2003)	52.6 (1998)	13.4% (2003)
340(2002)	4.9 (2002)	42.2% (1980-1990)	NA	18.1% (2002)

Demographic indicators source: 1, 2

Total (Millions)	% Of female population	% Of urban population	Population growth rate	Total fertility Rate	Life Expectancy	
					Male	Female
10.4 (2003)	49.9% (2003)	40.3 (2003)	2.3% (1990-2003)	5.0 (2003)	36 (2003)	37 (2003)
10.2 (2002)	50.2% (2002)	40.1% (2002)	2.4% (1990-2002)	5.1 (2002)	NA	NA

Public sector expenditure to sectors Source: 3

	Health	Education	Social Welfare	Defense	Others
2004	8.1%	15.9%	7.8%	NA	1.5%
2003	8.7%	14.3%	5.7%	NA	0.9%

Industry/GDP Source: 1, 2

	Agriculture	Industry	Service
2003	23%	27%	50%
2002	22%	26%	52%

Labour indicators Source: 1, 2

	Total No.	Unemployment rate	Minimum wage	Female	% Of total	Unemployment Rate	Minimum wage
2003	4.4 mil			2003	43.0%		
1990	3.4 mil	12.4%(90- 92)		(90-92)	43.7%(90)		

Proportion of workers Source: 2

Male	Agriculture	Industry	Service	Female	Agriculture	Industry	Service
1990-2002	68%	13%	19%	1990-2002	83%	3%	14%
1980	69%	13%	19%	1980	85%	3%	13%

Participation of Women in Decision-making Source: 4

	Member of Parliament	Ministers	Deputy Ministers	Managers	Technicians
2003	19 (12.1%)	5 (23.8%)	4 (9.75%)	NA	NA
2001	16 (10.1%)	NA	NA	NA	NA

Ratification and signature of international law for women

Southern African Development Community (SADC) Gender Protocol	1997
Convention on the Elimination of All forms of Discrimination against Women (CEDAW)	1985

Policy of WID

National Gender Policy adopted in 2000 and developed the Strategic Plan Of Action for the Policy	Advocates for a holistic approach in ensuring that both men and women participate fully and equitably benefit from the development process.
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Government organization of WID

Gender in Development Division, Office of the President at Cabinet Office	Government National Machinery on Gender
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References

1. World Bank, World Development Indicators, 2004,2005
2. World Bank, African Development Indicators, 2004,2005
3. Ministry of Finance and National Planning, Economic Report, 2004
4. ZARD and NGOCC (2004): NGO Beijing + 10 Shadow Report on the Situation of Women in Zambia 1999-2004

1-2 Health Profile

Expansion of health services Source: 1, 2, 3

No. Of physicians	No. Of Hospital Beds	Public Expenditure on health (% of GDP)
(Per 1,000 people)		
0.1 (2004)	2.4 (2002)	3.1% (1995-2002)
0.1 (1995-2002)	NA	3.5% (1995-2000)

Child Health Source: 1, 2

Year	Mortality Rate	
	Infant (per 1,000)	Under – 5 (per1, 000)
2003	102	182
2001	112	202

% Of the vaccinated (1-year-old children)				
	BCG	DPT	Polio	Measles
1997-2003	NA	80%	NA	84%
2001	NA	78%	NA	85%

Family Planning Source: 1, 2

Contraceptive prevalence rate	Births attendance rate	Maternal mortality rate (per100, 000)	Age at first marriage (years old)	Total fertility rate
34% (1995-2003)	43% (2000-2003)	730 (1985-2003)		5.0 (2003)
26% (1990-2002)	43% (1995-2002)	650 (1985-2002)		5.1 (2002)

HIV/AIDS Source: 1, 2

% Age 15-49	Women (N0. of age 15-49)
16.5% (2003)	470,000
21.5% (2001)	590,000

Nutrition Source: 1, 2

% Of infants with low birth weight	Oral re-hydration therapy use rate
12% (1995-2003)	53% (1998-2002)
10% (1998-2002)	NA

Community health service Source: 1, 2

	Access to safe water		Access to adequate sanitation	
	Urban	Rural	Urban	Rural
2002	90%	36%	68%	32%
2002	NA	NA	99%	64%

References

1. World Bank, World Development Indicators, 2004, 2005
2. World Bank, African Development Indicators, 2004, 2005
3. Ministry of Health, Annual Health Statistical Bulletin, 2004

1-3 Educational Profile

Commitment to education Source: 1, 2, 3

Education system Years		Public expenditure on education (as % of)		Adult literacy rate			
Basic education	High School	GDP	Gov. expenditure	Year	Total	Male	Female
1-9	3	2.0% (2000- 2002)	17.6% (2000)	2002	80%	86%	74%
		2.0% (2002- 2003)		1997	75%	83%	68%

Enrollment ratio source: 3

	Basic education (Net enrolment ratio)			Higher education (Gross enrolment ratio)			Tertiary education - University (Net enrolment ratio)	
	Male	Female		Male	Female		Male	Female
2004	51.6%	48.4%	2004	18.9	14.2			
2003			2003	15.3	12.6	2003		

Female ratio of higher education source: 4

	Education	Humanities and Social Science	Engineering	Natural Sciences,	Agriculture
2003-2004	37%	42%	5%	32%	19%
1999-2000	32%	42%	5%	30%	14%

References

1. World Bank, World Development Indicators, 2004,2005
2. World Bank, African Development Indicators, 2004,2005
3. Ministry of Finance and National Planning, Economic Report, 2004
4. ZARD and SARDC WIDSAA, Beyond Inequalities 2005: Women in Zambia, Lusaka and Harare

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

2-1 General Situation of Women in Zambia

General Situation of Women

- | |
|---|
| <ul style="list-style-type: none">• <i>The total population is about 10.4 million.</i>• <i>51 percent of the population is female</i>• <i>In 2003, the total literacy rate of 15 – 24 years old was 70% (66% for female and 75% for male).</i>• <i>The total Fertility Rate stands at 5.6</i>• <i>Population annual growth rate has been 2.1 % from 1990 - 2003</i> |
|---|

Zambia got its independence from Britain in 1964. It has experienced three major phases of governance, the multiparty system from 1964 to 1972, one party system from 1972 to 1991 and multiparty system again since 1991 (CSO, Zambia Analytical Report, 2003). The country is landlocked and it has a total surface area of about 752,614 square kilometers and consisting of about 2.5 percent of the area of Africa. Administratively, the country is divided into nine provinces, which are further subdivided into a total of seventy-two (72) districts.

