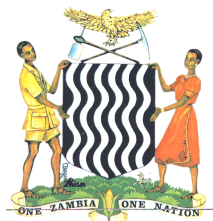


REPUBLIC OF ZAMBIA

**Progress Report
on the Implementation of the
Beijing Declaration and Platform for Action (1995) and the
Outcomes of the Twenty-Third Special Session of the General Assembly (2000)**

**In the context of the
Twenty fifth Anniversary of the Fourth World Conference on Women
and the
Adoption of the Beijing Declaration and Platform for Action**

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SECTION ONE: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

Achievements

In promoting gender equality and the empowerment of women and girls, Zambia has strengthened the policy and legal frameworks. The National Gender Policy was revised in 2014 to ensure the attainment of gender equality in the development processes by redressing the existing gender imbalances. The Policy further provides for equal opportunities for women and men to actively participate and contribute to national development. With regards to the legal framework, the Constitution (Amendment) Act No. 2 of 2016 confirms the equal worth of women and men and their rights to freely participate in, determine and build a sustainable political, legal, economic and social order. The Constitution provides for values and national principles which include equity, equality and non-discrimination. Further, the enactment of the Gender Equity and Equality Act, No. 22 of 2015, strengthen the legal framework for the elimination of all forms of discrimination against women and girls; empowers women to participate fully in public and private affairs of the country. In addition, Zambia has established Gender Based Violence Fast Track Courts to increase access to justice for GBV victims and ensure timely disposal of cases.

The country has observed a positive trend in the gender inequality index which has continued to fall from 0.627 in 2011 to 0.587 in 2015 and 0.526 in 2016. However, the high poverty levels among females in relation to males point to the limited participation of girls and women in political, social and economic activities of the country.

Furthermore, the country made great strides to ensure inclusive and equitable quality education and life learning opportunities for girls and women. The percentage of women with at least secondary school education increased from 25.8% in 2015 and 52.3% in 2016. The percentage of women with access to land increased from 14.0% in 2014 to 28.3% in 2015 and 32.0% in 2017. The increase in access to land resulted from the Country's ongoing reforms in service delivery, reinforced by the Presidential directives on land allocation.

Women's participation in political and economic spheres continued to increase steadily. The proportion of parliamentary seats held by women increased from 14% in 2011 to 18.9% in 2018.

The Country continues to record significant improvements in the health and wellbeing of women and girls. The Maternal Mortality Rate declined from 398 per 100,000 live births in 2014 to 278 per 100,000 live births in 2018.

The number of GBV cases reported in the country increased from 15,153 in 2014 to 22,073 in 2018. This can be attributed to increased confidence by members of the public in the GBV response mechanisms as a result of increased awareness about GBV, availability of support services and increased capacity of law enforcement agencies and Judiciary to respond and prosecute GBV cases.

Challenges and set-backs

Entranced cultural values- The Zambian culture is based on patriarchal values across tribes and are highly conservative. Therefore headship is conferred to men and this perpetuates women's subordination in decision making, ownership and inheritance of assets. The slow pace to the attainment of gender equality in the country has therefore been negatively affected by the deep rooted culture and mindset to embrace women and girls as equal partners in national development.

Feminization of poverty- Poverty still remains predominantly a rural phenomenon where most of the women and girls reside with poverty levels at 76.6 percent compared to 23.4 percent in urban areas. According to the 2015 Living Condition Monitoring Survey, the proportion of the population living below the poverty line in Zambia was 54.4 percent. The report further indicates that male headed households continued to have higher levels of mean monthly income of \$200 compared to female headed households with \$130. At National level 53.8 percent of the population found in male headed households was poor compared to 56.7 percent found in female headed households. The high poverty levels among women and girls has continued to disadvantage them from participating in the development of the country.

Dual legal system – Zambia has a dual legal system consisting of the civil law and customary law. Many Zambians, particularly those living in rural areas, subscribe to the customary law observed by their particular tribal group to resolve dispute. Customary law is the legal system which is most familiar to them and is thus most often employed particularly as it pertains to access to land, inheritance, property, marriage and conflict resolution. Often the operation of customary law perpetuates discrimination against women. Nonetheless this is contrary to the new constitution of Zambia (Amendment) Act No. 2 of 2016 which provides for equal rights for both men and women.

Low levels of education Among Women- Zambia has yet to reach education standards that are commensurate with sustainable development. An estimated 22 percent of the population has

had no formal education. 25 percent have completed lower primary (Grades 1 to 3), 27 percent upper primary (Grades 4 to 7), 13 percent junior secondary (Grades 8 and 9) and 11 percent senior secondary (Grades 10 to 12). Only 2 percent of Zambia's population has completed a bachelor's degree or above.

Low gender mainstreaming – there has been slow progress made in mainstreaming gender across all sectors of the Zambian economy. This deficiency in the enabling framework is primarily attributed to limited understanding of gender and gender mainstreaming. There is also a general lack of appreciation for the importance of gender issues by people working in the public and private sectors which translates into a reluctance to properly implement gender mainstreaming strategies, participate in gender and development programmes.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

Equality and non-discrimination under the law and access to justice

Zambia has domesticated the Convention on the Elimination of forms of Discrimination Against Women (CEDAW) by putting in place legislative measures. The measures put in place included the enactment of the Gender Equity and Equality Act No. 22 of 2015 and the Constitution of Zambia (Amendment) Act No. 2 of 2016. Constitution guarantees equality between men and women as it recognizes that every person in Zambia is entitled to all fundamental rights and freedoms as contained in Part III of the Constitution. Article 8 of the Constitution provides for national values and principles which include non-discrimination. The Gender Equity and Equality Act No 22 of 2015 in particular mandates public and private bodies within their ambit of responsibility to promote gender equity and equality in all spheres of life and requires them to implement special measures which actively seek to eliminate all forms of discrimination, afford both sexes equal representation and participation in all spheres of life and eliminate the exploitation of both sexes in the labour market.

Quality education, training and life-long learning for women and girls

Zambia has strengthened the law framework by Enacting the Gender Equity and Equality Act no 22 of 2015 which, in Section 30 provides for the elimination of discrimination in education and vocational guidance. Further other measures have been put in place such as Enrolment into first grade is based on gender parity; reservation of 30% of state offered bursaries to support women's and girls' education at tertiary level; support to girls in vulnerable households with school requisites to enable them complete secondary education under the Girls Education and

Women's Empowerment and Livelihoods (GEWEL) project. The project seeks to increase access to secondary education for 25,000 adolescent girls in extremely poor households as well as supporting 75,000 women in life and business skills.

□ **Poverty eradication, agricultural productivity and food security**

In Section 27. (1) of the Gender Equity and equality Act no 22 of 2015 discrimination against women in economic and social life is forbidden. In section (2) the Act places duty on the Minister of Gender to, in consultation with the Ministers responsible for finance and commerce, take appropriate measures in the social and economic fields, especially in the access to and control of resources by women, to ensure the full development and advancement of women on an equal basis with men; 50% of statutory land on offer for titling is reserved for women.

The country's Citizens Economic Empowerment Commission (CEEC) was established through the enactment of the Citizens Economic Empowerment Act no 9 of 2006. The Commission by law allocates 30% of the fund to the women and 40% of the total fund to the youth.

