

Empowering Women - Ending Violence



in Zambia



Exildah Chinyama, entrepreneur from Solwezi. Credit Stephen Malulu

Exildah Chinyama walked to the front of the room during the Gender Links (GL) entrepreneurship training in 2014 and offered encouragement to her fellow survivors. "I

was abused because I did not know much about GBV, now that I know, I no longer experience any more of it." Her personal experience of GBV came out in the open after her husband left her for another woman because he felt she was not good enough anymore. He left her and her children to fend for themselves. Chinyama could not think of ways to provide for herself and her family. She decided to register with a trades training institute where she trained to be a welder. In 2014, Chinyama attended the GL entrepreneurship training programme for survivors of gender violence and said that since then she has never looked back. As she put it: "GL taught me that the sky is the limit. I was encouraged and so I encourage others, and I was empowered to emancipate myself. I want to tell everyone that they can overcome, just like I have. My business is still growing and I know it will keep growing. Gender Links has provided me with the platform and the freedom to be the best that I can."

KEY FACTS

- 133 survivors of GBV in 10 councils in Zambia trained as entrepreneurs.
- 100% completed a business plan and 87% followed through on the plan.
- The average increase in income per month for Zambia is ZMW 810; the overall increase in income in 2015 as a result of the project is ZMW 8,279; a 174% increase.
- 83% added new products and 79% found new markets; 72% indicated starting a new business and 84% increased

the size of their business; 52% opened a bank account and 35% increased email usage.

- 97% of participants said they now experience less or much less GBV. Overall, the relationship control index increased by ten percentage points to 60%.
- Gender Links management gave the councils an overall rating of 58% for their support and involvement in the project.

Gender Links (GL) is a Southern African NGO committed to an inclusive, equal and just society in the public and private space in accordance with the SADC Protocol on Gender and Development that is being updated in line with the Sustainable Development Goals, Beijing Plus Twenty and Africa Agenda 2063. GL coordinates the Southern African Gender Protocol Alliance and works to achieve the 2030 targets of the Protocol in its core media, governance and justice programmes.

Why this project?

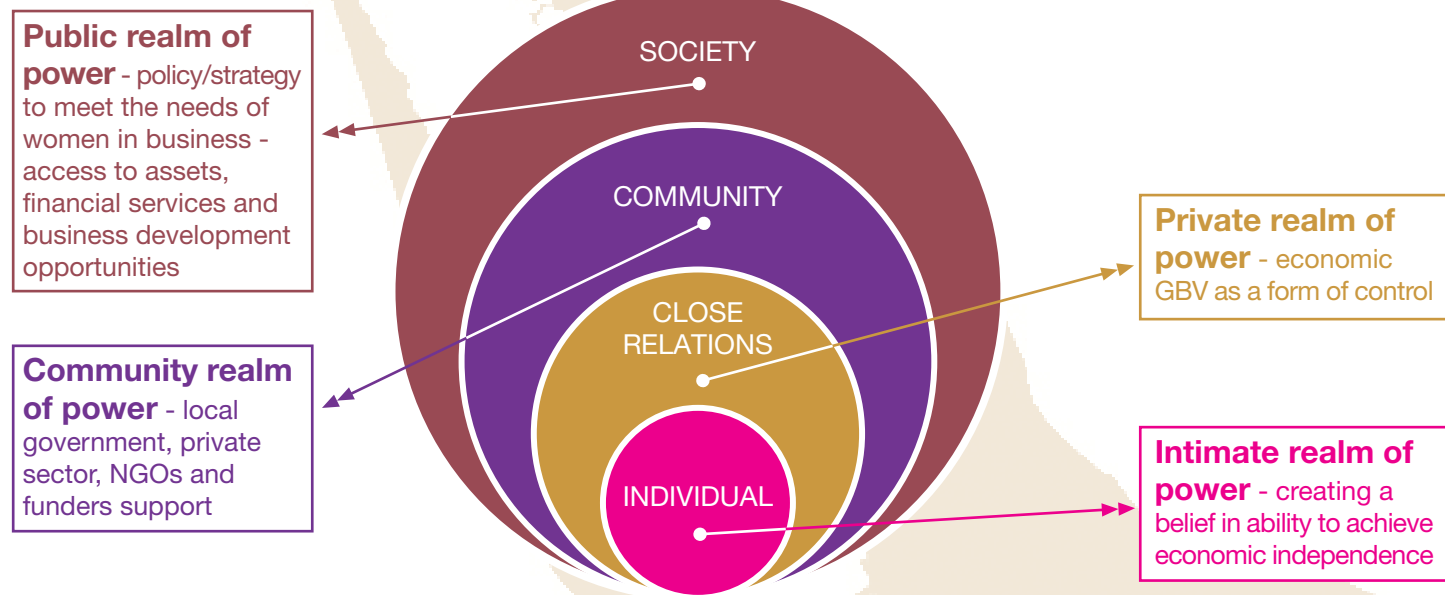
Since its founding in 2001 GL has worked with over 2000 women in documenting their experiences of Gender based Violence (GBV). GL has also conducted GBV prevalence surveys in Mauritius, Botswana, South Africa, Zambia, Zimbabwe and Lesotho that one in four (Mauritius) to four in five women (Zambia) have experienced gender violence. The most likely forms of violence are also those least likely to be reported to the police - economic, psychological and verbal abuse. Many women spoke about