The status of women in Zambia is very low and this makes them to be more vulnerable to poverty as well as social and cultural disadvantages compounded by gender imbalances. Available information indicates that gender-based disparities persist in favour of males in education, decision-making, health, agriculture and many others areas. The social economic situation in Zambia has been worsening due to failing industries, rising unemployment levels, which are a result of the structural adjustment programmes. The Zambian government recognizes the gender imbalances in social, economic, cultural and political spheres that have prevented females, who comprise of 51% of the total population from contributing effectively and benefiting from the development process.

According to Civil Society For Poverty Reduction (CSPR) 2002, high poverty levels in Zambia are due to many factors including unfavorable terms of trade, the debt burden and unsustainable macro-economic policies that have seen many people out of employment and unable to access services and generate sustainable income. High poverty levels are more prevalent among women than men. In comparison with the male-headed households, there were 70% extremely poor households among the female households as compared to 57% among male household (CSPR: 2002, 28). Women's situation is also being compounded by their non-participation in decisions made on resource allocation at household and other levels. This results in women having limited access and control over productive resources thus making them more vulnerable to poverty.

Women's health has been widely recognized as a fundamental human rights issue, even though it is a right that continues to be denied throughout the world. Among the areas of concern in women's health, the high rate of maternal mortality remains at the centre of attention, and the provision of essential obstetric services remains the biggest requirement to save the lives of mothers at risk from complications during pregnancy, delivery and the post partum period. According to the CSO, (2003), ZDHS MMR has increased from 649 in 1996 per 100,000 live births to 729 in 2002 and that 18% of women in the age range 15-49 years are HIV positive compared to 13% of men in the same age range.

Despite government's ratification of the 1997 Southern African Development community (SADC) Gender Protocol to at least have 30 percent minimum representation of women in political and decision-making structures by 2005, women continue to be poorly represented at decision-making levels. For example, according to the Economic Report 2004, 19 females representing 12% were elected as MPs compared to 139 males representing 88% for the same position. The number of female MPs between 1996 and 2001 was 16 representing 10.1 percent compared to 142 male MPs representing 89.9 percent. The increase from 16 to 19 female MPs is not good enough. This situation is a reflection of gender disparities at other levels of decision-making and government is unlikely to achieve the 1997 SADC Gender Protocol. In terms of education, according to ZDHS 2001-2002 illiteracy levels among men and women aged 15-59 is 19% and 40% respectively. This means that more women in Zambia are illiterate compared to men. The education sector has continued to experience serious gender disparities in terms of enrolments especially at tertiary levels.

The country has a very active women's movement working towards the advancement of women and women's human rights. The Non Governmental Organisation Coordinating Council (NGOCC) is the umbrella body for gender and development NGOs and is the engine for women's movement. NGOCC's membership has increased from 43 in 1995 to 73 in 2004 representing a 69.7percent increment. The women's movement has contributed to the development of the National gender Policy (NGP), National Gender Machinery and Strategic Plan of Action.

2-2 Government Policy On WID/Gender

Government Policy on WID/Gender

- *An effort to increase the role of women in socio-economic development was made in the fourth development plan of 1989 – 1993. This included a chapter on women in development*
- *Zambia participated at the Fourth World Conference on Women held in Beijing in 1995.*
- *Developed The Strategic Plan for the Advancement of Women in Zambia for the period 1996 – 2001.*
- *Adopted the National Gender Policy in 2000 and developed the Strategic Plan of Action for the policy*

The government recognizes that gender is relevant to growth and poverty reduction as it cuts across economic and social boundaries. The Fourth World Conference on Women held in 1995 in Beijing, identified the following as areas of critical concern for the Beijing Platform for Action (BPA)

- *Women and poverty*
- *Education and training*
- *Women and health*
- *Violence against women*
- *Women and armed conflict*
- *Women in power and decision making*
- *Women and economy*
- *Institutional mechanisms for the advancement of women*
- *Women in the media*
- *Women and the environment*
- *The girl child*
- *Human rights*

To implement the Beijing Conference outcome, the government in collaboration with Civil Society Organizations developed the Strategic Plan for the Advancement of Women in Zambia (SPAW) for the period 1996 – 2001, which was the translation of the BFA into Zambian reality. SPAW identified the following as five priority areas of concern for women in Zambia and they are arranged according to priority.

- *The persistent and growing burden of poverty on women and their unequal access to resources and participation in economic structure and policies*
- *Inequality in access to and opportunities in education, skills development and training*
- *Women's unequal access to health related services*
- *Inequality between women and men in the sharing of power and decision making*
- *The rights of a girl child*

In line with national development characterised by multi-party democracy and a free market economy, in 1991 government decided to formulate the National Gender Policy (NGP), which has a holistic approach in ensuring that both women and men participate fully and equitably benefit from the development process (NGP, 2000). In 2000 the government adopted the NGP and subsequently developed the Strategic Plan of Action for National Gender Policy (SPANGP) in order to ensure the systematic implementation of gender and development programmes in Zambia.

[Government Policy]

The NGP states that despite the population of women being more than that of men in Zambia, there is existence of gender imbalances against women in socio-economic, cultural and political spheres. These imbalances have prevented women from effectively contributing and benefiting from the development process. The NGP addresses the following gender issues and concerns:

- a. The power relations between women and men in the domestic, community, and public domains which are impediments to the advancement of women;*
- b. The feminization of poverty as reflected in women's limited access to and control over productive resources, social services, remunerative employment opportunities and minimal participation in political and managerial decision-making processes;*
- c. Cultural and traditional practices that systematically subject females to male subordination;*
- d. Limited access by women and girls to and use of basic health services, inadequate reproductive health facilities, maternal and child health care;*
- e. Lack of access by women and girls to adequate food, safe water and sanitation;*
- f. Lack of access by women to credit, improved technology, land and extension services which constrain agricultural productivity;*
- g. Disparities in access to and limited opportunities for education, science and technology, skills development and training;*
- h. Lack of appreciation by society that there is a structural linkage between gender and environment;*
- i. The dichotomy between domestic and industrial energy requirements which has left issues of domestic energy requirements largely in the hands of women;*
- j. Statutory and customary laws and practices which hamper women's and men's full participation in national development; and*
- k. Prevalence of gender violence.*

2-3 National Machinery

Gender in Development Division (GIDD)

- *GIDD has evolved overtime beginning with a Women's desk prior to 1984*
- *Elevated to Women in Development Department (WIDD) in 1991 and was given the status of National Women's Machinery to facilitate the advancement of the status of women in Zambia.*

[Background]

The Gender in Development Division (GIDD) at Cabinet Office, serves as the National Gender Machinery (NGM) in Zambia. It began as a desk in the National Commission for Development Planning (NCDP), prior to 1984. It was then up – graded to a unit within the NCDPs Women in Development Department (WIDD), and was given the status of National Women's Machinery to facilitate the advancement of the status of women in Zambia. In June 1996, the WIDD was changed to GIDD at cabinet office, under the office of the president. GIDD is located in the Office of the President, at cabinet Office. It is one of the four divisions of Cabinet Office and a Permanent Secretary heads it. The location of the NGM at Cabinet Office gives it the necessary status and authority through the Secretary to the Cabinet to facilitate effective co-ordination, monitoring and evaluation of gender mainstreaming in the country.