Zambia has further put in place support measures to Women and youth Cooperatives with grants in form of agricultural equipment in order to increase productivity at household level and ensure food security. This is done through the Agricultural Development and Value Chain Enhancement (ADVANCE) Project targeting the women and youths in 288 Chiefdoms of the country. The goal of the ADVANCE project is to empower women and the youth through increased agricultural production and enhanced value chains for agro-products in order to improve livelihoods. So far 51 Tractors and 94 Tillers have been distributed to Women Cooperatives in 120 Chiefdoms. It is anticipated that this project will have sustainable impact especially among the women and youth in rural Zambia.

The Cashew Infrastructure Development Project (CIDP) is another initiative that aims at reviving the cashew subsector and is one of the priority projects. The CIDP objective is to contribute to poverty reduction, improved household incomes through improved cashew production and processing. The Project is targeting 60,000 small holder farmers of which 30,000 (50%) are expected to be women and 7,000 youths. The Project will further create 6,000 full time jobs of which 3,000 are expected to be women and 1,000 youths along the cashew value chain from production, processing to marketing. The Project is currently at 30% women participation towards achieving the 50% of the targeted women.

Food security pack (FSP) is a national safety net program that promotes the provision of farming inputs to low capacity households in Zambia. In the 2018/2019 farming season, 33,892 females and 20,772 males benefited from the programme.

□ **Access to health care, including sexual and reproductive health and reproductive rights**

The Gender Equity and Equality Act no 22 of 2015 has provided for the protection and promotion of sexual and reproductive health rights of women and states as follows in 21. (1): “ A woman has a right to adequate sexual and reproductive health, which includes the right to— (a) access sexual and reproductive health services; (b) access family planning services; (c) be protected from sexually transmitted infection; (d) self-protection from sexually transmitted infections; (e) choose the number of children and when to bear those children and (f) control fertility.

□ **Political participation and representation**

Zambia has been implementing the Women at Work Project with the objective to increase the leadership capacity and opportunities in young Zambia Women aged 25 to 35. To achieve its goal the project provided internship and mentorship opportunities for young women in the spheres of public management, civic leadership, business and entrepreneurship. Further the country implemented the count-her-in campaign to encourage women candidates during local, parliamentary and presidential elections.

□ **Changing negative social norms and gender stereotypes**

The country is implementing the Advocacy and Communication Strategy on Ending Child Marriage. The Strategy is addressing the human rights violations as well as development challenges associated with child marriage as a result of negative cultural and social norms in communities. The objective is to facilitate positive changes in prevailing negative attitudes behaviors, beliefs and practices in order to reduce the incidences of child marriage.

Further, the country is implementing the HeForShe Campaign aimed at harnessing high level male leaders that will take a stance and raise their voices on gender equality. The campaign contributed to increased recognition of the centrality of gender equality in development as a means of achieving sustainable development. In addition, traditional leaders and their spouses as custodians of customs and traditions, are being engaged to effectively champion, and act as agents of change towards eliminating negative social norms, values and gender stereotypes.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

Zambia has put in place legal provisions as contained in the Constitution of Zambia (Amendment) Act, 2016, and the Gender Equity and Equality Act, 2015. The Constitution has placed a

responsibility on the Republican President to report once in every year, to the National Assembly the progress made in the application of National values and principles contained therein. The values and principles include; morality and ethics; patriotism and national unity; democracy and constitutionalism; human dignity, **equity**, social justice, equality and **non-discrimination**; good governance and integrity and sustainable development.

Further, Zambia has enacted the Gender Equity and Equality Act, 2015, which has provisions for the elimination of all forms of discrimination against women, empower women and achieve gender equity and equality by giving effect to the Convention on the Elimination of all Forms of Discrimination against Women, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and the SADC Protocol on Gender and Development. In addition, the Act has outlawed harassment in all its forms, victimization and harmful social, cultural and religious practices in Zambia.

The Act has further provided for measures and empowered specialized institutions to make strategic decisions in all spheres of life in order to ensure gender equity, equality and integration of both sexes in society. The measures target all women, men, boys and girls in Zambia irrespective of geographical location, racial, ethnic or religion, disabilities, health status and age.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

YES:

Extreme weather has affected the implementation of the BPfA in Zambia. The Country has been experiencing the effects of climate change resulting in extreme weather conditions, such as droughts, rising temperatures and unpredictable rainfall patterns. The frequency and intensity of climate events has had negative impact on the economy and consequently affecting the livelihoods of women, girls, men and boys.

In particular, the fall in the country's hydro-power generation in the recent period by about 600 MW has hampered growth prospects of Zambia's productive sectors of the economy, including agriculture, manufacturing, mining and services. Other adverse effects have led to increased costs of treating climate-related diseases such as malaria and the loss of natural environments, damage to infrastructure and disruption of biodiversity leading to food insecurity.

In an effort to adapt and mitigate the effects of climate change, the Government is promoting the adoption of agricultural environment-friendly practices (climate smart and organic techniques,) such as conservation farming, crop rotation, less use of chemical fertiliser and creating public awareness on the adverse effects of climate change. Furthermore, Government

has put in place the Climate Change Gender Action Plan (ccGAP) to ensure that Zambia's climate change policy, programming and funding processes effectively mainstream gender considerations to guarantee that women and men can have access to, participate in, and benefit equally from climate change initiatives.

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

Quality education, training and life-long learning for women and girls

Within the broad framework of the Country's Seventh National Development Plan. Zambia's strategies in education will focus on enhancing inclusion and participation of all citizens taking into account their age, gender, disability and other factors. In addition, emphasis will be placed on improving the quality and relevance of education to national development needs. Therefore, the key programmes will include; infrastructure development, teacher training, recruitment and deployment improvement, equity and inclusive education enhancement as well as youth and adult literacy expansion and improvement.

To further support the development of practical skills in science, technology, engineering and mathematics, Zambia will ensure the provision of training equipment, support the upgrading of lecturer qualifications and establish centres of excellence in science, technology and engineering. In addition, to ensure that learners from poor households and girls access skills training, Zambia will establish a vocational skills bursary scheme.

Other specific measures will include strengthening re-admission of teenage girls who drop out due to pregnancy; raise awareness amongst girls and boys to prevent incidences of teenage pregnancies and forced, early and child marriages; provide support to improve completion rates amongst girls; ensure educational institutions have adequate toilet and water facilities particularly for female staff and learners and increase ICT skills and facilities to enable continued education for girls and women.

Poverty eradication, agricultural productivity and food security

The focus of the Country to eradicate poverty will be on accelerating implementation of the integrated framework of basic social protection programmes and support the establishment of referral systems and a single-window approach at district and community level. In addition, efforts will be made to expand coverage of social assistance programmes to address income insecurity of the poor and vulnerable, as well as support access to health and education, improved nutrition and human capital investment.

Other key programmes that will be enhanced include; Farmer Input Support (FISP) Programme, Food Security Pack (FSP), home grown school feeding, Public Welfare Assistance Scheme (PWAS), informal sector social security coverage and introduction of social health insurance scheme.

With regard to agricultural production and productivity, improvement will be undertaken along the entire product value chain from farm to agro-processing and manufacturing at the sector and enterprise levels. The increase in production will be achieved through intensified agricultural mechanization, increasing the area under cultivation and the number of farmers participating in production, driven by enhanced extension service delivery and increased private sector participation, among others.