"Before the training, I always ran to my parents for financial help. My husband would tell me that there was nothing I was good for. But thanks to the Entrepreneurship training I now own a Broiler chicken rearing business. I have gone back to school and am paying for myself. I no longer experience GBV in my home because I am aware of my rights and I am financially able."
(Charity M., Chililabombwe, Zambia.)

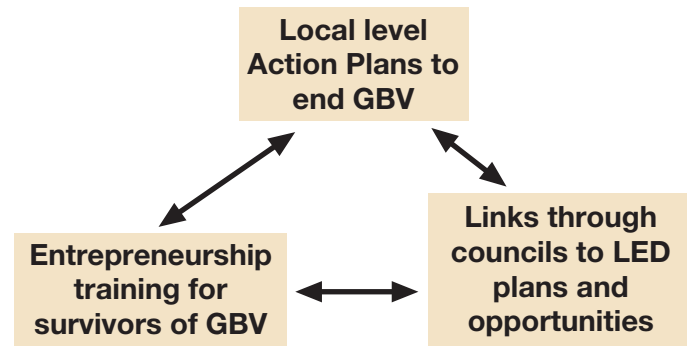
staying in or returning to abusive relationships because they lacked economic independence or experienced financial control as a form of abuse. GL set out to test the links between economic empowerment and ending GBV.

What the project involved

The programme focuses on an integrated approach of life skills and entrepreneurship training including confidence building; decision making, business management, use of IT, networking and addressing the underlying structural inequalities between men and men. Informed by the ecological theory of change, the project aims at addressing power relations at an individual, personal relationship, community and societal levels.



Key partners in the project included 10 councils in Zambia that form part of the Centres of Excellence for Gender in Local Government. The councils helped to identify participants, improve access to markets, infrastructure, finance, mentorship and support. All 10 councils provided various support to the COE programme across the ten countries in cash and in kind.



Key results

Some important outcomes are demonstrated in the personal accounts of participants through "I" stories and interviews:

One of the key aims to be achieved was increases in **income** for the women. "Before meeting Gender Links (GL), I was experiencing a lot of gender based violence (GBV) from my husband, but it is unfortunate that he is late now and he died an abusive man. His death only made things more difficult for me as I was only a house wife with little knowledge about business and a large family to take care of. Things only got better after the GL training on how to start a business. I started a small business selling different food stuffs at the market; which now gives me income to pay for my house rentals and to send my children to school. Even though my husband is late, my children and I are quite happy because we are now financially sound. Life is now back to normal."
Anniya Mwanza, Lusaka, Zambia

In some cases emerging entrepreneurs have been able to **provide jobs** for others in their community. Hamida Kabas from Kasama started out her restaurant business as the only employee there. As the business grew, she then employed more people to help with cooking, serving and also cleaning the restaurant while she focused on book keeping and sales. She now has a total of seven employees who assist her with running the business. She has registered her business with company registration authority. She pays her employees reasonable salaries and hopes to soon register them with the social security commission.