Below is a table showing the structures that GIDD works through from national to district levels.

National level Structures	Parliamentary Committee on Good Governance, Gender and Human Rights; the Gender Consultative Forum; GIDD, Line Ministries, Cooperating Partners and International NGOs.
Provincial Administration Structures	Provincial Gender Focal Points and Gender Committees of the Provincial Coordinating Committees
District Administration Structures	Gender Sub-Committees of the District Development Coordinating Committees and Key stakeholders such as local NGOs, CBOs and Churches

[Function]

The Gender in Development Division core functions are coordination, monitoring and evaluation of the implementation of the NGP. The division is also responsible for institutional capacity, information dissemination and for ensuring the domestication of regional and international instruments on gender into Zambian national laws.

[Institutional strengths]

- The structure of the Zambian NGP is represented at all levels of the government administrative structure, from district to national level.
- The position of GIDD in non-implementing institution (Cabinet Office) in the Office of the President, GIDD is able to work with any ministry or government institution in the country by using their personnel to achieve its goals and objectives.
- The presence of key stakeholders dealing in gender issues in the districts.

[Weaknesses]

- The structure for gender activities is that it ends abruptly at district level. There are no formal linkages to local government institutions such as Area Development Committees (ADC) and Resident Development Committees (RDC) at the sub-district level. This level is very important as it deals directly with communities.
- Lack of proper representation of gender issues at Cabinet level and to some extent in parliament.
- Lack of proper coordination, monitoring and evaluation system contributed to inadequate gender mainstreaming of development policies, plans and programmes at all levels.
- Lack of gender balancing in the posts that have been filled.

[Budget]

According to the GIDD Annual Report 2004, allocation of funds for undertaking the Division's core functions significantly improved. The total approved Government budget for 2004 was K3,064,577,564 compared to K 2,244,756,499 in 2003. The Division was able to utilize all the funds allocated to it signifying the improved capacity to spend.

[Staff]

Below is a table showing members of staff at the national machinery.

Gender In Development Division (GIDD) Staff 2005 at Cabinet Office

Post	Established Posts	Filled Posts	Sex	Status
Permanent Secretary	1	1	F	Confirmed
Head, Gender in Economic Development Section	1	1	M	Confirmed
Head, Gender in Social Development Section	1	Vacant since January 2005	—	
Specialist, Gender in Economic Development	2	2	a) M b) F	Acting Acting
Specialist, Gender in Social Development	2	2	a) M b) F	Confirmed Confirmed
Specialist, Information Management	1	1	M	Confirmed
Principal, Planning and Research	1	1	F	Acting
Documentalist	1	1	M	Confirmed
Administrative Officer	1	1	F	Confirmed
Accountant	1	1	F	Confirmed

Source: GIDD

A coordination system has been developed to enable the NGM to implement the SPANGP. The overall coordination of the activities in the SPA will be done by GIDD, at Cabinet Office, with full participation of line ministries, other government institutions, civil society and cooperating partners.

3. Current Situation of Women by Sector

3-1 Education

Education
<ul style="list-style-type: none">• <i>The “Educating Our Future” policy was adopted in 1996</i>• <i>Gender disparities in enrolments especially at high and tertiary levels still exist in the education system</i>• <i>Illiteracy levels are high among women compared to men</i>

[Government Policy]

Education is key to women’s empowerment and to reducing many of the problems that face a developing country like Zambia. The level of education attained is an important indicator of well-being and is key to ensuring access to other human development indicators such as employment and earnings, health, nutrition and reduced poverty levels generally. An education system that can provide high quality education to all those entitled to it is one of the most important pre-conditions for development. Development would, however, be impossible to attain without gender equity in the education system.

In 1996, the Ministry of Education (MOE) adopted the National Policy on Education called “Educating Our Future.” Educating our future addresses the entire field of formal institutional education, paying particular attention to democratization, decentralization and productivity on the one hand, and curriculum relevance and diversification, efficient and cost sharing, and revitalized partnerships on the other, flexibility, pluralism, responsiveness to needs, and the protection of quality are recurrent themes. (Educating our Future, National Policy on Education, 1996). The policy puts emphasis on such key factors of educational provision as access, equity and quality maintenance at all delivery points in the system.

The Government’s vision and mission as it relates to gender is captured in the mission statement in the National Policy on Education which states “... to guide the provision of education for all Zambians so that they are able to pursue knowledge and skills, manifest excellence in performance and moral uprightness, defend democratic ideals, and accept and value other persons on the basis of their personal worth and dignity irrespective of gender, religion, ethnic origin, or any other discriminatory characteristic.”

[Gender in Education policy]

- *The MOE is committed to achieving gender balance in educational institutions and within the educational system.*
- *The Ministry aims at ensuring that female students are integrated with males as equal beneficiaries and participation at all levels of education.*
- *The ministry will seek to eliminate factors that hinder the access, progression and accomplishment of girls in schools and colleges.*
- *The ministry will take measures to encourage the participation of girls in science and technology at all levels of education.*

Zambia has a three-tier education system consisting of nine years of basic education, three years of high school education and the last stage is tertiary. This structure acts as reminder to the government that every child should have access to nine years of good quality education. Despite government measures to improve enrolment and retention rates, women and girls still remain disadvantaged in accessing education and achieving their full potential.

[Budget]

Funding to the education sector rose to K795 billion in 2004 from K686 billion in 2003 while as a percentage of the total discretionary budget it increased to 22.7 percent in 2004 from 21.7 percent in 2003 (Source: Economic Report, 2004). However, due to high population concentration in urban areas, the sector is faced with the challenge of classroom space at both basic and high school levels. To this effect, government has continued to construct and rehabilitate more schools in order to accommodate the growing demand.