Attention will also be on addressing risk reduction through improved farming systems, a better market environment, secure land rights and adequate provision of public goods, reduced price of processed grain products for better food security situation in households and social protection among others.

□ **Access to affordable quality health care, including sexual and reproductive health and reproductive rights**

Zambia will focus on investments in primary health by strengthening fundamental components of the health system. Primary health will be central to preventing epidemics; improving women's and children's health; controlling major infectious diseases, such as malaria, tuberculosis, and HIV and AIDS. In addition, managing the rising burden of non-communicable diseases, such as diabetes, cardiac disease and cancer will be key. Public health will be strengthened by implementing programmes aimed at promoting maintenance of a clean, healthy environment and good nutrition. Further, efforts will be exerted towards reducing the incidences of non-communicable diseases.

Other areas of focus will be water and sanitation and food safety regulation to ensure safe drinking water and sanitary conditions. The legal and regulatory framework for public health will be revised with a view to harmonise and update it to meet the emergent issues and also encourage disease surveillance and public health research for preventative purposes.

Therefore the key programmes of focus in line with the country's Seventh National Development Plan will be; health education promotion, school health promotion, maternal child health care, family planning promotion, infectious diseases immunization, epidemic preparedness and control enhancement, nutrition promotion, physical exercise promotion, legal and regulatory framework review and enhancement and public health research promotion.

The country will further, focus on expanding capacity to increase access to quality health care by improving infrastructure, equipment, transport and medical commodities supply. In addition, Zambia will enhance food security and nutrition through supplementary and school feeding enhancement; micro-nutrients fortification and supplementation; nutritious foods and household food security promotion; food and nutrition legislation reforms; food and nutrition research promotion as well as health and nutrition advocacy.

□ **Political participation and representation**

Zambia will create platforms for engagement to ensure government decision-making processes allow all citizens to participate. The Government will pay particular attention to promoting inclusive participation of women, the youth and other special groups in governance. Civic engagement for women and the youth, networks and organizations will be promoted. Further, equitable and gender sensitive, social, economic and cultural barriers affecting women and the youth will be removed through inclusive civic engagement promotion and public awareness promotion.

Other specific measures to strengthen capacities of women to take up leadership roles will include: training women and girls in leadership; developing mentorship programmes for girls and young women; organizing training for women to participate effectively in local governance; undertaking sensitization campaigns for women to participate in decision making; undertake review of the electoral system to ensure participation of women; implement a quota system of allocation of seats during local and parliamentary elections.

□ **Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)**

Zambia will prioritise involvement of the private sector through the enhancement of public-private dialogue and the creation of partnerships aimed at creation of jobs. In addition, the Government will address the challenge of unemployment and informality by prioritising the creation of jobs in the key growth sectors of agriculture, tourism, construction and manufacturing.

To increase employment opportunities in rural areas where most of the women reside, the Government will promote rural infrastructure development, agro value chain development and labour intensive industries operating in rural areas. In addition, the Government will establish rural employment guarantee schemes aimed at facilitating the development of agriculture infrastructure, such as irrigation and storage in targeted regions.

SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation**

The Constitution (Amendment) Act, No.2 of 2016, Article 1, provides for the affirmation of the principle of constitutional supremacy and invalidates law or conduct that is inconsistent with the Constitution to the extent of the inconsistency. This provides that no law shall make any provision that is discriminatory either in itself or in its application to members of a particular race, tribe or system of customary law.

Article 266 provides for the new definition - Discrimination includes directly or indirectly treating a person differently on the basis of that person's birth, race sex origin colour age disability religion conscience, belief, culture, language, tribe, pregnancy, health, marital, ethnic, social and economic status.

Further the Gender Equity and Equality Act, No.22 of 2015, Section 24, provides for equal representation and participation of both sexes in decision making by formulating and implementing policies, strategies and programmes. The Act further provides for the elimination of all forms of discrimination against women in public and political life and elimination of discrimination in economic and social life for women.

The Constitution provides for, merit as the basis of appointment and promotion as well as adequate and equal opportunities for appointment, training and advancement of members of both gender and members of all ethnic groups.

Further Section 31 of the Gender Equity and Equality Act largely adopts the provisions of Article 11 of the Convention and provides measures to eliminate discrimination against women in the field of employment in order to ensure on the basis of equality with men, the same rights.

Further, Zambia has put in place the following measures:

- Revision of the 2005 National Employment and Labour Market Policy to create adequate and quality jobs under conditions that ensure adequate income, protection of workers and basic human rights;
- Implementation of the HIV Policy which does not allow discrimination of employment on the basis of ones HIV status;
- Employment of more labour inspectors to intensify countrywide labour inspection to ensure total compliance of legislative measures;
- Engagement of the private sector through consultative labour councils to create awareness on any changes in legislation;
- Implementation of the decent work country programme aimed at promoting improved, gainful, secure and right-based employment for youths, women and men.

□ **Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)**

The Country's Gender Equity and Equality Act specifically under section 25 and 26 provides for special measures that promote gender equity and equality in education and provides for measures that target women in rural and peri urban areas. Further, Section 30 of the Act provides for elimination of discrimination in education and vocational guidance. This provision applies to both public and private bodies.

The re-entry policy for girls which gives opportunity for girls who fall pregnant to return to school after giving birth, Lower admission points for girls entering tertiary institutions in Science Technology Engineering and Mathematics (STEM) and payment of schools fees for vulnerable girls (GEWEL Project) to promote universal access to education for girls are among the measures introduced by government to improve entry of girls and women into the labour market.

□ **Taken measures to prevent sexual harassment, including in the workplace**

Zambia has put in place a legal framework to outlaw sexual harassment including in the place of work. Both the Anti-Gender based Violence Act, 2011 and the Gender Equity and Equality Act, 2015 contain provisions that prohibit sexual harassment. Further, the Penal Code (Amendment) Act, introduced the offence of **sexual harassment** and made indecent assault a felony. This Act also provides a custodial minimum sentence of 15 years for rape, statutory rape and incest.

□ **Strengthened land rights and tenure security**

Zambia is currently undertaking reforms to improve service delivery in the management of Land through integration of ICTs and strengthening the legal framework. Zambia has since operationalized the Integrated Land Management Information System (ZILMIS) and commenced review of the land Policy, Lands Tribunal Act No. 39 of 2010, the Land Survey Act and the Lands

and Deeds Registry Act. These reforms were reinforced by a Presidential directive on land allocation which stipulated that a minimum of 30% of land should be allocated to women. This threshold of 30% was later revised to 50% in 2017.

□ **Improved financial inclusion and access to credit, including for self-employed women**

Zambia has prioritized the integration of ICTs in provision of financial services, this effort has resulted in a significant increase in terms of access to electronic money transfer services and savings services. Access to electronic money transfer services increased from 15.5% (1.0 million) among adults in 2009 to 36.8% (3.0 million) adults in 2015. Access to savings services increased from 17.1% (1.1 million) adults in 2009 to 32.5% (2.7 million) adults in 2015. Access to credit services also increased. In 2009 17.9% (1.2 million) adults had access to credit services; this proportion increased to 22.3% (1.8 million) in 2015. Overall, access to finance increased from 33.9% in 2009 to 57.4% in 2015 among females.

