

# ZAMBIA



Sara Longwe - Board member



Sangulukani Isaac Zulu - Country Manager



Stephen Malulu - Programme Officer

Country	Zambia
Board Member	Sara Longwe
Staff Members	Sangulukani Isaac Zulu and Stephen Malulu
When registered	December 2011
Alliance focal network	Women In Law Southern Africa - (WLSA) National Office
Government COEs	34
Media COEs	6
Key partners	Local Government Association of Zambia; Ministry of Gender and Child Development; NGOCC; WLSA (Regional); Zambia National Women's Lobby Group; Young Women Christian Association YWCA.

## Protocol@Work Summit facts

- 128 participants - 38 males and 90 females.
- 49 entries from seven provinces of Zambia - 38 women and 11 men.
- Two male winners and 11 female winners.
- Two male and four female runner-ups.
- Six media houses and ten COE councils were represented.
- The summit was successfully held in partnership with the Ministry of Gender and Child Development (MGCD) and Local Government Association of Zambia (LGAZ).
- The Summit and Awards attracted a lot of media coverage from both the national broadcaster and private media houses.

## Background

Legally registered on 14 December 2011, GL Zambia now has two male gender champions running gender mainstreaming operations across the country, along with two interns, two volunteers and one entrepreneurship

consultant. The office has registered with the Zambia Revenue Authority, National Pension Scheme Authority, Worker's Compensation and has a resident Board Member. GL Zambia has strategic partnerships and excellent synergies with WLSA, LGAZ, the Ministry of Gender and Child Development and the National Women's Lobby Group.

## Key achievements

- With financial support from UNICEF, through the Ministry of Gender & Child Development, GL Zambia completed collection of GBV Indicators data in all the ten provinces which is now ready for analysis and write up of the GBV Indicators Study.
- GL Zambia successfully launched the 2014 Regional Barometer in collaboration with Women and Law in Southern Africa (WLSA) and the Ministry of Gender and Child Development.
- GL Zambia successfully held two district Gender Summits for 20 COEs in March 2014 with a total attendance of 101 participants with 55% female representation. These were followed by the national summit in April 2014. The 2014 summit saw a marginal improvement of women participation from 68% in 2013 to 70%, while the

participation of men declined from 42% in the preceding year to 30% in 2014. The participants also included officials from government, donors and representatives from other civil society organisations.

- Prior to the Sixteen Days of Activism Campaign the office held a Training of Trainers for local government COEs for 22 existing councils with a focus on cascading and the rollout of the COE stages. In total, 16 councillors (10 females and six males) and 27 gender focal persons (18 females and nine males) attended the workshop. From June to November six COEs completed stage five and drafted gender action plans for their councils, which are aligned to the provisions of the SADC Protocol on Gender and Development. Through the 58th Annual Conferences of the LGAZ, GL Zambia was able to obtain high levels of buy-in that resulted in ten new councils being enrolled for the COE process.
- GL Zambia worked with the media, government and Alliance partners during Sixteen Days and held workshops in three councils (Lusaka, Livingstone and Kasama) for the reviewing of gender and GBV action plans.
- During the period under review, GL Zambia conducted and completed phases one and two of the entrepreneurship programme in five new councils - Chililabombwe, Chirundu, Chipata, Mumbwa and Solwezi. The trainings reached over 80 women survivors of violence and brought the number of councils enrolled in the entrepreneurship training up to ten in 2014.
- GL Zambia continued to strengthen the partnership with the Local Government Association of Zambia (LGAZ), is still operating from their offices and sharing vital resources for effective day to day operations. Similarly, GL continued to enjoy cordial relations with the Ministry of Gender and Child Development as evidenced by the joint planning meetings held for the Sixteen Days of Activism Campaign. These meetings garnered media coverage and published in a daily national tabloid. After receiving an invitation from the Ministry of Gender and Child Development, the office attended the launch of the revised National Gender Policy, MGCD Strategic

Plan 2014-2016 and the Count Her In-2016 Election Campaign strategy meeting.

- Together with Alliance Focal Network- WLSA, GL Zambia organised and facilitated four SADC Gender Protocol village level workshops in four districts of Zambia- Chadiza, Monze, Mumbwa and Sesheke.

### Key challenges

- Raising in-country funding for the COE cascading process remains a struggle.
- The signing of memorandums of understanding is often delayed within the councils.
- Transfers of gender focal persons and gender champions from COEs delays progress in the councils.
- Disruption of COE processes due to Zambia's Golden Jubilee celebrations; the death of Zambia's 5th Republican President in October 2014; and subsequent presidential by-election campaigns during November and December.
- Barometer consultant's late submission of the 2014 Country Barometer.
- New registration requirements under the controversial NGO Act No. 16 of 2011 of the Laws of Zambia.

### Lessons learnt

- While councils have good gender mainstreaming programmes, most still lack effective monitoring and evaluation systems that could assist during verification and/or summits.
- Some councils are still not fully aware of the provisions of the national, regional and international instruments that Zambia has signed. In order to avoid frequent cancellation and postponement of workshops in councils, GL should collect calendars from all councils in advance and harmonise these with GL's work-plan for the year ahead.
- The TOT held for 22 COEs was a good eye opener for the COE cascading process and a good learning experience.

### Key Priorities for 2015

- Provide assistance to councils in identifying and implementing IT systems, which will enable them to monitor and evaluate programmes and gender mainstreaming progress more effectively.
- GL Zambia must intensify sensitisation of the SADC Gender Protocol and the National Gender Policy in local authorities.
- Plan collaboratively with COE councils.
- Raise a good profile for the organisation to attract in country funding and in-kind support. Develop a funding strategy in order to acquire more long term funding for sustainability of the office.
- Host the 2015 Gender Summits.



Sangulukani Isaac Zulu, GL Country Manager, facilitating a village meeting in Chipata, 2014.

Photo: Stephen Malulu

## Changing the lives of others

By Choolwe Maunga Lipenga

I have been involved in meetings and workshops with Gender Links which helped broaden my understanding of the SADC Gender Protocol. I am serving as Librarian at Livingstone City Council. My job involves sourcing, arranging and making library material available to meet the information needs of readers and researchers in the council.

Through my job I intend to contribute to the SADC Protocol on Gender and Development. I am working with women in prison, encouraging them to further their education while in prison. It is my hope that once they upgrade their studies, they will be fully rehabilitated and find better employment. I am also making use of the library health corner to distribute male and female condoms and display brochures on safe sex; sexual and reproductive health rights; and how men can get involved in care work. I intend to see to it that my council has a budget every year for expansion of the health corner and to ensure they meet the health needs of women in prison.

I would like to express my sincere gratitude to GL for the tremendous work they are doing which has changed my life and for giving me the opportunity to change the lives of others.



Choolwe Maunga Lipenga - gender focal person for Livingstone City Council and summit winner.  
Photo: Gender Links

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**HOT OFF THE PRESS**

## Female chief officers hit 17

Posted on 21 April 2015.

**THE Local Government Service Commission (LGSC) has made a deliberate policy to balance the gender proportion in decision-making positions in local authorities in line with the SADC protocol on gender.**

Commissioner Margaret Kaphiya said since their appointment in 2012, the LGSC has increased the number of women principal officers from three to 17 in the 103 councils countrywide.

Ms. Kaphiya said in 2012 there were only three principal officers from 73 districts, but that to date there are 17 female principal officers in 103 districts representing a 10 per cent increase from only four per cent in 2012.

"We are trying to place more female principal officers to head councils countrywide. When we were just appointed in 2012, we found only three principal officers heading councils, currently we have 17.

See full article - <http://zambiadailynation.com/2015/04/21/female-chief-officers-hit-17/>