[Community Schools]

The phenomenon of community schools emerged in the early 1990s in response to the government introducing fees in government schools and the increase in the number of orphans. Community schools are established by communities to provide education to children who are unable to get into formal education system. All community schools are registered with the government community schools secretariat to ensure that education offered as well as school structures are of acceptable standards.

There are currently 2,100 community schools in the country and the total number of pupils stands at 349,625. The number of female pupils enrolled is 175,645 while the number for male pupils enrolled is 173,980. Despite the impressive enrollment for girls, the number tends to drop as they reach upper primary school due to many socially constructed roles they must fulfill as compared to boys. The total number of Teachers countrywide is 6,246.

[Basic School Education]

The number of basic schools in 2004 increased by 4 percent to 6,728 from 6,455 in 2003. pupil enrolment at basic school level increased by 10.3 percent to 2,522,378 in 2004 from 2,286,615 in 2003. Out of the total enrolment, 1,302,167 or 51.1 percent were boys and 48.4% or 1,220,211 were girls. In 2003, the enrolment for boys was at 51.8 percent and 48.2 percent for girls (Source: Economic Report, 2004). The increase in pupil enrolments was mainly due to the free Lower/Middle Basic Education (grades 1- 7) policy introduced in 2002 which among others, abolished all user fees and made school uniforms non compulsory.

Despite increase in terms of enrolment, there are still alarming dropout rates in grades seven and nine for girls and this is attributed to many factors among them, high poverty levels; early marriages; teenage pregnancies; poor school infrastructure especially in rural areas; distance to the nearest school; the impact of HIV/AIDS on families and high teacher/pupil ratio. Girls' enrolments can be improved by mainly overcoming the social and economic obstacles that stop parents from sending their daughters to school. For many poor families the economic value of girls' work at home exceeds the perceived returns to schooling. Improving the quality and affordability of schools is a first step.

[High School/Tertiary Education]

Government has put in place various measures to address Women and Girls' Education and Training Needs. Some of these are:

- *Introduced the Programme for Advancement of Girls Education (PAGE) whose objectives are to improve girl's access, retention, completion and achievement at Basic school level.*
- *Introduced in 2002 free basic education policy from grade one – grade seven*
- *Female pupils who fall pregnant are allowed to re-enter the school system after giving birth*
- *Allowing female pupil enrolments in previously all male technical subject schools*
- *Government has earmarked 25% of its bursaries at College and University level for girls, while both girls and boys can compete equally for the remaining 75%*

Despite the above measures put in place, the gender gap is still widest at both high school and tertiary levels. For example, in 2004, high school enrolment increased by 10.6 percent to 159,339 (88,930 male and 70,409 female) from 144,037 in 2003 (80,707 male and 63,330 female).

At tertiary level, the total enrolments at the country's two universities increased by 15 percent in 2004 to 11,561 (7,953 male and 3,608 female) from 10,092 (7,032 male and 3,060 female) in 2003. This situation together with others mentioned above, confirms the gender disparities that still exist in the education system. The low levels of education among women are one major reason for women's low status in society.

[Literacy]

Illiterate and poorly educated mothers are less able to care for their children. Low education levels and responsibilities for household work prevent women from finding productive employment or participating in public decision-making. When a country educates both men and women, economic productivity tends to rise, maternal and infant mortality rates usually fall, fertility rates decline, and health and education prospects of the next generation improve. According to the MOE strategic plan 2003 – 2007, another significant factor affecting attendance of children and poverty reduction is the level of parents' education. It is anticipated that the adult literacy programme will revamp the low national literacy levels and increase access to adult literacy by all marginalized groups. Currently in Zambia, available statistics show that in 2003, the total literacy rate of 15 – 24 years old was 70% (66% for female and 75% for male).

3-2 Health

Health

- *The number of health institutions in the country stands at 1,285*
- *The human resource situation in government health institutions has continued to deteriorate*
- *Adult HIV prevalence is estimated at 16 percent*
- *About 18 percent of female adults are HIV positive compared to 13 percent male adults*
- *The total fertility rate is 5.6*

[Government Policy]

Health reforms of the national system began in 1992, when the National Health Policies and Strategies were introduced. These stressed equity of access and quality of services ‘as close to the family as possible’. However, macro-economic policy and measures i.e. cuts in social sector spending, have negatively affected implementation of health reforms. Governmental difficulties to adequately fund health services has led to the introduction of medical fees and de-institutionalization of health care provision towards home based care, especially for chronic illnesses such as TB and HIV/AIDS. This policy change has negatively affected women and girls, the traditional caregivers. Illness in the family is a common reason for women’s absence from both formal and informal employment and for schoolgirls not attending, or dropping out of school to look after siblings in the event of the death of both parents. (World Bank, Gender Country Assessment Report, 2004)

The **Vision** of the health sector is “to provide Zambians with equity of access to cost effective, quality health care as close to the family as possible”. The **Overall Health Goals** being “a society in which Zambians create environments conducive to health, learn the art of being well and provide basic level health care for all”.

The **Policy Framework** for the health sector is centred on the following key areas:

- A goal oriented, financially sound management system for health care.
 - Clear accountability and responsibilities at each level.
 - A mechanism for regular review of progress.
 - Enhancing the role and responsibilities of consumers.
 - Providing a minimum set of health services at an affordable cost.
 - Strengthening health centre supported community-based health care.
 - Maintaining the role of public hospitals, including specialist and tertiary institutions as defined in the Basic Health Care Package.
 - Integrating private sector strengths and resources.
 - Improving quality assurance and effectiveness of interventions.
 - Broadening the range of professionally regulated health providers.
- (Source: National Health Strategic Plan 2001-2005)

The number of health institutions in the country stands at 1,285. These include three Central hospitals, four specialised hospitals, eighteen General hospitals, forty-two District hospitals, one military hospital and eight industrial hospitals. There are also 899 Rural health Centres, 187 Urban Health Centres, 20 Industrial rural health centres and 75 Industrial urban health centres. The number of health posts is nine, while the number of mission hospitals stands at nineteen (source: Ministry of Health)

[Budget]

The health sector was allocated 8.1% in 2004 compared to 8.7% in 2003 as percentage of the total national budget. This decline in funding to the health sector continues to impact negatively on women who use health facilities frequently and are caregivers.