The Government's strategy has been to enhance access to affordable finance. Special focus has further been on vulnerable groups, such as women and the youth through provision of productivity grants and empowerment funds.

In addition, there has been a deliberate measure to increase mobile banking and money transfer services which has the flexibility of depositing, withdrawing and capturing low income earners especially in rural areas. The uptake of mobile money services rose to 14.0% contributing significantly to the growth of the non-bank formal sector.

□ **Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)**

Government is implementing a programme to construct 1,009 communication towers across the country. So far, 318 towers have been erected out of which 193 are operational. The increased network coverage will not only promote the use of electronic platforms by the larger population especially in rural areas where most of the women reside, but also enhance efficiency in private sector and facilitate financial inclusion. Government has further introduced a number of electronic platforms which include e-voucher and e-visa. The introduction of these platforms has started paying dividends as the cost of running business and rent-seeking behaviour have reduced.

Government is further strengthening its systems to improve access to weather related information to farmers. Capacity for synthesis, analysis and transfer of climate information for assessment of risks and promotion of climate information services is also being strengthened.

□ **Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment**

According to the 2014 Labour Force Survey, about 84 percent of the working population was employed in the informal sector (91.2 percent for females, 75.8 percent for males). The government has therefore put in place measures to accelerate formalisation of the informal sector to promote growth of formal sector enterprises and contribute to enhancing the decent

work agenda. Programmes such as tax differentiation, improving access to finance by MSMEs have been put in place.

Other initiatives included promotion and extension of social security cover, occupational safety and health protection to the informal sector, supporting equality and empowerment initiatives for women, the youth and the disabled in the labour market and increasing their respective participation rates in formal sector employment.

It is envisaged that these measure will result in an increase in the share of women in non-agricultural wage employment from 28.6 percent in 2014 to 45 percent in 2021.

- **Devised mechanisms for women’s equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)**

The Government has strengthened the legal framework by enacting the Gender Equity and Equality Act, 2015 which has progressive provisions for the equal participation of both sexes in decision making. The Act further provides for all public bodies and private bodies within their ambit of responsibilities, to develop special measures to achieve at least fifty percent representation and attain meaningful participation of women in decision making structures.

The number of women in decision making has therefore steadily increased, for instance, at cabinet level the number of women has increased from 25% in 2016 to 34% in 2018 - this includes the portfolio of Vice Presidency and Minister of Finance as at 14th July 2019. There is also an increase in the number of female Permanent Secretaries in the Public Service. The number of female Permanent Secretaries is now 15 (26%) of the total 57.

In State Owned Enterprises, there are 16 (22%) females of the total 73 Directors in the 21 State Owned Companies (SOC) under the Industrial Development Cooperation (IDC) and two (2) female (10%) Executive Directors of the total 18.

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- **Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)**

Persons who normally assisted in the family business or farm but did not receive any pay or profit for work performed are regarded as employed in line with the assessment for living condition in Zambia. In the year 2015, unpaid family workers accounted for 6.3 of the employed. In 2017, there were more females than males in own use production at 64.3 percent and 35.7 percent, respectively. In both rural and urban areas, the percentage of females in own use production work was higher than that of males

- **Expanded childcare services or made existing services more affordable**

Zambia is implementing, routine childhood vaccines that include BCG vaccine (tuberculosis), DPT-HepB-Hib or pentavalent vaccine (diphtheria, tetanus, pertussis, hepatitis B and Haemophilus

influenzae type b), oral polio vaccine or OPV (poliomyelitis), PCV vaccine (pneumococcal), rotavirus or RV vaccine, and measles and rubella or MR vaccine to all children in the country at zero cost. In 2018 it was reported that 75% of children 12-23 months received all basic vaccinations and only 46% received all age-appropriate vaccinations.

In addition, the government is promoting Appropriate Infant and Young Child Feeding (IYCF) practices which include early initiation of breastfeeding within the first hour of life, exclusive breastfeeding in the first 6 months of life, continued breastfeeding up to age 2 or beyond, introduction of a range of safe solid and semisolid foods at age 6 months, and gradual increases in the amount of food given and frequency of feeding as the child gets older. It is also important for children to receive a diverse diet—eating foods from different food groups to ensure macronutrient and micronutrient requirements are met.

Further Government is implementing the School Feeding Programme to enhance children's nutritional status and cognitive development as well as increase enrolments and reduce absenteeism. The programme currently covers 38 districts targeting learners at early childhood and primary education levels. In 2018, over 956,000 learners benefited from the programme.

The 2018 ZDHS surveys shows that the three nutritional status indices (stunting, wasting, and underweight) have improved in the last 5 years. In this period, stunting decreased from 40% to 35%, wasting decreased from 6% to 4%, and the proportion of underweight children decreased from 15% to 12%. The proportion of overweight (weight-for-height above +2 SD) children has remained relatively stable from 2013-14 to 2018 (6% and 5%, respectively).

□ **Expanded support for frail elderly persons and others needing intense forms of care**

Government has been implementing social protection programmes to ensure that the most vulnerable including the elderly in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack.

Under the Social Cash Transfer scheme, the number of beneficiary households has been increasing from 242,000 in 2016 to 632,000 in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty -five (65) years and above.

In addition, Government is also providing agricultural inputs to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries is 80,000 households.

□ **Introduced or strengthened maternity/paternity/parental leave or other types of family leave**

The government has strengthen the legal framework by enacting two pieces of legislation which complement each other with regards to parental leave. The Gender Equity and Equality Act, 2015 provides that “an employer shall not discriminate against a woman by dismissing or demoting

the woman on the basis of sex, marriage, disability, pregnancy or maternity leave or subject the woman to any other disadvantage in employment". The Act, further provides that women are to be awarded maternity leave with pay, mother's day and comparable social benefits without loss of employment, seniority or social allowances.

The Employment Code, 2019 states that "Subject to an agreement between an employer and an employee which is more favourable to the employee than the provisions of this section or a written law providing for maternity benefits, a female employee is, on production of a medical certificate, entitled to fourteen weeks maternity leave to be taken". With regards to men, the Code provides that Subject to an agreement between an employer and an employee which is more favourable to the employee than the provisions of this section, a male employee who remains in continuous employment with the same employer for a period of twelve months immediately preceding the beginning of leave under this section is entitled to at least five continuous working days paternity leave.

□ **Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women**

Government is implementing the Link Zambia 8,000, township roads and the Rural Connectivity Project. This action is opening up the rural parts of Zambia to ease the movement of women and men in aiding trade. Further, Government is implementing a programme to construct 1,009 communication towers across the country. To date, 318 towers have been erected to improve communication especially in the rural parts of the country.

In the electricity subsector, a number of projects are currently being undertaken to increase electricity generation as well as diversify the energy mix. These projects include, among others, coal-fired thermal power plant to produce 300 megawatts and Hydro Power Stations with capacity to produce 750 megawatts. The preparation process towards the construction of a 2,400 megawatts hydropower plant is also underway. The Scaling Solar Initiative has also been commenced with a target to generate 600 megawatts.