Before the project started some of the women were already running small businesses and have said they have been able to **improve how they run the businesses**. "Before the project started some of the women were already running small businesses and have said they have been able to **improve how they run the businesses**. "All along I have solely relied upon income from my work as an automotive mechanic. But after the training I decided to diversify and start a business that would give me more income. Alongside my usual business, I now own two restaurants at the market where people can buy food while having their vehicles fixed. I also recently opened a cosmetics shop at Maramba Market to cushion any economic shocks when my other businesses aren't doing well. I am better off now and happy, thanks to the training."
Diana Nampasa from Livingstone, Zambia

Many of the women have expressed having **more self-confidence** because they have learned more about GBV and running a business which has given them more status in their homes and the community. "I did not know my rights as a woman. I would always live in fear. Every time my hubby abused me, I would do nothing about it despite the fact that it used to hurt. I feared that I would be divorced and would have nowhere to go to. But I now know my

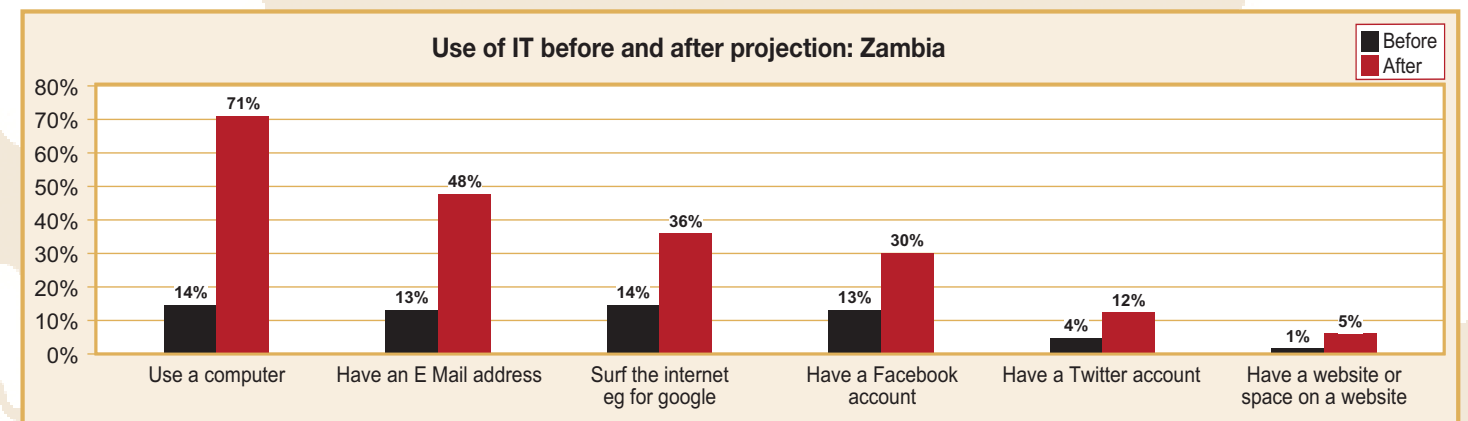
rights and I am able to negotiate for safer sex, I also object where I feel my rights as a woman are infringed. I now openly tell my husband that if he feels I am not worth his love, he can simply leave me other than subjecting me to any abuse because I now feel I can stand on my own as I am economically empowered."
Beatrice Chomba*, Chililabombwe, Zambia



Participants learning to use computers during phase one in Lusaka.
Credit: Credit Stephen Malulu

One of the main aims of the project was to **increase survivor's personal agency** and many have indicated positive changes in their relationships. "I now know my rights as a woman. I have learned to be strong and stand up for myself whenever violence ensued in my home. I used to experience violence from my husband but that is not the case anymore. He used to beat me a lot especially when I questioned his whereabouts. Things are different now, I once reported him to the police for abuse and he was summoned for questioning and counselling. His behaviour since then has changed and we now relate as adults and talk things over without resorting to any violence."
Rose Chimbonde* from Solwezi, Zambia

*These are pseudonyms as the survivors preferred not to be named.



Source: Gender Links.

The programme brought about a sea of change in **IT skills**. As illustrated in the graph, 71% women now use a computer compared to 14% at the start of the project. 48% have access to E Mail (compared to 13% at the start). 36% surf the internet (compared to 13% at the start). (compared to 13% at the start). 5% now have a website or space on a website, compared to 1% at the start.

The programme has helped Centres of Excellence for Gender in local government to **put their gender action plans to work**. "From the action plan generated during the gender training workshops, the council has managed to develop a drafted HIV policy, which is engendered. The council has also been quite proactive in considering women for job opportunities particularly in waste management,

and fire emergency response. This action has come as a result of the entrepreneurship programme being carried out in partnership with Gender Links.” - Lusaka Council

Gender Links measures **progress in gender attitudes in communities**. The Lusaka City council has proven its commitment to mainstream gender by ensuring that the entrepreneurship programme runs smoothly with little interference from the political structures which exist in the council. Resources such as information on women's access to land and financial institutions have been provided to the emerging entrepreneurs and trainers of the entrepreneurship programme. The council has also been quite proactive in considering women for job opportunities particularly in waste management, and fire emergency response work. This action has come as a result of the entrepreneurship programme being carried out in partnership with Gender Links. The council has also begun works on the draft gender policy, which will be a customisation of the national Gender policy.

These are fundamental changes in the lives of the participants, their families, communities and local government structures which together have the power to end GBV through changes in survivors' individual, close

relationships, communities and societal areas of change. This project has shown that possibility of ending GBV through the combination of life skills and entrepreneurship development within a framework of community and local participation to change lives and mainstream women.

Lessons learned and how they will be applied

- Choosing councils more carefully and locking in their commitment for better results.
- Working with fewer councils at a time to facilitate links and sustainability of the project and the women's business aspirations.
- Choosing participants more carefully and supporting them holistically for the workshop period to maximise impact of the training.
- Strengthening links with potential support for the women in councils.
- Introducing communities of business women and peer mentorship for learning, sharing and networking.
- Identifying potential sources of funding has been difficult and needs to be a focus issue with each new council and as a key issue in the post 2015 agenda for the economic mainstreaming of women in SADC.

KEY INDICATORS

Indicator	Botswana	Lesotho	Madagascar	Mauritius	Mozambique	Namibia	South Africa	Swaziland	Zambia	Zimbabwe	Regional total or average
Survivor participation (in Phase 3)	109	130	154	105	220	128	81	140	133	150	1,350
Completed a business plan	100%	99%	96%	81%	80%	95%	79%	81%	98%	98%	91%
Followed a business plan	56%	92%	90%	64%	72%	89%	54%	72%	87%	96%	79%
Average monthly income before the project (Kwacha)	220	460	70	10	98	(115)	191	709	571	251	220
Average monthly income after the project (Kwacha)	551	884	403	12	568	495	325	1,843	1,609	740	551
Increase in average monthly income after training (Kwacha)	331	424	334	2	470	610	134	1,134	1,038	489	331
Overall increase in income over one year as a result of the project (Kwacha)	495,838	1,484,515	348,407	28,258	905,986	504,651	304,858	2,675,872	2,838,988	10,029,546	495,838
Personal agency at the start	74%	72%	81%	83%	76%	69%	74%	71%	76%	77%	76%
Personal agency after the project	79%	76%	84%	83%	73%	73%	77%	74%	77%	80%	78%
Increase or decrease in personal agency	5%	4%	3%	0	-3%	4%	3%	3%	1%	3%	2%
Relationship control at the start	70%	49%	65%	65%	69%	65%	65%	63%	50%	52%	62%
Relationship control after the project	82%	60%	70%	68%	73%	64%	65%	68%	60%	54%	66%
Increase or decrease in relationship control	12%	11%	5%	3%	4%	-1%	0	5%	10%	2%	4%
GBV less or much less	96%	93%	94%	92%	66%	81%	74%	86%	97%	91%	85%
Gender Progress Scores in community (baseline in brackets)	62% (61%)	73% (66%)	65% (65%)	57% (56%)	67% (56%)	60% (59%)	62% (65%)	64% (57%)	59% (61%)	61% (59%)	63% (61%)
Gender Progress Score of participants	75%	66%	73%	82%	64%	65%	72%	70%	71%	70%	70%
Contribution in kind from councils (Kwacha)	363,458	315,047	1,591,155	30	152,766	9,296	502,799	1,007,385	907,164	5,517,200	363,458
Rating of council support	44%	38%	70%	50%	70%	50%	38%	56%	52%	76%	54%
Overall rating of the project	92%	84%	87%	92%	95%	82%	84%	84%	89%	90%	89%

Source: Gender Links.

Zambia achieved the highest average increase in monthly income at ZMW 810 per month. Relationship control rose by 10% (above the region of 4%) and 97% indicated less or much less exposure to GBV higher than the regional 85 percent. There was a small increase in personal agency of only a percentage point not significantly different to a regional 2 percentage points.

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