[Structure/System]

The health care system is organized from community health posts, rural health centres, urban clinics, district and /or general hospitals and the University Teaching Hospital (UTH), the country's biggest referral hospital.

[Personnel for Health Services]

The human resource situation in government health institutions continued to deteriorate. In 2004, there were 11, 532 medical personnel compared to 12,141 in 2003 with all categories of staff declining. In 2004, the country had 693 Doctors, 1,165 Clinical Officers, 8,356 Nurses, 454 Laboratory Technicians, 24 Pharmacists and 840 other paramedics (Source: Economic Report, 2004). Poor conditions of service and budgetary constraints have contributed to this current human resource decline.

[Women's Health]

Women's health is widely recognized as a human right issue. Despite government acknowledging women's sexual and reproductive health concerns, women's health has not improved significantly. Among the areas of concern in women's health are the high Maternal Mortality Rates (MMR), HIV/AIDS, Reproductive health and Nutrition.

According to the (CSO 2003, ZDHS) MMR have increased from 649 in 1996 per 100,000 live births to 729 in 2002 per 100,000 live births. Some of the factors contributing to the current situation are; high percentage of unskilled home deliveries, long distance to health centres, limited access to health and maternity facilities, inadequate health personnel and lack of postnatal care.

According to the WHO Report in 2001, there were a total of 40 million people of all sexes and ages living with HIV/AIDS worldwide. In Zambia, HIV/AIDS has also become increasingly wide spread with an estimated adult HIV prevalence of 16 percent. Although women constitute about half of Zambia's population, they are disproportionately infected by the HIV virus. This is partially due to their vulnerability that is compounded by their limited access to productive resources such as land and credit. Unequal distribution of resource at household level, lack of gender sensitive social security schemes and limited access to health services equally raise their susceptibility to HIV infection. About 18 percent of the adult females are HIV positive compare to 13 percent for male adults. (Source National HIV/AIDS Policy 2004). In view of this high HIV/AIDS prevalence rate, government and other stakeholders have scaled up Anti-Retroviral Therapy (ART) activities and currently about 30,000 are on ART.

[Reproductive Health]

In Zambia today, there is a growing demand for reproductive health services and for access to a wide range of contraceptive methods including the need for informed choices. In spite of the government's recognition that women's reproductive health and sexual rights is key to sustainable human development, there is inadequate information and education to this effect. According to CSO Selected Socio-Economic Indicators 2000-2003, a total of 34.2 percent of women were using at least one form of contraceptive. Urban areas had a higher proportion (45.7 percent) of people using contraceptives compared to the rural areas (27.9 percent). According to the (State of the World's Children, UNICEF 2005), the total fertility rate for Zambia stands at 5.6

[Nutrition]

Adequate nutritional intake is important for all human beings. It is closely linked to the patterns of morbidity and mortality, and is particularly important for girls and women. This is because of biological and physiological differences for example loss of blood during menstruation and delivery and cumulative effects, which permeate different phases of a woman's life. (Source; National Gender Policy, 2000). According to 2001–2002 ZDHS, 15 percent of women were found to be chronically malnourished. More women have a BMI less than 18.5 in rural areas (18 percent) than in urban areas (11 percent).

[Grassroot Activities]

At grassroot level, communities have formed Neighbourhood Health Committees (NHCs), which are made up of community volunteers and are designated as the grassroot unit in the health structure. They provide linkages between health centres and surrounding communities. NHCs support and complement the work of community-based agents, such as community health workers, community-based distributors of family planning and health products and traditional birth attendants.

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- *Real GDP Growth increased from 4.5 percent in 2003 to 7.5 percent in 2004*
- *14 percent of total agricultural land is presently being cultivated*
- *Agricultural sector absorbs about 65 percent of the labour force*

[Background]

Zambia's Agricultural sector is crucial to the development of the economy and the sector absorbs about 67 percent of the labour force and remains the main source of income and employment for most rural women who constitute 65 percent of the total rural population. Agriculture generates between 18-20 percent of the Gross Domestic Product (GDP) and provides livelihood for more than 50 percent of the population. Zambia is abundantly endowed with natural resources that are required to stimulate agricultural and rural development and has a land mass area of approximately 752,00 square kilometers. Of the total land mass area, 58 percent is classified as medium to high potential for agricultural production, with rainfall ranging between 800mm to 1400mm annually and suitable for the production of a broad range of crops, fish and livestock. However, only 14 percent of total agricultural land is presently being cultivated.

According to National Agricultural Strategic Plan 2001-2005, majority of the population earn their livelihood from small-scale farming. Statistics show that women contribute not less than 65 percent of agricultural labour and bear the responsibility of ensuring household food security. The real GDP growth in the sector increased by 7.5 percent in 2004 compared to 4.5 percent in 2003. However, the performance has continued to be constrained by among other things, poor access roads, compounded by increases in fuel prices, high electricity tariffs, and diminishing capacity in government supported agricultural research and extension services.

[Government Policy/Budget]

The main thrust of the National Agricultural Policy are increased production, sector liberalization, commercialization, promotion of public and private sector partnerships and provision of effective services that will ensure sustainable agricultural growth. The vision for the agricultural sector is "to promote development of an efficient, competitive and sustainable agricultural sector, which assures food security and increased income". (National Agricultural Policy, MACO, 2004-2015). The specific objectives of the agriculture sector are:

- *To ensure national and household food security*
- *To ensure that the existing agricultural resource base is maintained and improved upon*
- *To generate income and employment to maximum feasible levels*
- *To contribute to sustainable industrial development and*
- *To expand significantly the sector's contribution to the national balance of payments.*

One of the strategies to achieve the above goals is “***promotion of gender equity in resource allocation and access to agricultural services focusing more on women and young farmer***”.

In terms of fisheries, the policy anticipates to promote community based resource management of capture fisheries to improve catches and efforts will also be made to promote aquaculture development. Currently gender concerns have not been adequately catered for in some of the agricultural programmes. Women, who constitute the majority of population engaged in agricultural activities have always been marginalized or completely left out during the design of agricultural programmes, projects and activities. The agriculture sector received 4 percent of the total national budget in 2004 compared to 7 percent received 2003.

[Access and control over productive resources]

In agriculture, productive resources include: natural resources, capital/equipment, Labour, education and training, extension services and decision-making power. However, study findings indicate that women lag far behind men in terms of access to and control of productive resources. Women's productivity is further constrained by lack of access to credit facilities, improved technology and extension services. According to the NGP 2000, under customary law, women use land to cultivate crops or for livestock grazing but the land does not belong to them and revert to their husband's families upon divorce or death. On the other hand, men tend to benefit more from extension advice, credit facilities and even the possession of title deeds to land.