Government is also improving water and sanitation systems across the country. The key interventions include water resource management, national urban water supply and sanitation and the national rural water supply and sanitation programmes. These programmes involve construction and rehabilitation of bulk water supply infrastructure, small dams and drilling of boreholes.

It is hoped that these projects will reduce the burden of unpaid care and domestic work on women.

□ **Promoted decent work for paid care workers, including migrant workers**

In line with the Country's Seventh National Development Plan, Government is implementing the Decent Work Country Programme. This is aimed at ensuring that all workers have decent employment that guarantees them social protection and protects their rights at places of work. This is being done through intensified labour inspections to ensure compliance with the labour laws and the protection of workers' rights.

- **Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work**

Zambia is implementing the “HeforShe” campaign which is part of a global solidarity movement initiated by the United Nations - Women in September 2014. The campaign is aimed at sensitising boys and men to integrate and accept girls and women as equal partners in fostering political, social and economic development. It is expected that cultural and social myths that perpetuate gender inequality and gender based violence at household and community levels will reduce in the long run. Further, Zambia has been implementing the “boys to men” project. This project aims to provide an opportunity for boys to develop into non-violent, healthy men, supported by adult male mentors who model healthy masculinity and respect for non-violent relationships.

- **Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women’s unpaid contribution to the family during marriage**

The government has commenced review of the marriage Act in order to align it to international standards and take into account various emerging social and economic aspects.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES:

Zambia is currently implementing austerity measures for fiscal consolidation. However there has not been a study undertaken to determine the impact of the measures on women and men.

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- **Promoted poor women’s access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures**

In line with the Country’s Seventh National Development Plan, Government implementing the Decent Work Country Programme. This is aimed at ensuring that all workers have decent employment that guarantees them social protection and protects their rights at places of work. This is being done through intensified labour inspections to ensure compliance with the labour laws and the protection of workers’ rights. In addition, government is implementing the Support to Women’s livelihoods under the GEWEL project where 75,000 women are to be trained in life and business skills.

□ **Broadened access to land, housing, finance, technology and/or agricultural extension services**

Zambia is currently undertaking reforms to improve service delivery in the management of Land through integration of ICTs and strengthening the legal framework. Zambia has since operationalized the Integrated Land Management Information System (ZILMIS) and commenced review of the land Policy, Lands Tribunal Act No. 39 of 2010, the Land Survey Act and the Lands and Deeds Registry Act. These reforms were reinforced by a Presidential directives on land allocation which stipulated that a minimum of 30% of land should be allocated to women. This threshold of 30% was later revised to 50% in 2017. The percentage of women with access to land increased from 14.0% in 2014 to 32% in 2017.

Zambia has prioritized the integration of ICTs in provision of financial services, this effort has resulted in a significant increase in terms of access to electronic money transfer services and savings services. Access to electronic money transfer services increased from 15.5% (1.0 million) among adults in 2009 to 36.8% (3.0 million) adults in 2015. Access to savings services increased from 17.1% (1.1 million) adults in 2009 to 32.5% (2.7 million) adults in 2015. Access to credit services also increased. In 2009 17.9% (1.2 million) adults had access to credit services; this proportion increased to 22.3% (1.8 million) in 2015. Overall, access to finance increased from 33.9% in 2009 to 57.4% in 2015 among females.

The Government's strategy has been to enhance access to affordable finance. Special focus has further been on vulnerable groups, such as women and the youth through provision of productivity grants and empowerment funds. Under the Girls Education and Women Empowerment and Livelihoods (GEWEL) project Government is providing productivity grants of \$200 to each of the 75,000 beneficiary to engage in a businesses of their choice. Further, Government under the Citizens Economic Empowerment Commission (CEEC) has reserved 30% of the fund to women entrepreneurs for increased participation.

In addition, there has been a deliberate measure to increase mobile banking and money transfer services which has the flexibility of depositing, withdrawing and capturing low income earners especially rural areas. The uptake of mobile money services rose to 14.0% contributing significantly to the growth of the non-bank formal sector.

In addition, Government is also providing agricultural inputs and extension services to vulnerable but viable farming households through the Farmer Input Support Programme and the Food Security Park. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries is 80,000 households under the Food security Park scheme. Further, agriculture extension officers are employed by government to provide extension services to farmers in the rural areas in order to increase their technical proficiency.

□ **Supported women's entrepreneurship and business development activities**

Government through the Zambia Development Agency is implementing the Business Linkage programme aimed at creating synergies in industry and market access for micro, small and medium enterprises. So far, 1,059 small and medium enterprises have been linked to markets while 1,274 enterprises were provided with business development services. Further, women farmers are currently benefitting from supplying barley, cashew nuts, ground nuts and cassava for industrial use.

□ **Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)**

Government has been implementing social protection programmes to ensure that the most vulnerable in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack. Under the Social Cash Transfer scheme, the number of beneficiary households has been increasing from 242,000 in 2016 to 632,000 (71% were female) in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty -five (65) years and above.

In addition, Government is providing agricultural inputs to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries is 80,000 households.

Introduced/strengthened low-cost legal services for women living in poverty

Government has put in place various measures to increase access to legal services among women and the poor. The measures include: development of simplified Rules of Court for the mode of commencement of actions and procedures under the Anti-Gender Based Violence Act No 1 of 2011; Establishment of the Gender Based Violence Fast Track Courts; removal of fees for medical and police reports for GBV Survivors; Trainings of community paralegals to increase access to justice and provision of legal aid services to GBV survivors; and establishment of the GBV specialized unit under National Prosecutions Authority (NPA) to enhance GBV prosecution services. In addition, the National Prosecutions Authority (NPA) has decentralised its services to all the Provinces and 53 Districts to ensure access to justice. Further, provision of legal aid services for women by the Law Association of Zambia (LAZ) under the National Legal Aid Clinic for Women is free of charge.

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)

Government has been implementing social protection programmes to ensure that the most vulnerable in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack. Under the Social Cash Transfer scheme, the number of beneficiary households has been increasing from 242,000 in 2016 to 632,000 (71% were female) in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty -five (65) years and above.

In addition, Government is also providing agricultural inputs to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries is 80,000 households.

Introduced or strengthened non-contributory social pensions

The Social Cash Transfer (SCTs) programme is one of the non-contributory schemes based on social assistance in form of cash stipend of K90 (\$7) per month provided to incapacitated individuals to reduce extreme poverty. The Social Cash Transfer scheme in Zambia is designed to supplement household

incomes. The number of beneficiaries of the Social Cash Transfer programme increased from 51, 106 in 2012 to over 600,000 in 2018. The scheme has been scaled up to reach all the 116 districts in Zambia. In terms of gender disaggregation, data from the programme shows that in 2018, 71% of the beneficiaries were female.

The Food Security Pack (FSP) programme is another non-contributory programme. This programme is in line with SDG Goal 2 which appeals to the nation to end hunger, achieve food security and improve nutrition and promote sustainable agriculture. The FSP programme targets the vulnerable but viable households, who are given access to productive agriculture inputs in form of seed to engage in food production and thus improve their food security situation. In 2018/2019 farming season 33,891 females and 20,771 males benefited from the programme

Another intervention is the School Feeding Programme which aims to prevent children of both sexes from absconding classes on account of hunger by ensuring that children are provided with food at schools. In 2018, One million sixty thousand children (1,060,000) were benefiting this programme.