[Gender based Activities in the rural sector]

A gender review reveals that women are the main producers, providers and traditional managers of food production at family and national levels. They grow a wider variety of crops such as, maize, sorghum, millet, beans, groundnuts and cowpeas that are mostly sold on local markets. Women's lack of access to market support services places limitation on the amount of cash income rural women can earn for themselves and their families.

Soil preparation and ridging tend to be predominately done by males and done in early season, while weeding and harvesting tend to be predominately women's tasks and are done both in early and at the end of the growing season, showing that women work more than men. After harvesting, rural women are almost entirely responsible for storage, handling, stocking, marketing and processing. The time women spend carrying out household based activities (childcare, collecting firewood and water, nursing the sick family members, etc) is not included in national statistics that feed into the national economy.

[Fisheries/Forestry]

According to National Agricultural Policy 2004-2015, the fishing industry contributes significantly to the agricultural sector in Zambia. Sources of fish are capture fisheries and aquaculture. The fisheries sub sector is experiencing increasing fishing efforts while fish-farming potential has not been fully exploited. The strategy for fisheries development is a dual approach aimed at improving yields of capture fishing by promoting sustainable fishing methods and promoting aquaculture and consumption. Small-scale rural fish farming is an important source of protein, employment creation and income growth for the rural community especially women.

Women play a crucial role in fish farming and some of the activities that they are involved in are as follows; managing ponds, fertilizing, repairing, harvesting and marketing. Despite this involvement in fish farming, there is lack of recognition of the current role of women because technology transfer through extension bypasses them and they still have problems to access land and credit facilities to build their own ponds. According to Choolwe Mudenda 2004, the majority of farmers reached and trained in pond culture by extension are men. If small-scale fish farming is to improve food security and household income growth, then extension services should benefit both men and women equally.

Women's roles in forestry are diverse. They are the primary collectors of fuel wood, wild fruits, fodder and caterpillars for home consumption and sale to urban markets. Because of their traditional reliance on forestry resources, women are often the chief repositories of knowledge about the use and management of trees and other forest plants. They also make up much of the labour force in forest industry: nurseries, plantation establishment, logging and wood processing.

[Extension Services]

Agricultural production is heavily reliant on the provision of effective extension services, whose absence denies farmers the latest knowledge and skills in agricultural techniques, crop and livestock varieties. In addition, information on pricing and marketing is also important as it will provide basis for respective farmers to make an informed decision on the kind of agricultural production they will be engaged in from season to season (National Agriculture Strategic plan 2001- 2005). Extension services are supposed to benefit both men and women, yet men benefit more as compared to women who contribute so much to the agricultural growth of the country. In order to reach out to both men and women, the government should spell out how men and women will benefit from extension services in the NAP.

[Grassroot Activities]

At grassroot level, women work in small groups in order to enhance their economic welfare. They engage in fish farming, gardening and growing of cash crops. The proceeds from these activities are shared equally amongst members as a way of empowering themselves with cash income.

3-4 Economic Activities

Economic Activities

- | |
|---|
| <ul style="list-style-type: none">• <i>Women's employment opportunities in the formal sector are limited due low educational levels attributed to their gender roles at household level</i>• <i>A lot of women compared to men are involved in the informal sector especially in agricultural activities</i> |
|---|

[Government policy]

Both men and women play a major role in achieving sustainable economic growth in society. Employment levels to a large extent determine the economy's production and consumption levels. According to the NGP 2000, Zambia has incorporated into her laws a good number of International Labour Conventions that seek to protect the status of women in employment. Among these conventions are:

- a. Convention 100, which promotes the principle of equal remuneration for men and women for equal work of equal values.
- b. Convention 103, which provides maternity protection to women and includes granting of compulsory leave, medical benefits and a whole range of women workers' rights including breast-feeding and child spacing; and
- c. Convention 105, which concerns the abolition of forced labour. The convention states that a country that ratifies this convention undertakes to declare and pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation, with a view to eliminate any discrimination.

During 2004, government adopted a National Employment and Labour Market Policy after wide consultations with various stakeholders. The policy stipulates the role of government in creating a conducive environment that will generate employment and ensure an effective and efficient labour market and it further gives guidance to all labour matters in the country.

[Formal /informal sectors]

According to the results of the 2002/2003 Living Conditions Monitoring Survey (LCMS III) released in December 2004, those employed in the formal sector were 597,953 or 17 percent of the total labour force while 2,919,418 or 83 percent of the labour force were employed in the informal sector. In the formal sector, employment was more common among males (24 percent) than females (9 percent).

Some of the major hindrances of women's participation in the formal sector are socially and culturally ascribed gender roles, which range from being child-bearers and minders, homemakers to community organizers. Discriminatory practices in access to education and training have also contributed to limiting women's employment opportunities and chances to earn cash incomes in the formal sector. Because most women are less educated and skilled, they are normally employed in less skilled and least paying jobs in different industries. In addition, although women in Zambia are granted three months maternity leave, they are still being made to suffer for being the ones that carry the babies and feed them in the early stages of their lives. When a man and a woman are being considered for promotion, the man is more likely to be given the promotion even if the woman is better qualified because "she will soon become pregnant and go on maternity leave."

The share of women's participation in the informal sector is generally greater than that of men due to limited opportunities women have in engaging in formal sector employment. This is a result of among other things, lower educational levels and employer biases for male workers. (Beyond Inequalities 2005, women in Zambia.)

Results of the 2002/2003 LCMS show that 91 percent of females were in informal employment as compared to only 76 percent of the males. Among those employed in the informal sector, 77 percent were in informal agricultural sector while 23 percent were in informal non-agricultural sector. The involvement of both rural and urban women in this sector is higher compared to that of men.

[Vocational Training/ Entrepreneurship Development]

In 1996, the government formulated a policy, known as the Technical Education, Vocational and Entrepreneurship Training (TEVET). According to the TEVET, implementation plan 2001-2005, the informal sector is characterised by particularly low levels of technical and business skills as evidenced in the poor quality of goods and services that the sector offers. The TEVET policy seeks to encourage and foster informal sector training systems by strengthening the links between the sector and those institutions that provide training for the sector and informal sector operators. In addition to government effort, some NGOs are working to improve the situation of women by offering entrepreneurship skills, business development, management and credit. However, findings indicate that there is lack of capacity among training providers to develop and run demand-driven training, and to mainstream gender and entrepreneurship in the curriculum.

Despite training reaching out to many females, the gender gap in terms of enrolment at TEVET institutions still exist. For example, the number of female student enrolled increased from 9,782 in 2003 to 10,104 in 2004 while the number of males increased from 12,439 in 2003 to 16,455 in 2004.

[Child Nursing]

Working mothers in Zambia lack support systems to take care of their children when they are at work. Instead, most mothers have resorted to hiring baby sitters or take the children to privately owned nurseries at a fee.

4. WID/Gender Projects by Other Donors

Projects/Programs	Implementing Agency	Donor	Gender-related Issues/Contents
National Machinery	GIDD	Government	Gender mainstreaming in line Ministries and capacity building workshops
The Reproductive Health Services Project	MOH through the Provincial Health Office	UNFPA	Family planning and treatment of sexually transmitted infections
The youth Reproductive Health Services Project	PPAZ/CYC	UNFPA	Establishment of “youth friendly” corners in Health Centres
The safe Motherhood Project	NGOCC/White Ribbon Alliance	UNFPA	To reduce maternal mortality by training and equipping Traditional Birth Attendants
School Health and Nutrition	MOE	Government, UNICEF, DCI, SIDA	Nutrition
HIV/AIDS	MOE	Government/UNICEF	Health
Go Girls	MOE	UNICEF	Encourages the Girl Child to go to school
Women’s Entrepreneurship Development and Gender Equality (WEDGE)	WEDAs, ZAFWIB, MCDSS, SEDB, ZNADW	ILO-DCI Partnership Programme -Zambia	To ensure that women have equal access to economic resources and business support to enable them start, formalize and grow their businesses.
Training communities in gender and children’s rights	WFC	DIAKONIA	Gender sensitization
Women in Decision making and gender issues	ZNWLG	DIAKONIA	Encourages women to take up decision making positions at all levels
Women’s human rights	YWCA	DIAKONIA	Offers shelter to battered women
Improvement of the legal status of Women and Girls in Zambia	High Court - Lusaka	GTZ	To enhance legal literacy among women

5. Gender Information Sources

5.1 List of International Organisations and NGOs Related to WID/gender

	Organization	Activity	Physical/Postal Address
International Organizations	NORAD	Water and Sanitation, Road sector, Agricultural Sector and Business Development. Gender is an integral part in all these activities	Corner Birdcage Walk/Haile Selassie Avenue PO Box 34570 Lusaka Tel: +260 1 252188/252625
	OXFAM	Advocacy for Disadvantaged women, Education on gender and human rights and increase women participation in politics and	250 Zambezi Road Roma P.O. Box 35624 Lusaka Tel: +260 1 291518
	SIDA	Gender and Human Rights Programme	Haile Selassie Avenue P.O. Box 30788 Lusaka Tel: +260 1 251711/251249
	USAID	Provision of training courses to improve the management and technical skills of businessmen and women.	351 Independence Avenue P.O. Box 32481 Lusaka Tel: +260 1 251455
	UNICEF	Gender Equality and Empowerment of women and Girls	9350 Alick Nhata Road PO BOX 33610 Lusaka Tel: +260 1 250800
	UNDP	Gender and women in Development	9350 Alick Nhata Road PO BOX 31966 Lusaka Tel: +2601 250800/251172/4
	UNFPA	Integration of Gender into population Development activities.	9350 Alick Nhata Road PO BOX Lusaka Tel: +260 1 250800
Local NGOs	GTZ	Health, Agriculture, Education and Community Development	6469 Off Great East Road Private Bag Ridgeway RW 37X Lusaka Tel: +260 1 291918/19/20
	Forum for African Women Educationalists of Zambia (FAWEZA)	Advocates for policies and programmes for the advancement of girls with special attention to Science, Mathematics and Technology	P.O Box 37695, Lusaka Plot 6680 Chiwalambwe Road Olympia Park Tel: +260 1 295482 Email: faweza@zamnet.zm
	Planned Parenthood Association of Zambia (PPAZ)	Reproductive health issues	P.O. Box 32221, Plot number 5290, House No. 11 Lusaka

Local NGOs	Non-Governmental Organization Coordinating Council (NGOCC)	Coordinating Women NGO Activities	P.O Box 37879 Lusaka Tel: 253203/250049 Email: ngocc@zamnet.zm
	Society for Women and AIDS in Zambia (SWAAZ)	Addressing the spread and impact of HIV/AIDS among women and vulnerable children	P.O. Box 50110, Off Vubu Road Emmasdale Lusaka
	Young Women Christian Association (YWCA)	Addressing issues of violence against women and children, as well as poverty issues	Nationalist Road P.O Box 50115 Lusaka
	Women For Change (WFC)	Campaign against poverty and Rural women's Empowerment	Plot 1801 Nchenja road, Northmead Lusaka Tel: 224309/224296 wfc@zamnet.zm
	Women Entrepreneurs Development Association of Zambia (WEDAZ)	Empowering women through Entrepreneurship capacity building and training	P.O. Box 30495 Lusaka Tel: 236140
	Women Finance Cooperation of Zambia (WFCZ)	Promoting Women's economic empowerment through micro-finance	P.O. Box 50839 Burma Road, Kabwata, Lusaka
	Women in Law and Development in Africa (WILDAF)	Reviewing laws from a Gender Perspective, and women's human rights	Plot 1311Lubu Road, Longacres P.O Box W379 Lusaka
	Zambia Association for Research and Development (ZARD)	Gender Based Research, Advocacy, Information and knowledge sharing for increased awareness and participation	Plot 16 Makishi Road, Northmead P.O. Box 37836, Lusaka Tel: 222883/224536 Email zard@zamnet.zm
	Zambia National Women's Lobby (ZNWL)	Women's Advancement in decision Making	P.O. Box 37879, Plot No. 1311 Lubu Road Longacres Lusaka
	KARA Counselling and Training Trust	HIV/AIDS prevention, Education, Counseling and Training	P.O Box 37559 Lusaka Tel: 229847 Email: kara@zamnet.zm