Reformed contributory social protection schemes to strengthen women's access and benefit levels

The contributory schemes are relatively stable and reliable with regards to providing the envisaged benefits as and when they fall due. In 2017 the estimated number of employed population in 2017 was 2,971,170 persons, of which 24.1 percent were formally employed while 75.9 percent were informally employed. Overall, there were more employed males than females estimated at 1,797,957 (60%) and 1,173,213 (40%) persons respectively. The contributory component typically includes the pensions, maternity, Health Insurance and workers compensation schemes for the employed in Zambia by means of requisite contributions by both the employee and employer while in employment.

The government is in this regarding reforming contributory social protection schemes to include the informal sector.

Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)

The government is putting in place programmes and appropriate legal and regulatory reforms to tailor social security schemes to the needs and characteristics of workers in the informal sector. In addition to extending coverage, efforts are being made to improve the targeting and performance of social protection programmes through the use of ICTs to ensure that the intended poor and vulnerable beneficiaries are able to benefit.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

Promoted women's access to health services through expansion of universal health coverage or public health services

The government is implementing various health programmes that include: health education promotion; school health promotion; maternal child health care and family planning promotion; infectious diseases immunization; epidemic preparedness and control enhancement; nutrition promotion; physical exercise promotion and investing in public health research promotion. In

addition, government has continued to improve staffing and construction of health facilities in all the districts of the country

□ **Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services**

The government is implementing specific health programmes that are targeting women and girls. The programmes include among others, family planning, early childhood mortality maternal care services, child health and nutrition of children and women, diagnosis, and prompt treatment of fever among children, HIV/AIDS awareness, knowledge, and behavior change services including comprehensive knowledge of HIV prevention among young people.

Further, the Government has been providing free contraceptive services through the public health institutions. In order to increase knowledge and access to affordable contraceptive methods throughout the country, the state party has put in place the following measures: Integrated age appropriate Comprehensive Sexuality Education in the school curriculum; Comprehensive Sexuality Education to out of school adolescents and young people; Community based action groups to sensitize the community members on contraceptives; Institutionalized Youth Friendly sexual reproductive health Services which include provision of family planning services and Training programmes for health care providers and peer educators in adolescent friendly sexual reproductive health services in districts.

□ **Undertaken gender-specific public awareness/health promotion campaigns**

All the health centres in Zambia, gender specific health promotion campaigns are provided. Trainings for various service providers such as health personnel, Judiciary, Law enforcers, paralegals and Psycho-social counselors were undertaken. This has resulted in improved competencies and skills for GBV case management. This was done under the GRZ-UN Joint Programme on GBV and the Stop GBV Project.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

The Government has increased access to Early Childhood Education by ensuring it is part of the mainstream education system provided by government while in the past it was a premise of the private sector. Zambia has constructed model Early Childhood Education Centres (ECE), hired ECE teachers and developed an ECE curriculum. Further the Government is implementing Free Primary Education from Grade 1-7 to ensure inclusive and equitable quality education and promote lifelong learning for all.

In the provision of education to both males and females, the Government applies the same standards in the curricula examinations, teaching staff school premises and equipment of the same quality. The Government is implementing the co-education system which aims at provision of standardized educational curriculum and that the teaching materials have been revised to remove gender stereotypes.

In addition, the Government has established the Higher Education Loans and Scholarships Board whose aim is to provide grants, scholarships and loans to students in higher education government institutions. Further, Zambia is implementing a number of programmes aimed at keeping girls in school such as the Girls Education Women Empowerment and Livelihood (GEWEL) project where 16, 160 girls are being supported through payment of secondary school fees. In addition the Government has improved the Gender Parity Index (GPI) which is an indicator that shows equity in education access for girls and boys. The gender parity index improved from 1.0 in 2016 to 1.08 in 2017 for primary school, while, the gender parity index for secondary school improved from 0.86 in 2016 to 1.02 in 2017.

The Government has been implementing the Re-Entry Policy since 1997. The Policy allows girls that fall pregnant whilst in school to go back to school. The proportion of girls that go back to school after taking leave due to pregnancies has continued to increase from 45.1 percent in 2014 to 55.6 percent in 2017.

Further, the Government has put in place Menstrual Hygiene Management (MHM) as one of the priorities in promoting girls child school attendance. MHM is one of the main strategies for keeping girls in school and increasing the numbers of educated girls and women in the country. Due to poor sanitary conditions in most schools in Zambia, many girls tend to absent 3-5 days every month of school whenever they are menstruating. Education system in Zambia affords equal participation in sports and physical education for both males and females. The school Curriculum has included comprehensive sexuality Education which is age appropriate, including information on family planning for all students in schools.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

Forms of violence in Zambia:

- Intimate partner violence/domestic violence, including sexual violence and marital rape;
- Sexual harassment and violence in public places, educational settings and in employment;
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking);
- Violence against women in politics;
- Child, early and forced marriages;
- Trafficking in women and girls.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

The Government has continued to implement various strategies aimed at eradicating GBV. The strategies implemented include: One Stop Model (One Stop Centres) in health facilities; Reporting and Referral Mechanism Guidelines; National Policy on the Management of Gender Based violence Survivors, National Strategy on Ending Child Marriage and the National Multi-sectoral Training Manual on Violence against Children

The government has further established a Gender Based violence Unit under the National Prosecutions Authority (NPA) to ensure the provision of specialized investigation and prosecution of GBV services. In addition, six (6) GBV Fast Track Courts have been established and the Rules of Court to enable survivors of GBV to access legal remedies under the Anti GBV Act No 1 of 2011. Further, a Witness Fund under the NPA has been created to address the challenges that witness face such as mobility during trial. The government has further developed the legal Aid Policy in 2018 to provide legal aid services to the indigent in society.

Zambia has a Gender Based Government Information Management System (GBVIMS) Pilot installed in thirty (30) One Stop Centres (OSCs) in selected districts.

Due to extensive sensitization undertaken countrywide, there has been a corresponding increase in the number of cases reported and prosecuted.

15. What strategies has your country used in the last five years to prevent violence against women and girls?

The strategies implemented include:

- Establishment of One Stop Model (One Stop Centres) in health facilities;
- Development and implementation of Reporting and Referral Mechanism Guidelines;
- Development and implementation of the National Policy on the Management of Gender Based violence Survivors,
- Development and implementation of the National Strategy on Ending Child Marriage and its costed National Plan of Action;
- Development and implementation of the National Multi-sectoral Training Manual on Violence against Children;
- Establishment of a Gender Based violence Unit under the National Prosecutions Authority (NPA) to ensure the provision of specialized investigation and prosecution of GBV services;
- Establishment of GBV Fast Track Courts;
- Development and implementation of Rules of Court to enable survivors of GBV to access legal remedies;
- Establishment of Witness Fund under the NPA to address the challenges that witness face such as mobility during trial;
- Development and implementation of the legal Aid Policy to provide legal aid services to the indigent in society;

- Development and implementation of the Gender Based Government Information Management System (GBVIMS); and
- Intensified sensitization on GBV.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Zambia has developed a policy under the Zambia Information Communication Technologies Authority (ZICTA) to deal with online related sexual harassment.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

The National gender policy has provided for development of guidelines for media coverage on positive portrayal of women and girls.

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES

As highlighted above at (15)

Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

The Government has implemented practical measures aimed at promoting women in decision making positions. To this effect, Article 45(1)(d) of the Constitution provides that the electoral system shall ensure gender equity in the National Assembly or Councils.

Further, Article 69 (2) the Constitution requires the President to consider gender equality when nominating Members of Parliament. In addition, Section 17(1) of the Gender Equity and Equality Act places a duty on all public bodies to promote gender equity and equality. Additionally, Section 26 of the Act provides for special measures on gender equity and equality to meet particular challenges facing women living in rural and peri-urban areas and recognize the significant role that such women play in the economic survival of their families, especially in the non – monetized sectors of the economy.

There has been deliberate efforts to sensitize political parties to adopt female candidates for elective position. Several trainings on the promotion of women in decision making with parliamentarians and political party structures have been undertaken. In addition, civil society has been lobbying political parties to ensure equal representation of men and women in both political parties and elective public positions.

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

The country has put in place adequate legal provisions for the participation of women in a spheres of life Zambia.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

NO

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

NO

23. Does your country have a valid national strategy or action plan for gender equality?

YES

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

YES:

The recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms are being implemented through the Ministry of Gender strategic plan which is fully aligned to the Country’s Seventh National Development Plan. The National Plan has been aligned to global, regional and sub regional development agenda.

25. Is there a national human rights institution in your country?

YES:

The Human Rights Commission (HRC) is a national institution established pursuant to Article 230 of the 1991, Constitution of Zambia as amended by Act No. 18 of 1996 and Act No. 2 of 2016. The Constitution in Zambia has strengthened the Human Rights Commission under Article 230 which is mandated to promote and protect human rights. The functions of the Commission have been enhanced to include the following:- ensure that the bill of rights is upheld and protected; take necessary steps to secure appropriate redress where rights are violated; and endeavour to resolve the dispute through mediation, negotiation and conciliation.

Peaceful and inclusive societies

Critical areas of concern:

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

Following the adoption of UN Security Council Resolution on 1325 (2000), women were integrated into peace keeping operations resulting into a shift in policy to consider women for combat roles. Since then women have ventured into male dominated operations such as engineering, infantry and flying.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

Zambia has taken the following actions:

- progressively increased the percentage of women integration in the Military to 13 percent from 0 percent between 1964 and 1975;
- Gender focal offices have been established in all Defence institutions;
- Zambia has since expanded the role and contribution of women in the Defence force in UN field-based operations and have been taking part particularly as military observers and peace keepers at regional and international level; and
- Women in the Defence Forces who were once confined to stereotype and non-combat roles are now free to engage in combat duties such as infantry and enroll in other technical fields such as flying planes and engineering.

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the

human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

The Human Rights Commission (HRC) is established pursuant to Article 230 of the 1991, Constitution of Zambia as amended by Act No. 18 of 1996 and Act No. 2 of 2016. The Constitution in Zambia has strengthened the Human Rights Commission under Article 230 which is mandated to promote and protect human rights. The functions of the Commission have been enhanced to include the following:- ensure that the bill of rights is upheld and protected; take necessary steps to secure appropriate redress where rights are violated; and endeavour to resolve the dispute through mediation, negotiation and conciliation.

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

Zambia has laws that prohibit harmful traditional, cultural and religious practices that perpetuate oppression and gender discrimination. Penal Code (Amendments) Act of 2005, 2010 and 2012 Chapter 87 of the Laws of Zambia, criminalises child neglect, incest, rape, defilement, indecent assault and sexual harassment. The court has the discretion to sentence the convicted rapists to life imprisonment for life. The Penal Code amendments also provides for the introduction of a minimum sentence of 15 years imprisonment for sexual crimes.

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

The Climate Change Gender Action Plan (ccGAP) has been developed to provide a framework of how gender can help address climate change. The objective of the ccGAP is to ensure that Zambia's climate change processes mainstream gender considerations to guarantee that women and men can have access to, participate in, and benefit equally from climate change initiatives. This Action Plan is grounded in the comprehensive existing institutional and policy framework that exists in Zambia, and in particular in the National Climate Change Policy (NCCP) and the National Gender Policy.

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

Zambia has committed to many international and regional instruments aimed at enhancing environmental protection. These include the United Nations Framework Convention on Climate

Change, the Kyoto Protocol, and Paris Agreement which outlines objectives for the country to meet in terms of climate change. Specifically, in terms of deforestation, Zambia has completed phase one of the REDD+ strategy which includes initiation of national dialogue, facilitation of institutional strengthening, and on-ground demonstration activities related to reducing deforestation and forest degradation throughout the country. Zambia has also completed Phase two of Integrated Land Use Assessment project (ILUA) which was conducted from 2010 to 2016 and was the largest forest inventory undertaken in Zambia. (ILUA Phase II, 2017).

Therefore Zambia has developed the Climate Change Gender Action Plan (ccGAP) to provide a framework of how gender can be integrated in climate change interventions.

SECTION THREE: NATIONAL INSTITUTIONS AND PROCESSES

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The Ministry of Gender (MoG) is charged with the responsibility of promoting gender equality in Zambia. The statutory functions of the Ministry are outlined as in the Government Gazette Notice No. 836 of 2016 (Vol. LII. No. 76) as follows:

- a) Gender Based Violence;
- b) Gender Equity and Equality;
- c) National Gender Policy; and
- d) Women Empowerment.

In addition, the Ministry is responsible for the Anti-Gender Based Violence Committee and the Gender Equity and Equality Commission.

The Government has continued to use the Gender Focal Point System in line Ministries, spending agencies, Provinces and Districts to advance gender programmes. In order to build capacity of the Focal Point Persons and make them more effective, training in gender analysis and mainstreaming including gender responsive budgeting are being undertaken. To strengthen monitoring and evaluation of programmes, a National Gender Monitoring and Evaluation Framework was developed with indicators set across all key sectors as contained in the Country's Seventh National Development Plan.

The government has maintained and enhanced a good relationship with the Civil Society Organizations. In particular, collaborative efforts have increased with organizations dealing in gender under the umbrella of the Non- Governmental Gender Coordinating Council (NGGOCC) through quarterly joint meetings.

Specifically, Civil society organization, Cooperating partners and other stakeholders have been incorporated in the Cluster Advisory Group quarterly meetings at technical and policy levels under the Seventh National Development Plan Pillar three (3) that deals with gender matters.

Further, the Anti Gender Based Violence Committee is in place to support government in implementing the Anti-Gender Based Violence Act no.1 of 2011 as provided for under the Act.

Parliament, through its select committees supports programme implementation by evoking its oversight role to ensure that the Executive Wing of Government and other stakeholders implement commitments on gender. This is to ensure increased accountability on gender equality and empowerment of women.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

YES:

The head of the Ministry of Gender is the Permanent Secretary, responsible for implementation of the Government's policies on Gender and women empowerment. The Permanent Secretary is a member of the SDG national Committee which is spearhead by the Ministry of National Development Planning In Zambia.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

YES:

The Government has formed consultative and advisory structures to conform to the integrated development approach of the Seventh National Development Plan. Therefore, Cluster Advisory Groups (CAGs) have been formed to ensure monitoring and reporting on various national interventions contained in the 7NDP in line with international development instruments that include the SDGs and Beijing Declaration and Platform for Action. Further, the National Development Committee (NDCC), is at the apex of the national structure for monitoring and providing policy direction for national development in line with the 7NDP.

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

The government is actively working with organizations and cooperating partners dealing in gender and other development issues. Civil society organization, Cooperating partners and other stakeholders have been incorporated in the Five Cluster Advisory Groups at technical and policy levels under the Seventh National Development Plan. The categories outlined below are all included in these multi-sectoral consultative structures:

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Other actors, please specify.....

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b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

YES:

Development of various national policies, laws, plans and programmes take a consultative and inclusive approach to ensure ownership in line with the National Planning and Budgeting Policy. Therefore, consultations begin at the lowest level which is the Ward Development Committees (WDCs) to the District Development Coordinating Committees (DDCCs), then to the Provincial Development Coordinating Committees (PDCCs). At the apex of this structure is the National Development Committee (NDCC) that receives input from the Cluster Advisory Groups (CAGs).

Therefore, women and girls from marginalized groups participate at the Ward Development Committees level.

c) Please describe how stakeholders have contributed to the preparation of the present national report.

A technical working group was formed to provide input for the drafting of the report and a wider group was constituted for validation of the national report. The technical working group was composed of representatives from line Ministries, Civil society organizations, the Academia, Faith-based organizations, Private sector and United Nations agencies in Zambia.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Yes:

The Country's Seventh National Development Plan 2017-2021 has prioritized gender equality and the empowerment of women as key to accelerating growth and national development. In the Plan the strategy is to reduce gender inequalities in social and economic sectors of the economy. In line with SDG 5, providing women and girls with equal access to education, health care, decent work and representation in political and economic decision-making processes is the Government's focus during the Plan period.

The Government is aware that unbalanced power relations between women and men in the domestic, community and public domains remain impediments to the advancement of women. Zambian women have fewer decision-making positions compared to men at all levels and remain the worst victims of the country's high unemployment and poverty. Women also have

differentiated access to credit, improved technology, land and extension services, which constrain agricultural productivity and other economic activities.

To address gender inequality, focus will be on collaboration and use of a holistic multi-sectoral approach in tackling the problem of the inequality gap by scaling-up women's economic empowerment programmes as well as affirmative action for women, gender mainstreaming and promotion of girl child education.

SECTION FOUR: DATA AND STATISTICS

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Improved administrative-based or alternative data sources to address gender data gaps
Education bulletin and VSU data**

The country has continued to produce administrative data relating to education, health, social protection and land administration. Further improvement have been made in the production and capturing of Gender Based violence data on a quarterly and annual basis.

- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**

The country has been producing the Gender Status Reports every after two years. The Report measures progress in key areas including GBV, education, health, decision - making, skills and economic participation of women and men. The Report examines situations in various sectors from a gender perspective with a view to influencing policy and decision-making at various levels of implementing programmes and projects to bring about gender equality.

- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)**

Zambia has developed a National Gender Monitoring and Evaluation Framework aimed at providing an architecture for tracking gender disaggregated Key Performance Indicators of the country's development interventions. The framework creates a coherent system of information flow and performance measurement and ensures a common and consistent approach for reporting on gender commitments and achievements at global, regional, sub regional and national levels.

The National Gender Monitoring and Evaluation Framework (NGMEF) facilitates capturing of gender Key Performance Indicator (KPI) data to measure outcomes and impacts of development interventions that are aimed at improving gender equity and equality.

In the medium to long term, this will help to strengthen collaboration locally and globally with cooperating partners and generate greater support and resources for promoting gender equality. In addition to providing a strong and coherent monitoring and evaluation mechanism, the

framework, will promote learning, performance measurement and the means for gathering empirical evidence on the need for gender equality if the country is to achieve sustainable development.

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

In the next five years Zambia will prioritise the policies, establishment of an inter-agency coordination mechanism on gender statistics and development of a centralized web-based database or dashboard on gender statistics in order to promote use of gender-sensitive data in the formulation of policy and implementation of programmes and projects. As envisaged in the Country' Seventh National Development Plan, the Government will strengthen the national system of statistics, to improve the quality and scope of statistical data to include gender parameters through increased investment in information and communication technology (ICT).

To effectively implement the National Strategy for Development of Statistics (NSDS), the Government has already enacted the Statistics Act, 2018 aimed at establishing an integrated National Statistical System; provide for mechanisms for coordination, collection, management and dissemination of statistics; promote the use of statistical data and information at individual, institutional, national and international levels.

Additionally, the Government will strengthen statistical units in MPSAs through the formulation and implementation of sectoral statistical strategies.

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

Yes:

Zambia is monitoring progress on the SDGs through the Implementation Plan (Volume II) for the Seventh National Development Plan (7NDP) which outlines the specific interventions to be undertaken including the results to be generated in order to achieve social, economic and technological progress for transformation.

The Implementation Plan has set out a number of indicators which are aligned to the SDGs. The Rapid Integrated Approach, a tool developed by the United Nations was used to analyse the Seventh national Development Plan (7NDP) to assess the degree of alignment to the Sustainable Development Goals and other Regional/Global Agenda.

The exercise involved the identification of SDGs, targets and indicators that corresponded to specific development outcomes, strategies and programmes in the 7NDP. The results indicated that 75% of the indicators were Fully Aligned, 11% Partially Aligned and 14 % Not Aligned.

In line with the Seventh National Development Plan, an analysis was conducted to identify gender specific indicator. A total of thirty six (36) indicators were identified to be gender specific.

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

Yes:

Zambia has commenced collection and compilation of data on SDG 5 indicators and on gender-specific indicators under other SDGs through the Gender Status Report of 2016. The report measured progress made with regards the advancement of gender equality in the context of the SDGs and the gender targets in the Seventh National Development Plan (7th NDP).

Some of the indicators that are being monitored include; the sex ratio at birth, number of teenage pregnancy, extreme poverty, enrolment ratio, completion rate, maternal mortality ratio, life expectancy at birth, labour force participation, Gender Based Violence (GBV) cases, child marriages and decision making among others.

40. Which of the following disaggregations¹ is routinely provided by major surveys in your country?

According to the third schedule (section 23) of the Zambia's Statistics Act of 2018, matters relating to which statistical information may be collected, compiled, analysed, abstracted and published include: **demographic**, population, housing, labour, **education** and training, arts, **culture** and recreation, **household income and expenditure** and their distribution, social security, health, food and nutrition, **gender, disability**, governance, **migration**, vital events and other demographic matters, national accounts, agriculture, forestry and fishery, industrial, mining, and quarrying, manufacturing, water, supply and sanitary services, energy, construction, distributive trade statistics, international trade, transport and storage, information and communication, tourism, money, finance and insurance, fiscal, balance of payments, prices and rents, science, technology and patents, infrastructure, local government, natural resource and environment, natural resources and environment accounting, meteorology, land use, such other matters as may be prescribed by the minister.

Therefore, all surveys provide data on Geographic location, Income, sex, Age, Education, Marital status, Race/ethnicity, Migratory status, Disability, Other characteristics relevant in national contexts in line with the Statistics Act of 2018.