5.2 List of Reports and References Related to WID/Gender

Title	Author	Year	Publisher
Socio/Gender Analysis			
Beyond Inequalities 2005: Women in Zambia, Lusaka and Harare	ZARD and SARDC WIDSAA	2005	ZARD and SARDC WIDSAA
Beijing at 10 Women of Southern Africa Voices	SARDC/UNIFEM	2005	SARDC/UNIFEM
Country Profile Zambia	The Economist Intelligence Unit 1999-2000	1998	The Economist Intelligence Unit
Gender Country Assessment Report	World Bank	2004	World Bank
Gender and Development	ZARD	2004	ZARD
Gender Affirmative Recruitment	Anne Van de ven- Melis	2001	SNV
Gender and Rural Transport in Zambia	Ministry of Local Government and housing (MLGH)	1999	UNZA IMT Group Intermediate Means of Transport
NGO Beijing +10 Shadow Report on The Situation of Women in Zambia During The Period 1999-2004	ZARD/NGOCC	2004	ZARD/NGOCC
National Gender Policy	GIDD	2000	GIDD
SADC Gender Monitor	SADC/SARDC	2001	SADC/SARDC
Socioeconomic and gender Analysis Programme	Rosalie Huisinga Norem	1998	FAO
Zambia's Progress Report on the Implementation of the Beijing Platform for Action	Gender in Development Division (GIDD)	2004	GIDD
Women, Gender and Development	Lucy Muyoyeta	2004	WFC and Educating and Acting for a Better World, Ireland
Health			
National health strategic Plan	MOH	2001	MOH
National HIV/AIDS Policy	MOH	2004	MOH
Annual Health Statistical Bulletin	MOH	2004	MOH
Is there health equity in Zambia?	Chris N. Mwikisa Venkatesh Seshamani	2003	Jesuit Centre for Theological Reflection (JCTR)
Zambia Demographic Health survey 2001-2002	CSO	2003	CSO/CBOH
The Encounter between HIV/AIDS	Kelly MJ.	2000	UNZA

and Education			
Zambia safe Motherhood Needs Assessment	MOH	1996	UNICEF
Women and Children first	Fr. John Vincent and Fr. F. carey	1998	Institute of Christian leadership
The State of the World's children	UNICEF	2005	UNICEF
Guidelines for mainstreaming gender in health systems	CBOH	1998	CBOH
Education			
Educating Our Future: National Policy on Education	Ministry of Education	1996	MOE
Strategic Plan 2003-2007	MOE	2003	MOE
Economic Report	MFNP	2004	MFNP
Technical Education, Vocational and Entrepreneurship training Development Programme: Implementation Plan 2001-2005	Ministry of Science, Technology and Vocational Training (MSTVT)	2001	(MSTVT)
ZAMBIA AND UNESCO	Zambia National commission for UNESCO	2004	UNESCO
Guidelines for a Girl-friendly School	Curriculum Development Centre	2005	UNICEF/MOE
Guidelines for the Re-entry Policy: What happens if a school Girl falls pregnant?	MOE, FAWEZA and UNICEF	2004	MOE, FAWEZA and UNICEF
Partnership for Strategic Resource Planning for Girls' Education in Africa: Gender and Primary Schooling in Zambia	Sophie Kasonde-N'gandu Winnie Namiloli Chilala Njekwa Imutowana-Katukula	1999	FAWE/IDS
Agriculture, Forestry and Fisheries			
National Agriculture Policy	MACO	2004	MACO
Strategic Plan 2001-2005	MACO	2000	MACO
Transitional National Development Plan 2002-2005	MFNP	2002	MFNP
Gender and Access to land	FAO	2002	FAO

Contracted Consultant and interviewed People

Contracted Consultant

Name	Address
HM Consultancy Services	Plot # 26509A, Emmasdale (Off Vubu Road) P.O. Box 34736, Lusaka, Zambia Tel: +260 1 214379, 095- 852949 E-mail: hmc@zamnet.zm

Interviewed People

Name	Organization	Position	Address
Ms. Pirritta Rikkonen	United Nations Population Fund	Programme Officer	P.O. Box 31966, Lusaka Tel: 260 1 256383
Ms. Liseli Simasiku Sikota	World Bank	Public Information Officer	P.O. Box 35410, Lusaka Tel: 260 1 253219
Ms. Dellia Yerokun	UNDP	Gender Focal Person	Tel: 260 1 250800
Mr. Chrispin Mwiya	Ministry of Health	Statistician	P.O. Box 30205 Tel: 260 1 253026
Mr. Lutendo Chitebule	Ministry of Health	Senior Statistician	P.O. Box 30205 Tel: 260 1 253026
Mr. Chipalo Kaliki	Central Board of Health	Documentation and Statistics Specialist	P.O. Box 30205 Tel: 260 1 253026
Sr. Audrey Chibwe Mwansa	Ministry of Education	Equity and Gender Component Manager/ Planning and Research Officer	P.O. Box 50093, Lusaka
Mr. Lucas Zulu	Ministry of Education	Acting Principal Budget and Projects	P.O. Box 50093, Lusaka
Mr. Bivex Mulambwe	Ministry of Education	Statistical Officer	P.O. Box 50093, Lusaka
Mr. Lobert Lukoka	Gender in Development Division	Documentalist	P.O. Box 30208, Lusaka Tel: 260 1 251375
Dr. Lawrence Musonda	Gender in Development Division	Director Economic	P.O. Box 30208, Lusaka Tel: 260 1 251375
Mr. Musonda Kunda	Ministry of Agriculture and Co-operatives	Gender focal Person	P.O. Box 50197, Lusaka

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Website: www.gender.gov.zm
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Email: widsaa@sardc.net
Website: www.sardc.net

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Zambia National Commission for UNESCO

World Bank, 2004
Gender Country Assessment Report
Website: www.worldbank.org

Definitions

<Technical Terms>

Gender

Analytical concept to clarify the social role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelation is likely to change according to social notion and sense of values.

Informal Sector

Part of the economy consisting of small competitive individual or family firms listed in the labour indicators. According to the definition of 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 capacity of bookkeeping.

WID (Women in Development)

Concept of development incorporating women's participation into development processes, 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 live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

National Machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women.

Empowerment

To empower individuals or groups in political, economical and social sense

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to discrimination accumulated in the past

Access and Control

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

Reproductive Activity

Activity to reproduce for the next generation including to give birth and raise the children, and to sustain the daily life, for instance, washing and cooking.

<Indicators>

Gini Index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

Total Fertility Rate

Average number of children whom a woman delivers in all her life

Infant Mortality Rate

Annual number of infants who die among 1,000 newborn babies within 1 year after birth

Under - five Mortality rate

Annual number of infants who die among 1,000 newborn babies within 5 years after birth

Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery because of pregnancy related - complications.

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional birth attendants.

Percentage of Infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams.