

REPORT
CENTRES OF EXCELLENCE STAGE FOUR AND FIVE WORKSHOP
ZAMBIA

COUNCIL: MUMBWA DISTRICT COUNCIL



DATES: 18 – 20 JUNE 2014
VENUE: COUNCIL CHAMBER, CIVIC CENTRE



Participants at the Local Government COE stage four and five workshop at Mumbwa Civic Centre – Photo by TM



Table of contents	Page
Executive summary	3
Background	3 - 4
Process and activities	4 - 12
Outputs	12
Outcomes	12
Conclusion and recommendations	12 - 13
Annexes	
A – Programme	14 - 15
B – Participants’ list	16 - 17
C - Gender action plan	18 – 48
D – Summative workshop evaluation	49 - 52

Executive summary

The ensuing report contains the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage four and five workshop held from 18 - 20 June 2014 in the Council Chamber, with Mumbwa Council and other key stakeholders within Mumbwa District of Central Province, Zambia.

The purpose of the programme was to;

- Provide foundation concepts on sex, gender and gender stereotypes.
- Build capacity to participants on how they can relate these concepts to the work of Councils through training on gender and governance.
- Inspire leadership for the processes of change ahead through discussions on transformative leadership
- Build capacity around issues of gender, democracy and good governance
- Participants to relate all these concepts to conflict resolution at the local level, especially the conflicts that arises because of change.
- Progress from foundation gender concepts to gender planning concepts.
- Identify key gender issues in all the work of the councils.
- Build knowledge and skills in key sector areas such as Local Economic Development, Climate Change, HIV and AIDS, Care Work and GBV.
- Apply the knowledge gained to the development of an action plan for the council that is aligned to the SADC Protocol on Gender and Development.

A full workshop programme is attached as **Annex A**.

The three day workshop was attended by councillors, council officials and key stakeholders' representatives; in total **23** participants (15 Men and 8 women) attended the workshop; see **Annex B** for the full workshop participants list.

The Draft Mumbwa District Council gender aligned Action Plan that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been an eye opener, successful, informative and appropriate for a fast growing district such as Mumbwa. A summarised version of the evaluation forms is attached at the end of this report as **Annex D**.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of *"Ringing up the Changes, Gender in Politics in Southern Africa"* was that despite the lip service paid to decentralisation and its importance for women's political and economic empowerment, local government is a sadly neglected area of the gender and governance discourse.

Between 2006 and 2008, GL conducted research in ten Southern African countries in the series, *At the Coalface, Gender and Local Government*. This research yielded the first comprehensive data on women's representation and participation in local government in the region. The research showed clearly that all countries that have achieved or are close to achieving parity have done so through legislated or voluntary party quotas. *At the Coalface, Gender and Local Government in Southern*

Africa concludes that where women are represented in sufficient numbers and within an enabling national framework for local government and gender equality, the result is more gender responsive governance.

GL followed up on the research by:

- Launching the research reports in each country;
- Holding strategy workshops with key stakeholders and partners;
- Developing gender action plans initially at provincial, regional or district level;
- Moving to council level through the COE process; and
- Convening annual Gender Justice and Local Government Summits.

In 2009, GL launched the strategy workshop for Councillors and key stakeholders to disseminate the findings of the research conducted in 2008 on women's representation and participation in local government to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that councils have the necessary capacity and support to address issues of gender across all spheres. In May 2010, 10 councils from the 10 provinces of Zambia were selected for the Centres of Excellence process through a six staged process. The process has since grown to a 10 staged process while the number of councils working with GL in Zambia, to mainstream gender in local government based on the 28 targets of the SADC Gender Protocol, has increased to 34.

In 2011 March GL convened the second regional gender justice and local government Summit. The recommendations of this event informed that there was need to strengthen the process from six stages to ten stages so as to include issues of conflict that arise at local level, Local Economic Development, Climate Change and HIV and Care work.

In March 2012, GL Zambia convened the first national Gender Justice and Local government summit. The summit gave an opportunity for COE councils to show case how they are mainstreaming gender at local level and how they are addressing GBV and care work. In total, six countries held national summits in the run-up to the regional summit.

Process and activities

In order to ensure effective delivery of all modules, the concept of 'learning by doing' was employed through-out the three - day training period. This entailed participants doing several exercises and making group presentations during five of the ten modules. Intermittently, power-point presentations were made especially on topics such as conflict resolution, care work, local economic development and climate change.

The three-day workshop covered topics such as gender and planning concepts, gender mainstreaming, sex disaggregated data, conflict resolution, local economic

development, Climate change and Care work. Besides, there were in-depth sessions on some of the fundamental local government functions, including gender responsive budgeting, gender equality in service provision and local economic development and gender based violence. The full programme is attached at **Annex A**.

Welcome and opening

The GL Zambia Country, Sangulukani Isaac Zulu, welcomed and thanked all participants for having spared their time to be part of the action packed three-day stage four and five workshop.



GL Country Manager, Sangulukani Isaac Zulu, making welcoming and opening remarks_photo by TM

Particularly, Zulu thanked council management for allowing GL to conduct the workshop in the Council Chamber free charge. In the same vein, Zulu alluded to the fact that council management had done a proper stakeholder matrix as evidenced by a broad-spectrum of participants from various key institutions operating within Mumbwa District.

Modules

Ten modules were tackled during the three day workshop namely key gender concepts, gender and governance, conflict resolution, gender planning concepts, gender and the economy, making care work count in local government, gender and local economic development, gender, climate change and sustainable development, gender based violence and developing a local gender action plan. In order to ensure that all these sessions were effectively delivered and grasped, participants had to work extra hours within the three day workshop.

Key gender concepts

The card swapping exercise continues to prove to be a very effective way of defining and explaining key gender concepts namely sex, gender and stereotypes. This exercise, that involved the participation of everyone, helped participants to differentiate roles, activities and occupations in relation to gender and sex.



A display of gender and sex card swapping exercise by participants_photo by ISZ

In order to enable effective tackling of the issue of stereotypes, participants worked in groups and each of the five groups made presentations on what messages about women and men were conveyed by the sayings, songs, proverbs, the media, religion, custom, culture, education, drama etc. The following is a summary of some of the beliefs about men and women as presented by the four groups:

Messages about women	Messages about men
Physically and emotionally weak	Physically and emotionally strong
Lack self-belief	Believe in themselves
Dangerous –do not easily forgive	Easily forget and forgive
Cowards	Courageous
Sexually not active	Sexually more active than women
Home makers	Providers
Submissive (give in/agree easily)	Good leaders
Should have only one sexual partner	Can have many sexual partners
Gossipers	Do not like to talk
More responsible than men	Less responsible than women
Easily cheated/convinced	Hard to cheat/convince
Trustworthy	Poor pay-back culture

The gender dimensions to most of the above issues were discussed and it was concluded that mostly women become marginalised and disadvantaged in matters of social, economic and political development on the basis of stereotypes. Participants, however, recognised the fact that the same media can be very useful in disseminating positive information about both men and women.

Gender and governance

Discussions on the module of gender and governance were commenced with a critical look at Mtintso's Access-Participation-Transformation Framework. For Mumbwa District Council it became apparent that the issues of access and participation were crucial in the quest to attain equal representation in all positions of decision making. Mumbwa, just like many other district councils in Zambia, is a male dominated council with only two females out of sixteen councillors.

For group-work, each of the five groups was tasked to make a presentation on 'What keeps women out of politics?' The following is a summary of what the participants identified as barriers to participation:

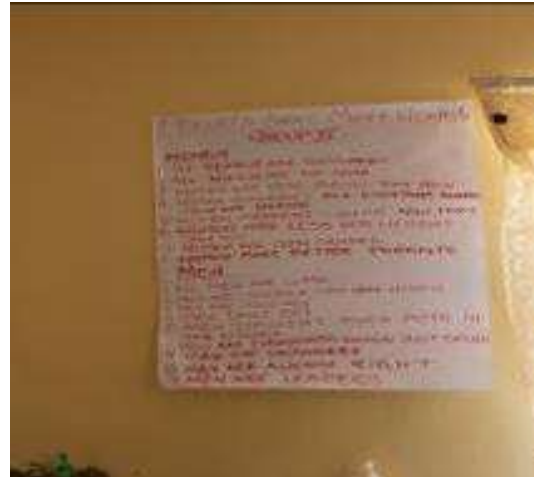
- Culture and traditions
- Lack of education
- Poverty
- Fear
- Jealousy
- Violence
- Lack of confidence
- Lack of political and material support
- Domestic roles
- Lack of support from fellow women
- Perceive politics as a dirty game
- Women do not usually support each other
- 'Pull Her Down' (PHD) syndrome



A participant from World Vision, Ephraim Lungu, representing group 4 on 'beliefs about men and women'.- photo by SIZ

After having ably itemised barriers to women participation, participants came up with some of the strategies of eliminating or minimising these barriers as follows:

- Engage political parties and government to take affirmative action that will ensure women have access to political and decision making space.
- Lobby for change of current electoral system in Zambia to proportional representation and the introduction of quotas through the current constitution reforms.
- Hold sensitization campaigns to encourage women participation in all positions of decision making.
- Encourage political parties to adopt more female candidates in future elections
- Training women in campaign strategies, public speech and self-belief.
- Sensitize men to consider women as partners in social-economic development of Mumbwa district.



Some of the group presentations on 'Beliefs about women and men' photo by SIZ

At the end of this session, participants made group representations on what communities expect from their leaders, how communities can contribute to good leadership, what role communities can play and what problems are associated with leadership. Their submissions were as follows:

What do communities expect from their leaders	How can communities contribute to good leadership	What are problems associated with leadership
<ul style="list-style-type: none"> • Consultative • Innovative • Accountability • Creativity • Effectiveness • Honest • Inspiration • Integrity • Knowledgeable • Responsibility • Role models • Transparency 	<ul style="list-style-type: none"> • Responsibility towards public property • Active participation • Attend public meetings • Being supportive • Being available for programmes • Providing information and feedback • Ability to organise • Mobilising support for leaders • Provide constructive criticism • Participate in community projects • Co-operation on local and national issues 	<ul style="list-style-type: none"> • Poor communication • Political party interference • Poor funding by central government • Lack of own financial and material resources • Lack of leadership capacity development • Ignorance • Cheating by politicians • Resistance to change • Apathy • Bad publicity and mistrust • Suspicion and lack of trust • Negative criticism

Conflict resolution

The fact that almost every council in Zambia has and continues to experience conflicts, in one way or another, with either its internal or external stakeholders makes this topic heavily participatory and interesting. Currently most councils are experiencing conflicts in either land alienation or service delivery or revenue collection.

To kick start this discussion, participants were asked to define conflict according to their own understanding. It became apparent that almost every participant had an idea of what constitutes conflict. The knowledge gap in this area continues to be marginal. As expected participants defined conflict as:

- Difference in opinions and perceptions
- Misunderstandings between two or more people
- A disagreement between two or more people, etc.

The participants were unanimous on the fact that conflicts are normal and can arise anywhere and anytime during the course of one's life. Discussions during this module were guided by Article 28 of the SADC Protocol on Gender and Development.

Through a power point presentation, participants were able to understand and relate to conflict at the community and local government level. The elements of conflict resolution namely rights, responsibility, relationship, reconciliation and restoration were explained to the participants. In concluding this segment, key components of conflict resolution namely information, interaction, interest, impartiality and innovation were explored and ably applied in the context of Mumbwa district.

Gender planning concepts

After going through the definition of terms, participants were given exercises to do in groups on practical and strategic gender needs, gender mainstreaming, gender-blind and gender aware policies, gender disaggregated data, gender management system, and gender budgeting. During plenary sessions, emphasis was placed on the fact that the ultimate goal of gender-mainstreaming was gender equality. Participants also learnt the fact that gender-mainstreaming was not a one-off issue but a process and strategy for ensuring that both women's and men's concerns and experiences became an integral dimension of the design, implementation and evaluation of policies and programmes in all spheres of life.

Gender and the economy

The focus of discussion on this module was the provision of Article 16 of the SADC Protocol on Gender and Development. Plenary discussions were done to highlight the multiple roles that women play in every economy. The discussions revealed the lack of appreciation of some of the noble but unnoticed work done by women on a daily basis.

Participants' attention was drawn to the role that women play especially in the informal sector and the phenomenal contribution of this sector to the Gross Domestic Product (GDP) of any country. As a matter of fact, Mumbwa being a predominantly agriculture area, women provide over 80% of farm labour and yet most of the farm

land belongs to men. This is exacerbated by strong beliefs in bad culture and traditions that demean women.

Making care work count in local government

In order to put everything concerning care work into the right perspective, this session commenced by defining some of the key terms encountered in the study of care giving. Participants were asked to define care, care-worker, primary care, secondary care, home based care (HBC) and community home based care (CHBC). Thereafter, participants' attention was drawn to the provisions of Article 27 of the SADC Protocol on Gender and Development. Based on most of the views expressed by participants, during plenary, on the issue of care work, it was inferred that care work did not really count in Mumbwa district as it was perceived to be done by women in their 'free' time. Many participants still held the view that home based care was a woman's job and that this was so because women were by 'nature' caring, mostly available and better volunteers than men.

Through an exercise, participants were able to determine the opportunity cost that women bear by doing care work. Subsequently, participants were unanimous on the fact that care work, done by mostly women, was not free of cost after all.

Arising from plenary discussions it became apparent that the notion of saying that formally recognising and remunerating home based care givers could 'kill' the spirit of volunteerism could not hold anymore. Women were now overwhelmed with lots of other social, economic, environmental and political issues. It was learnt that the increased disease burden brought about a decreased number of the so called voluntary care givers.

Ultimately, participants were unanimous on the issue of sharing the responsibility of care-work equally between men and women. It also became apparent that situations arose in care work that exposed mostly girls and women providing care and support to male terminally ill persons or PLWHA to high risk of abuse and/or depression.

Through power point presentation, participants learnt that Key issues to be addressed in making care work count were remuneration, logistical and material support, training and professional recognition, psychosocial support to care givers and gender equality.

In concluding this session, a critical analysis of the HIV and AIDS work place policies in Zambia was done through plenary in order to determine whether the key issues mentioned in the preceding paragraph were addressed. While the issue of training was addressed, though still not to most people's expectations, there was nothing done in the other four areas. The table below summarises the fundamental issues in care work:

Category	Current Provision	Gaps	Type of assistance
Remuneration	No provision	No provision	There is need for a care work policy or include issues of care work in the current HIV policy.
Training	No provision	No provision	There is need for a care

Category	Current Provision	Gaps	Type of assistance
			work policy or include issues of care work in the current HIV policy.
Psychological and physical support	This is provided in the draft HIV policy	No specific activities and funding	There is need for a care work stand-alone policy or include issues of care work in the current HIV policy.
Increasing male care workers	No provision	No provision	There is need for a care work policy or include issues of care work in the current HIV policy.
Equipment	No provision	No provision	There is need for a care work policy or include issues of care work in the current HIV policy.

Gender and local economic development

Critical in this session was the discussion on barriers to women's economic participation and what role councils such as Mumbwa could play to enhance women's participation in local economic development (LED). Soon after defining LED, participants engaged in plenary discussions on what the major impediments were to women economic participation. The participants were urged to discuss women economic participation in the context of Articles 15, 17 and 18 of the SADC Protocol on Gender and Development. The following were identified as major barriers to women economic participation in Mumbwa District:



Former Country Manager, Faides Nsofu, helping out in making a presentation on Local Economic Development _photo by SI2

- Lack of adequate representation of women not only in the Council but also at several other levels of decision making in the district.
- Poor infrastructure for sustainable economic development such as modern markets with gender sensitive amenities, roads, etc.
- Poor coordination of economic activities at the local level
- Limited access to finance by micro, small and medium entrepreneurs due to lack of collateral since most houses were not only owned by men but were also not yet on title.
- Lack of business development services targeted at women

Gender, climate change and sustainable development

This session was started by asking participants to define both climate change and sustainable development. From the answers given by several participants, it was clear that almost everyone knew the meaning and definitions of climate change and

sustainable development and that was crucial for Mumbwa district was how to come up with strategies to mitigate against some of the effects of climate change.

A power point presentation was made that enabled participants see the link that exists between gender, climate change and sustainable development. Ultimately participants were unanimous on the fact that the burden of the negative effects of climate change was disproportionately borne by women and yet men were the major contributor to emissions of GHGs.

Gender Based Violence (GBV)

In order to determine the knowledge gap on GBV, this session was started by asking participants to define the term gender based violence according to their own understanding and interestingly in their local languages. Premised on the answers given, it was established that the awareness level on GBV was generally moderate. It was however evident that most people still had a narrow understanding of the various forms of GBV. The majority of participants restricted GBV to rape and defilement.

GBV in the context of the workshop was discussed with a deliberate focus on violence against women and children. However, workshop participants were alive to the fact victims of GBV could be either male or female persons.

Prior to doing some group work on the causes of GBV in Mumbwa, a police officer from the Victim Support Unit (VSU) of the Zambia Police, Mumbwa District, was requested to explain the various types of GBV according to the Anti-Gender Based Violence Act No.1 of 2011 of the Laws of Zambia. The following were the categories of GBV that were discussed in detail:

- Physical GBV
 - Assault
 - Unlawful wounding
 - Grievous bodily harm
- Sexual violence
 - Rape
 - Indecent assault
 - Incest
 - Defilement
- Psychological/emotional violence
 - Insulting
 - Sexual harassment
- Economic abuse
 - Deprivation
 - Neglect
- Fraudulent pretence of marriage
- Bigamy
- Property grabbing
- Human trafficking
- Child abuse

After having grasped a clear understanding of what constituted GBV according to the Zambian Laws, participants made group presentations as regards the causes of GBV in Mumbwa District. Below is a summary of the reasons advanced by participants:

Causes of GBV in Mumbwa District

- Alcohol and drug abuse
- Poverty among women
- Lack of information on women's rights
- Lack of education
- Jealous and greed by men
- Lack of security in the area
- Struggle for power
- Early marriages
- Witchcraft/myths

Through plenary, it was established that although the council is aware of the 16 days of activism, it does not actively participate in its commemoration due to budget constraints. Most of the participants, however, did not even know when 16 days of activism is commemorated and what notable international days are between 25 November and 10 December 2014 except for 1 December which is World AIDS day. The GL facilitator bridged the knowledge gap on 16 days of activism by briefly explaining its background and then itemising commemorations that are part of this period.



Country Manager, Isaac Zulu, assisting councillors in developing an action plan on governance and participation_photo by TM

Developing a local gender action plan

In view of the total number of participants and their areas of specialisation either in the council or organisations they represented, five groups were constituted. As a starting point the key gender issues in local government were identified and specific strategies formulated to address gender gaps.

In order to expeditiously deal with the issue of developing a local gender action plan, each group tackled specific components that were later amalgamated to produce a draft local gender action plan.

Outputs

Mumbwa District Council developed a gender action plan that is aligned to the SADC protocol on gender and Development and including actions on LED, Climate Change, HIV/AIDS, GBV and care work in the Gender Action Plan.

Outcomes

- Gender built into policy and practise at local level, and that councils identified the need to have gender built into policy and practise at local level.
- Increased knowledge and awareness on mainstreaming gender at the local government level through training on key gender topics like gender

disaggregated data, gender blind and gender aware policies, gender management system, gender budgeting and transformative leadership.

- The key stakeholders within the council are empowered around these processes and take ownership of these processes, in turn creating enabling platforms for replication of this process with other councils.
- Increased knowledge on conflict and how councils can manage and resolve conflicts at both community and local levels.
- Increased level of awareness on the level of GBV in Mumbwa and some of the salient provisions in the Anti-Gender Based Violence Act No. 1 of 2011 of the Laws of Zambia
- Increased knowledge on how communities can be engaged and included in the planning for activities for the LED, climate change and care work.
- Practical good practices for the next local government and gender justice summit are identified at an early stage and therefore the documentation and verification process can start early.

Conclusions and recommendations

The use of group discussions and presentations has continued to be very effective in ensuring maximum participation by everyone. Despite the fact that group presentations take a great deal of time, this still proved very popular and a sure way of keeping everyone 'tuned' into the workshop. This was evidenced by the level of participants' keenness and enthusiasm to represent a group each time an opportunity arose. Practical work, living examples and exercises made the workshop even more participatory. Once again, the concept of 'learning by doing' was fully employed.



Council Chairperson, Councillor Freeman S Cholwe, officially closing the three day workshop_photo by SI2

Going by the composition of the workshop participants, the workshop provided a springboard for the council and stakeholders present to launch into a more systematic and coordinated approach to sustainable economic development. The workshop also provided a platform for the district to build long lasting synergies for responding to issues of GBV, active participation on the 16 days of activism, climate change, and care work and also on other issues related to gender equality.

- Mumbwa District Council made a commitment to adopt the gender action plan and also reiterated the council's desire to partner with Gender Links in Gender Mainstreaming. A passionate appeal to GL to facilitate the completion of all the stages in the Centres of Excellence was made.
- The council was identified as key strategic institution to be used as an entry point for promoting gender equality. Therefore, the participants agreed to constitute a district gender committee to be chaired by the council to ensure successful implementation of the action plan once it is adopted by the full council.
- The councillors present, led by their Council Chairperson, pledged to put to good use knowledge gained by popularise the provisions of the SADC Protocol on Gender and Development throughout their respective wards and they requested for inclusion of all other councillors in subsequent workshops.

- Participants made an appeal to GL to ensure that the remaining stages to be completed expeditiously so that Mumbwa becomes a fully-fledged COE.

Closing remarks

The Council Chairperson, Councillor Freeman S Cholwe, officially closed the workshop. Councillor Cholwe was elated that GL had finally come for stage four and five after the Situation Analysis stage on 4 October 2013. In conclusion, he urged his fellow participants and councillors, in particular, to make sure that the knowledge gained is put to good use by way of sharing with their various constituents. With these few remarks he declared the workshop officially closed and wished the GL team a safe trip back to Lusaka.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
08:00 – 08:30	Registration	30 min	GL
08:30 – 08:45	Opening	15 min	GL
08:45 – 09:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL/ALL
Key gender concepts			
09:00 – 10:30	Sex and gender	1 hr 30 min	ALL
10:30 – 11:00	TEA	30 min	
11:00 - 12:15	Group work on stereotypes Report back from groups	1 hr 15 min	
Gender, governance and transformative leadership			
12:15 – 13:00	At the <i>Coalface</i> DVD	45 min	
13:00 – 14:00	LUNCH	1 hour	
14:00 – 14:30	Plenary discussion on DVD	30 min	
14:30 – 15:30	Access, participation, transformative leadership Group work (role plays) Report back	1 hour	
15:30 -15:45	TEA	15 min	
Conflict resolution			
15:45 – 17:00	What is conflict? Conflict at the local level	1 hr 15 min	
17:00	CLOSURE		
DAY TWO:			
08:00 – 08:30	Eyes and Ears, recap	30 min	
08:30 – 10:30	Conflict resolution	2 hours	
10:30 – 10:45	TEA	15 min	
Gender policy and planning concepts			
10:45 – 12:00	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 15 min	
12:00 – 13:00	Gender disaggregated data	1 hour	
13:00 – 14:00	LUNCH	1 hour	
14:00 – 15:30	Gender budgeting	1 hr 30 min	
15:30 – 15:45	TEA	15 min	
Gender and the economy			

DAY/TIME	ACTIVITY	TIME	WHO
15:45 – 17:00	The unwaged work of women	1 hr 15 min	
17:00	CLOSURE		
DAY THREE:			
08:00 – 08:30	Reflections, Eyes and ears	30 min	ALL
08:30 – 10:30	Care work	2 Hours	
10:30 – 10:45	TEA	15 min	
Local Economic Development			
10:45 – 13:00	Gender and local economic development Strategies for local economic development	2 hr 15 min	
13:00 – 14:00	LUNCH	1 hour	
Sustainable Development (Climate Change)			
14:00 – 15:30	Definitions/background Impact of climate change on gender	1 hr 30 min	
15:30 – 15:45	TEA	15 min	
Gender Based Violence			
15:45 – 17:00	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue	1 hr 15 min	
17:00	CLOSURE		
DAY FOUR:			
8:00 – 8:30	Reflections, Eyes and ears		
Developing a Gender Action plan			
08:30 – 09:30	Exercise: Key gender issues in local government	2 hours	
09:30 - 10:30	Developing a gender and GBV action plan		GROUPS
10:30 – 10:45	TEA		
10:45 – 13:00	Developing a gender and GBV action plan	2 hrs 15 min	GROUPS
13:00 – 14:00	LUNCH		
14:00 – 15:30	Developing a gender and GBV action plan	1 hr 30 min	GROUPS
15:30 – 15:45	TEA	15 min	
Prioritising the action plans			
15:45 – 16:45	Prioritising the action plans	1 hour	
16:45	Review of action plan	2 hours	
	Agreement on gender task team to finalise	1 hour	

DAY/TIME	ACTIVITY	TIME	WHO
	plan		
	Closure, way forward and agreement on how the plan is to be adopted	1 hour	

Annex B: Participants list

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
1. Jacob Miti	M	Social Welfare - MCDMCH	District Social Welfare Officer	0977826121	800099	mitijacob@gmail.com
2. Abel Mwape	M	MCDMCH	District Community Development Officer	0977701769		abelmwape@yahoo.com
3. Gwendoline Mwaba	N F	Mumbwa District Council	Socio Economic Planner	0979707270		chizaprincess@yahoo.com
4. Joshua Cholobesa	M	Mumbwa District Council	Area Councillor	0974394132		
5. Robert Gondwe	M	Mumbwa District Council	Health Inspector	0977718340		Gobertgondwe2005@yahoo.com
6. Nchimunya Kasempa	F	Mumbwa District Council	Physical Planner	0977496033		nchimanyakasempa@gmail.com
7. Doris Chola	F	Zambia Police – VSU	VSU Counsellor/Child Protection	0979459701		
8. Valentine Chibayi	M	Mumbwa District Council	Internal Auditor	0979169120		Valentine.lalim2010@gmail.com or valentine_chibayi@yahoo.co.uk
9. Florence Sawomba	F	Mumbwa District Council	Area Councillor – Nalusanga Ward	0979758219		
10. Racheal M Chiyabi	F	Mumbwa District Council	Area Councillor – Lutale Ward	0973182215		
11. Shadreck Ndhlovu	M	Mumbwa District Council	Area Councillor	0978202077		Ndhlovushadreck6@gmail.com
12. Bertha Bwalya	F	Concern Worldwide Zambia	Gender Officer	0961933474		Bertha.bwalya@concern.net
13. Justine Shindola	M	Bluesky FM Radio	Station Manager	0961219806		justineshindola@gmail.com

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
14. Victor Chinda	M	Bluesky FM Radio	Marketing Officer	0968490838		victorchinda@BlueskyFM.com
15. Kelvin Hantumba	M	Mumbwa District Council	Internal Auditor	0979888723		Khants8@yahoo.com
16. Ackson Hamwanza	M	National Aids Council	District Aids Coordinating Advisor (DACA)	0977435459		ahamwanza@yahoo.com
17. Maxwell V Mwanza	M	Mumbwa District Council	Administrative Officer	0977195827		maxvmwanza@gmail.com
18. Steve H Mwanawishi	M	Mumbwa District Council	Assistant Treasurer	0978006336		
19. Steward Mukale	M	Mumbwa District Council	Area Councillor – Nakasaka Ward	0979971228		
20. Simeon Mbewe	M	Zambia National Information Service (ZANIS)	District Information Officer	0955991128		mbewesimeon@yahoo.com
21. Freeman S Cholwe	M	Mumbwa District Council	Council Chairperson – Area Councillor	0976062417	800074	
22. Ephraim Lungu	M	World Vision International Zambia	CVA Facilitator	0972116399	0211 800376	ephraimlungu@ymail.com or ephriam_lungu@wvi.org
23. Felix Ananyama	M	Bluesky FM Radio	Reporter	0977340938		

Attendance statistics by gender:

Females	06	26%
Males	17	74%
TOTAL	23	100%

Annex C: Gender action plan

GENDER ACTION PLAN FOR MUMBWA DISTRICT COUNCIL

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GENDER POLICY FRAMEWORK								
Increase council’s level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	There are low levels of awareness. Only two female councillors out of sixteen.	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation of men and women to democracy, good governance and citizen participation.	- 50% female representation in the 2016 – 2021 council. -Increased No of females in all council programmes such as V-WASHE, ADC,CDF - Increased awareness levels	-Hold sensitisation meetings in all wards. - Formulate gender policy at work place -	-No. of sensitisation meetings. -Gender work place policy in place and implemented - 50 % women in middle Mgt. - Increased woman participation in WDC/CDF	Admin and planning depts./ GFP	By 2016	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Ensure that there is a gender policy in the council and it is implemented.	There is no gender policy framework in place yet.	Laws and policies put in place to enable women to have equal opportunities with men to participate	Copies of gender in place	Formulate a gender workplace policy and adopt it for implementation	No. of copies of gender policy produced	Planning Dept.	By Dec 2014	
Gender issues are given a high political profile by the Council and has a political champion	Gender issues have not yet become a priority of the Mumbwa council		-Established gender committee chaired by the council	Train both management and Councillors on gender mainstreaming	-Gender Committee in place. -Signed letter of commitment to partner with GL to mainstream gender	Admin/ Planning dept.	Ongoing/ active	
GOVERNANCE								
Representation								
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	-There are only two women councillors in the council of sixteen persons.	At least fifty per cent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	-No. of women participation in political in the 2016 general elections. - No. of sensitisation meetings	-Lobby political parties to consider adopting women in the 2016 elections.	Large number of female candidates in the next elections	Gender committee/ Civil Society/ CBOs	2014 - 2016	
To ensure that women are equally represented in leadership	-Council is made up of 88% men. -There is only 1 position	Policies, strategies, and programmes for building capacity of women to participate	Increased women representation in leadership positions in Council.	Lobby from political parties for more women in politics. Lobby the Local	Increased number of female candidates in the next elections. 50/50	Admin Dept.	By July 2016	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
positions in the Council.	held by a woman out of the 4 Top management positions.	effectively through leadership and gender sensitivity training and mentoring.		Govt. Service Commission to ensure gender equality in their staff deployment to councils.	representation at both council and mgt. levels by 2016			
To educate communities and raise awareness about the importance of women's equal representation in local councils	Political parties have endeavoured to embrace inclusivity but strong cultural, traditional beliefs and stereotypes have kept women out of decision making positions.	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	Equal number of men and women representation in the Council.	Awareness and sensitization programmes targeted at Ward Development Committees (WDCs), Constituency Development Committees and Project Committees	50/50 representation of Men and women in all decision making positions and process.	Planning and Admin. Depts.	By 2016	
Political participation								
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	There is no women's caucus in place. There is no networking being done with other women's caucuses	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	No. of training and sensitisation programmes for women candidates	Lobby political parties for women participation through the multi-party caucus and NGOs. Identify and put in place a training programme in gender issues	The woman councillor and ward committees trained on advocating for gender equality	Admin and Planning Depts.	By 2016	
	No skills audit has been		Large number of women participation	-Conduct skills audit in the	Communities appreciate the	Admin Dept./ Gender	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	done		in elections at both local government and national assembly levels	<p>district</p> <p>-Popularise the SADC Protocol on Gender and Development printed in vernacular language in all wards of Mansa Municipality.</p> <p>-Publish other literature about the importance of women participation in local councils</p> <p>- Hold educational talks with the community on the importance of women participation</p>	<p>importance of equal representation of women and men in local councils</p> <p>Skills audit reports</p>	Committee/ Ministry of Gender and Child Development / Political parties		
To empower women councillors to advocate for gender equality	The council has only one woman councillor out of 9 councillors.	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	No. of orientation workshops conducted	Conduct 2 orientation workshops	Equal number of men and women councillors	Admin Dept.	On-going	
	Gender mainstreaming workshop held from 18-		No. of gender mainstreaming workshops conducted	Conduct 3 gender workshops Continue with	Women's concerns are addressed in the council.	Admin. Dept./ Planning Dept.	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	20 June 2014			awareness campaigns at council with management	Increased participation by women			
To empower men on gender issues and mobilise their support.	There has not been a skills audit done.	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Increased number of women participation during elections	-Publish literature about the importance of women participation in local councils - hold educational talks with the community on the importance of women participation	-Communities appreciate the importance of equal representation of women and men in local councils -50 publications	Admin and Planning depts.	On-going	
	No training has been conducted for leadership development.		Number of women in governance structures and Increased participation by women at all levels of governance	Encourage political parties to adopt more women as candidates in political positions	Women's concerns are addressed Increased participation by women in the council	Admin dept.	On-going	
Public participation								
To ensure that women and men participate equally in local government and community matters	There is more male than female representation in the ratios of 60% and 40% respectively	At least 50 per cent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Equal number of men and women participation during elections	Publish literature about the importance of women participation in local councils Hold educational	Communities appreciate the importance of equal representation of women and men in local councils	Admin and Planning depts.	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				talks with the community on the importance of women participation				
	There are no gender disaggregated statistics on the consultative meetings	Women and men participate equally in all governance structures.	Disaggregated statistics on all consultative meetings	Develop a database on meetings	Disaggregated statistics on consultative meetings	Planning Dept.	On-going	
	The council has not held any workshops with men's groups.	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Number of men participating in gender related training	Conduct quarterly workshops for men and women on gender mainstreaming. Create awareness campaigns on the role of men in gender mainstreaming	Equal participation of men and women in gender workshops	Planning Dept./ Admin Dept.	2014-2016	
PLANNING								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	There is a strategic plan in place though not gendered.		Gendered Council strategic plan	Review and develop a gendered strategic plan	A gendered strategic plan in place	Planning, Admin and Finance depts.	By Dec 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women are consulted about their needs when drawing up Council plans.	The council has no gender desk involved in the strategic planning process.	Equal participation of women and men in policy formulation and implementation of economic policies.	Councils' strategic plan gendered	Gendering the strategic plan	20 copies of a gendered strategic plan.	All departments in the council	By Dec 2014	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal employment opportunities	There is a gender disaggregated data on jobs created through Council activities	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Increased equal access to employment opportunities	Encourage more women to apply for jobs under the Council's jurisdiction.	Gender workplace policy adopted by Council	All depts.	By 2014	
To provide gender aware support to the informal sector	The council is not gender aware to the informal sector.	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	Hold sensitization meetings with Shibuyunji co-operative societies and other related associations.	Adopt policies which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	Policies which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors in place.	Admin and Planning depts.	By Dec 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	There are no financial schemes in place yet.	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Number of financial schemes established. Amount of financial assistance to income generating groups.	Formulate a policy that targets vulnerable groups in receiving financial assistance through these schemes. -Register and orientate women and youths clubs	60% of CDF allocated to income generating activities within communities.	Finance/ Planning and Admin depts.	On-going	
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Mumbwa District Council does not have any technology schemes in place but has some influence over some technology schemes by virtue of being a licencing authority. They are not gender aware.	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Financial schemes available to assist LED.	Formulate and adopt policies that enhance LED.	Adopted and implementable policies in place	Admin/ Finance/ Planning depts.	By March 2015	
Procurement								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	The council has a procurement policy in place but it is not gender aware. Mostly council's procurements are guided by the provisions in the Zambia Public Procurement (ZPPA) Act of the Laws of Zambia.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Formulate and adopt procurement policies that encourage women participation in public procurement.	Adopted procurement policies that are tailor made to encourage women participation.	Finance / Planning/ Admin depts.	2016	
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
Ensure that the council understand the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change	No Gender awareness audit has been done	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Number of programmes developed and implemented.	Sensitising the council to understand the effects of climate change. Come up with by-laws that address issues of climate change. Conducting awareness meetings with the communities on climate change and address them.	Minutes with attendance lists	Works dept./ CBOs/ Public Health	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To involve women, as key stewards of the environment, in environmental preservation	No such programmes have been embarked on. The council relatively new.	Equal participation of women and men in policy formulation and implementation of economic policies.	50 % of women are involved in drawing up policies and plans for "going green"	Involving women in tree planting exercises. Involving women in conservation farming.	More women planting trees More women participating in conservation farming.	Works dept./ Ministry of Agriculture and Livestock/ Forestry dept./ CBOs	On going	
To involve women in projects and green business ventures, e.g. waste management.	There are no green business ventures yet. The council has actively participated in the "Keep Zambia Clean and Green" which is spear-headed by the Ministry of Local Government and Housing.	Women benefit equally from economic opportunities, including those created through public procurement policies.	50 % of women involved in projects and green businesses.	Sensitisation of women in green businesses. Promoting recycling of waste materials for green businesses.	Projects and green businesses initiated.	Works dept./ Public health/ CBOs/ Forestry dept.	On going	
To take into account the needs of women in emergencies and disasters	The existing disaster management plans are not gender aware.	Policy measures to ease the burden of the multiple roles played by women.		Come up with measures to address women's needs in emergencies and disasters.	At least meet 60% of women's needs during emergencies and disasters.	Disaster Management and Mitigation Unit (DMMU) and the council	2014-2016	
INFRASTRUCTURE								
Housing								
To promote the	30 % of	Collect and analyse	50% of plots	Sensitizing women	Meetings	Planning	By 2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
equal rights of women to land tenure	council plots reserved or given out to women and 70% competed for by both men and women.	baseline data against which progress in achieving targets will be monitored.	allocated to women. 50 % of loans given to women for plots development.	on land and plots acquisitions. Allocating plots to women Giving loans to women for plots development	conducted Plots allocated to women Loans given to women	dept./ Traditional Chiefs		
	30 % of council plots should be allocated to women and 70% competed for by both men and women	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights; Land tenure;	Number of policies and laws reviewed to determine women benefits to land.	Reviewing of existing policies and laws.	Changes to policies and laws.	Planning/ Traditional Chiefs	By 2015	
To women's equal access to housing.	Consultative meetings with stakeholders and traditional leaders are on-going.	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	50 % of women accessing housing.	Sensitizing traditional leaders on women's equal access to housing Sensitising women on women's equal access to housing.	Reports on consultative meetings	Legal dept./ Chiefs/ Council	On-going	
To take into account the	There is Low involvement	Policy measures to ease the burden of	Monitoring implementation of	Sensitising disaster	Disaster management	DDMU/ Works dept./	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
needs of women in emergencies and disasters	of women in existing disaster management plans.	the multiple roles played by women.	the needs of women in emergencies and disasters.	management unit on needs of women in emergencies and disasters.	plans outlining women needs.	Social Welfare/ DATF/ Police/ District Community Medical Office		
Water, sanitation and electricity								
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Water and sanitation services are provided by Lukanga Water and Sewerage Company in which the council is a shareholder. Electricity is by prepaid tokens and is supplied by the Zambia Electricity Supply Corporation (ZESCO).	Laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights.	Increased access to water, sanitation and electricity.	Conducting sensitisations on gender mainstreaming	Sensitisation meetings conducted	ZESCO/ Lukanga Water and Sewerage Co. Planning unit, Ministry of Gender and Development	2014-2015	
	No stakeholders' consultation meetings							

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	have been held so far.							
			50 % of women attend consultative meetings on charges.	Conducting sensitization meetings with utility companies.	Reasonable charges of water, sanitation and electricity.	ZESCO, Works dept.	On going	
HEALTH								
Ensure health facilities are accessible to women		Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Consistent mobile conducted	Conducting mobile services	Monthly mobile services	District Community Medical Office/ CBOs/ NGOs	On going	
HIV AND AIDS AND CARE WORK								
Prevention								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	Council have no gender disaggregated data on HIV and AIDS. Council relies on information supplied by Ministry of Health who report through the District Development Coordinating	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Gender disaggregated data on HIV and AIDS available.	Developing HIV and AIDS activities for the council Developing monitoring and evaluation system for HIV and AIDS.	HIV and AIDS plan of activities HIV and AIDS monitoring and evaluation tool	Planning dept./ DATF/ Public Health dept.	2014-2016	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Committee (DDCC) of which the council is secretariat							
To run gender-aware prevention campaigns	There are no prevention campaigns which emphasise differences in power relations between women and men.	Develop gender sensitive strategies to prevent new infections.	Number of prevention campaigns conducted.	Conducting 365 days of gender activities	Gender activity plans and reports on calendar days	Planning Unit / Administration	On going	
	Moderate prevention campaigns which emphasise the dangers of multiple concurrent partners.		Number of males and females reached with prevention campaigns	Training of stakeholders in prevention campaigns. Conducting prevention campaigns.	Campaigns conducted for prevention	Planning Unit/ Administration/ NGOs/ CBOs/ DATF	On going	
	The female condom is available at health facilities, NGOs/DATF.		Number of female condoms distributed to end users.	Health education on use of female condom. Distributing female condoms	Condoms accessed by all sexually active individuals	Planning Unit/ Administration/ NGOs/ CBOs/ DATF/ Health facilities	On going	
To ensure that messages of	Mumbwa council has	Programmes take account of the	Full participation of the council in all	Conducting awareness	Awareness campaigns	Planning Unit/	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
generational sex and multiple partners are addressed	participated in awareness campaigns in the past though not to the expected level. The council has not actively participated and promoted the 16 Days Campaign in the past.	unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.	awareness campaigns.	campaigns with all stakeholders Conducting campaigns in communities.	conducted Billboards erected Posters stuck in conspicuous places. Flyers produced.	Administration/ NGOs/ CBOs/ DATF/ Health facilities		
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	There are no gender awareness campaigns in the Council on the link between gender violence, HIV and AIDS.	Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	Gender awareness campaigns conducted in the Council on the link between gender violence, HIV and AIDS.	Raising awareness that there is an increased risk of contracting HIV as a result of sexual assault at all levels.	Awareness campaign meetings reports	Planning Unit/ Administration/ NGOs/ CBOs/ DATF/ Health facilities	2015	
To educate women who are not aware of	PEP is readily available at all local	Ready access to post exposure prophylaxis at all	Increased number of health facilities providing PEP and	Providing PEP services.	All health facilities providing PEP and emergence	District Medical Office/	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	health centres in the district	health facilities to reduce the risk of contracting HIV.	all providing emergency contraception in the event of a sexual assault.	Providing emergency contraception in the event of a sexual assault.	contraception in the event of a sexual assault.	NGOs/ NAC		
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Few men and women go for VCT.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of males and females counselled and tested for HIV.	Sensitization on VCT Counselling and testing clients at all times	All health facilities providing VCT services at all times	District Medical Officer/ NGOs/ FBOs	On going	
Treatment								
To address unequal access to treatment; especially inhibitions by men to accessing treatment	There are no readily available statistics on men and women accessing free treatment as this is the preserve of the Ministry of Health at	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women accessing treatment	Providing ART services Providing adherence counselling to clients put on ART.	ART provided to eligible clients Adherence counselling to all clients on ART	District Medical Office/ NGOs/ FBOs/ NZP+/NAC	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	the moment							
Care								
Ensure that the council addresses the gendered dimensions of care work	The proportion of care givers in the community are predominantly women, up to as high as 90%.	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care givers as well as promote the involvement of men in the care and support of people living with HIV and AIDS.	% of female care givers compared to male care givers.	Increased number of male care givers by training them.	Care givers who receive training	Medical Office/ NGOs/ FBOs	2015	
	No care givers are given any remuneration		Number of care givers who receive any remuneration.	Giving remunerations to care givers.	Remunerations provided to care givers	Medical Office/ NGOs/ FBOs	2015	
	Care givers may receive bicycles, and toiletries depending on the organisation supporting them.		Number of care givers who receive some of support rather than remuneration.	Providing transport and other support to care givers.	Transport and home based care kits provided to clients.	Medical Office/ NGOs/ FBOs/ DATF	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Care givers receive training for their work in home based care.		Number of care givers trained according to Ministry of Health guidelines.	Training care givers using appropriate guidelines. Certification of care givers	Trainings conducted Care givers certified	Medical Office/ NGOs/ FBOs/ DATF	2015	
	There is no much effort made to involve men in care work.		Number of males involved in care work.	Training males in care work.	Male care givers trained	Medical Office/ NGOs/ FBOs/ DATF	2015	
Social development		Collect and analyse baseline data against which progress in achieving targets will be monitored.						
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	Some women are empowered with life skills and some financial resources although not to expected standards.							
	There are awareness programmes or training materials covering parenting responsibilities though at		Increased number of men accompanying their spouses to antenatal clinics and taking their children for under-five clinic	Popularise the new concept of 'safe parenting' as opposed to the old concept of 'safe motherhood'.	More men taking-up parenting responsibilities.	Ministry of Health/ CBOs/FBOs/ Council	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	very low levels.							
Social development								
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	There is nothing much that has been done with women's groups.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women and girls benefiting. Increased awareness among all about facilities available	Create community social amenities and facilities. Lobby for more funds and/or sponsorship for various sports. Establish a 'sports day' for all council employees	More women in sports. Poverty reduction among women.	All depts. in the council.	On going	
	There are no awareness programmes or training materials covering parenting responsibilities.		Number of training workshops organized and materials disseminated	Conduct at least two training workshops per year with the assistance of co-operating partners.	Increased responsibility on parenting.	Dept. of Planning/CB Os/FBOs	On going	
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	There are no statistics available. However, awareness levels are low.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of people accessing PEP.	Procurement of more PEP	PEP procured	Dept. of Planning dept./VSU/Social Welfare	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Number of people accessing facility.	Increased campaigns on GBV	Number of centres providing the service.	Planning dept.	On going	
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	The council has not actively participated in 16 days activism due to budget constraints.	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	The number of women and men in the council participating in GBV activism	Conduct workplace awareness activities. Continuous sensitisation	Increased awareness on GBV	Dept. of Planning/works	On going	
Response								
To implement actions that are effective in responding to GBV in your council	There are no street lights in most roads in Mumbwa. Plans are under way to erect street lights along all major township roads	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Number of streets with lights	Begin to erect streets lights in all townships	Reduced GBV cases	Depts. of Planning/works	2015	
	The council	Specialised	Number of VSU	Lobby for more	Increased access	Dept. of	Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	has a police station but refers to VSU of the Zambia Police.	facilities, including support mechanisms for survivors of gender based violence.	service points within Mumbwa	VSU service points in all the six wards	to VSU by survivors of GBV	Planning/Engineering		
	Only Mumbwa District Police Station deals with GBV cases. All other police posts refer GBV cases to the main Police Station	Community sensitisation programmes regarding available services and resources for survivors of gender based violence.	Number of community sensitization programmes conducted	Conduct quarterly community sensitization programmes on GBV in the communities	Increased information on GBV and service delivery	Dept. of Planning/administration	Ongoing	
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.	Number of special counselling services available	Conduct an audit on available counselling service points	Audit results of counselling	Planning dept.	On-going	
Support								
To implement a plan and actions that supports survivors of GBV	Currently there are no such facilities in the council	Provide specialised facilities, including support mechanisms for survivors of	Number of GBV facilities available	Conduct an audit on available support centres for Survivors of GBV	Audit reports	Dept. of Administration/Planning/VSU.	Yearly	
	There is no	gender-based	Counselling facilities	Train peer	Number of	Dept. of	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	counselling facility in the council. All GBV cases are handled by Zambia Police.	violence.	in the council	educators on psycho social counselling Create counselling corners	employees and people accessing the counselling services	Admin/VSU		
	Currently there are no publications in the council		Number of publications produced. Number of posters stuck and billboards erected bearing GBV messages. Number of community radio programmes produced	To produce publications on service facilities existing. Use drama clubs and community radio station to publicise issues on GBV and popularise the provisions of the Anti-Gender Based Violence Act No. 1 of 2011 of the Laws of Zambia Put-up posters and billboards on GBV facilities/services	Reduced GBV cases. Increased knowledge on GBV. Weekly community radio programmes	Dept. of Planning/VSU/Finance dept.	On-going	
Coordination								
To ensure that efforts to address GBV are conducted in a coordinated	There is no such a committee in place in the council.	Integrated approaches, including cross sector structures with the aim of	Number of committee meetings held in a year.	Constitute a GBV committee that will include all stakeholders and which should be	Committee Action plan on GBV. Committee reports.	Dept. of Planning/Administration/VSU/CBOs	By 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
manner		reducing current levels of gender based violence, by half by 2015.		gender balanced. Enhance committee's effectiveness and putting in place M and E mechanisms.	Reduced levels of GBV in Shibuyunji.			
Budget allocation								
To ensure that Councils commit budget and resources to addressing GBV	There is no budget-line for GBV activities in the council's 2014 budget.		Budget allocation for GBV activities in the council	Develop a budget aligning it to the action plan for Gender and GBV	Amount allocated to undertake the activities	Dept. of Finance/planning/VSU	By 2015	
Monitoring and evaluation								
To ensure that efforts to address GBV are monitored and evaluated		Collect and analyse baseline data against which progress in achieving targets will be monitored.	Data Collected and analysed	Collecting and analysing baseline data on progress made on GBV	Increased collection of data and analysis, monitoring systems	Dept. of Planning	Ongoing	
Best practices								
To showcase best practices to end GBV	This has not been done		Number of best practices collected for showcasing	Implementation of the GBV and Gender action plan. Identifying best practices	Prioritisation of the activities in the action plan	Planning dept.	Ongoing	
EMPLOYMENT PRACTICES AND ENVIRONMENT								
To increase the representation of women	There no steps taken in this regard	At least 50% of decision-making positions in the	Number of women under the council HR development	-Lobby the LGSC to consider gender equality in	50% women and 50% men in key decision making	Admin dept./Trade Union/LGSC	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
employed in the council.	because employment for senior employees is done by central govt. through the Local Government Service Commission. (LGSC). There is an 'equal work equal pay' principle applied however.	public and private sectors are held by women including the use of affirmative action measures.	programmes such as training sponsorship. Equal number of men and women undergoing skills development in the council.	deployment and recruitment of staff. -Encouraging more women to upgrade themselves in terms of education and professional competence so as to manage managerial positions.	positions of the municipality			
	There are more men than women employed in the council. Out of a total of 238 employees, 78% are male while only 22% are female.	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	Number of men and women equally employed.	Disseminate Information to the local government service commission that when employing there should be equal consideration of both women and men.	50% employment rate	Dept. of Admin/LGSC	On going	
			Local Government Service Commission (LGSC) posting or	The human resource department	Equity in all departments of the council.	Dept. of Admin/LGSC	By 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			deploying equal number of men and women to all councils.	recommends and ensures equal number of both females and males are employed.				
	Yes it has and is being done.		There is now a visible balance between female and male recruitments.	Lobby the LGSC to be transferring or deploying staff members equally between the sexes.	50% men and 50% women.	Dept. of Admin/LGSC	On going	
	They are not approached.		No. of union s involved in the	The two unions should get involved.	Equity will be attained.	Dept. of Admin	On going	
Selection and recruitment								
To ensure that the recruitment and selection process offers equal opportunity to women.	There is no equity plan in place.	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.	Training policies in place	Women being encouraged to go for further studies.	100% women encouragement.	Dept. of Admin	On going	
	Gender has not been incorporated into policies and processes.		Training policies in place	Women being encouraged to attain further education.	100% women encouragement.	Dept. of Admin	On-going	
	Women and men are paid equally for the work they do.	Eradication of occupational segregation and all forms of employment discrimination.	Payroll records from HR	Provide equal opportunities for both male and females and employee people on merit.	50% chances for both sexes.	Dept. of Admin	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Men and women are paid equally for equal work.	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	The payroll or HR records/reports	Use the principle of equal work equal pay.	100% for both	Dept. of Admin	On-going	
	Women are given 90 days paid maternity leave every two years.	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	The policy is already there	Women are given leave days when they fall pregnant.	100% for all women.	Dept. of Admin	On-going	
Capacity building								
To ensure that training is done to educate all employees and community groups on gender	Gender mainstreaming in local authorities has been a giant step in this regard.	Ensure equal participation of women and men in decision making by outlining in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	No. of Workshops on gender related issues.	Adopt and implement Gender action plan.	Equal opportunities for all -50% of both males and females involved.	Dept. of Admin	2013-2015	
Work conditions and environment								
To facilitate women's equal participation in	There are no childcare facilities	Provide protection benefits for women and men during	A policy is working currently.	Leave days are granted.	100% implementation.	Dept. of Admin	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	available at the moment.	maternity and paternity leave.						
		Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by women.	No of council employs women as casual workers, and pays them a wage after a short period of time.	They are paid wages on a daily basis.	Increased wages for women employees	Dept. of Admin	By 2015	
	There is no programme for child care facilities at the moment.		Number of child care facilities established	Establish child care facilities	CDC resolutions and reports	Works/Planning and Admin depts.	On-going	
	Programmes concerning child care have not been prioritised		Number of implemented child care programmes	Formulate and implement child care programmes. Mobilise communities for effective participation in child care programmes	Child care policy Communities participate in child care programmes. Improved child health care	Dept. of Admin/Planning	On-going	
There are no crèche facilities in the district	Number of crèche facilities constructed for children		Construct crèche facilities in appropriate areas of the district	Improved illiteracy level in children	Depts. of works/ Planning	By 2015		
Address issues of sexual harassment in the council.	There is no such policy.	Enact legislative provisions adopt and implement policies, strategies and programmes that define and prohibit sexual	Policy on SH	Develop a SH policy	Policy on SH	Dept. of Admin	By Dec 2014	
	Disciplinary committee handles or recommends		No. of reports on sexual harassment	Create a desk for reporting SH in the council	Cases should be reported to relevant authorities	Dept. of Admin	ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	such cases to the LGSC depending on level of staff involved in such cases.	harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.						
GENDER MANAGEMENT SYSTEM								
Gender structures								
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	The council has a gender champion who is also the council chairperson while the Socio-economic planner is the Gender Focal Person (GFP).	Establish and strengthen structures to enhance gender mainstreaming.	Number of Workshops and seminars conducted on gender mainstreaming.	Conduct at least 2 workshops and seminars per year on gender mainstreaming for key employees of the council	Implementation of gender action plan.	Depts. of Admin and planning	By Dec 2014	
	There is no gender committee in place yet		Number of workshops and seminars	Action plan should be implemented plus a committee formed.	Gender Committee in place	Administration/Planning	By Dec 2014	
	There is no task team		Task team constituted	Form a task team on gender and GBV in the council	100% gender mainstreaming	Administration/Planning	By Dec 2014	
	There are no GFPs in all depts.		No of GFPs in the district	Appoint focal point persons in all depts.	Fully operational gender committee headed by council's GFP.	Administration/Planning	By Dec 2014	
	The Socio-Economic Planner is a		Number of people employed	There is need to employ a gender specialist	Gender Specialist employed	Administration/Planning	By Dec 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Gender Focal Point for the council							
	Gender has not be written in the performance agreements		Revised performance agreement or job description	Revision of all Job descriptions to include gender	Revised performance agreement or job description	Administratio n/ Planning	By Dec 2014	
	There is no GMS in the council		Gender management structure	Constitute a GMS	Gender management structure	Administratio n/ Planning	By Dec 2014	
Budget, monitoring and evaluation								
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	No. It does not exist.	Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Number of employees doing Monitoring and Evaluation.	-Constitute a Monitoring and Evaluation Team that includes the Finance Committee of the Council.	People employed	Administratio n/ Planning	By Dec 2014	
To ensure that resources are being allocated to gender priorities.	There are no resources allocated.	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to	Number of sensitisations meeting held	Conduct quarterly meetings on gender responsive budgeting	Increased knowledge on gender budgeting	Administratio n/ Planning	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		all gender groups.						
	Both women and men benefit equally from budget allocations		The salary scale	Conduct annual trainings on pay roll	Increased knowledge on pay roll	Dept of Admin	By Dec 2014	

Annex D: Workshop evaluation

A total of 19 duly completed workshop evaluation forms were received

Administration information

Sex	<input type="checkbox"/> Male <input type="checkbox"/> Female					
Country	ZAMBIA					
City/ Town/ Village	MUMBWA DISTRICT COUNCIL					
Age Group	<input type="checkbox"/> 12 - 17	18 -30 <input type="checkbox"/>	31- 40 <input type="checkbox"/>	41 - 50 <input type="checkbox"/>	51 – 60 <input type="checkbox"/>	60 + <input type="checkbox"/>
Education level	Primary School <input type="checkbox"/>	Secondary School <input type="checkbox"/>	Tertiary <input type="checkbox"/>	Vocational <input type="checkbox"/>	Adult literacy <input type="checkbox"/>	

Please score the following 1-10 where 1= very poor; 10 – excellent

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	9
2. PROGRAMME CONTENT	9
3. DOCUMENTATION	9
4. FACILITATION	10
5. GROUP WORK	9
6. OUTPUTS	9
7. OUTCOMES AND FOLLOW UP PLANS	8
8. LEARNING OPPORTUNITY	9
9. NETWORKING OPPORTUNITY	9
10. ADMINISTRATIVE ARRANGEMENTS	9

1. Which session did you find most useful? Why?

- GBV – because of its prevalence and danger it has to humanity.
- Causes of GBV because the vice is too prominent in society today and requires urgent redress.
- GBV –it has taught me what GBV is including things that I did not think would be GBV.
- Gender and the economy because it has helped us to know how both private and public sectors and also the hidden economy produce goods in the country and mostly females are the most producers.
- Impact of climate change and gender – brought to light the various impacts of climate change on the household and how these impacts are felt mostly by the woman in the home.
- Climate change and sustainable development because it has clearly highlighted the hardships women are undergoing.
- Developing a Gender Action Plan has come to be the most useful because it will help to perform, strategize, give appropriate information and achieve intended goals.
- All sessions were useful because they are all an eye opener towards gender equality where both sexes must have same shares.
- Conflict Resolution - I learnt for the first time how we can use a matrix to find a solution to the conflict especially community and political ones.

- Why gender in climate change. This was the most useful for me because as society we tend to forget that women have a fundamental role as primary managers of the environment.
- Conflict resolution because it teaches about identification of conflict at community and local government level, how conflicts are caused. If the cause is known then it is easy to eradicate the problem.
- Gender and LED – it revealed possible areas of increasing the revenue base for the council and local community.
- Action Planning and Budgeting – the sessions were interactive, participatory and brought out gaps that the municipality needs to work on.
- Gender and LED – It gave me an opportunity to discover business opportunities in my local area.
- Types of GBV – It has silent features which I was not aware of, e.g. psychological GBV.
- Gender refers to both women and men.
- Differences of gender and sex. It opened my eyes into how men and women have differences but similarities as well. Things are biological and cannot be changed and things which both sexes can do. Also the action plan development was most useful as it gave practical ways in our work plan.

2. **Which session did you find least useful? Why?**

- None. All are eye opening issues
- Not applicable – all the topics presented were interesting and are useful to the objective of the workshop
- Most of the sessions were useful to me. I can't put the least.
- None, they were all important.
- None.
- None – because they all contain valuable information. I thought I knew gender but after this workshop my horizon of knowledge has tremendously increased.
- For me all the sessions were cardinal especially that I am leaving quite a informed participant.
- None. All were useful.
- Climate change and gender. More research is needed to make the link between the two. More cohesive and more practical examples need to be given.

3. **How will you apply what you have gained from this engagement?**

- Through my advocacy work in my daily work.
- I will begin by addressing my cultural beliefs, adjust them to what is progressive.
- By distributing the information to others through advising, group discussions, etc. so that those who do not know what GBV is should know.
- I have to be practical to sensitise others or communities for them to know how useful it is.
- Advocate strongly for the mainstreaming of gender at my level of management and however I can in my establishment.
- By being gender sensitive in all the activities.
- By resolving daily challenges I meet, for example conflict resolution.
- Immediately start demonstrating ways of reducing GBV; convince people about what gender is.
- Practice makes perfect! Will be able to educate people at family and community level.

- Sensitising others and people involved in counselling victims of GBV.
- During the gender trainings for the beneficiaries on Concern's Project here in Mumbwa an emphasis will be made on Gender in Climate change in order to show that women are active in production activities ; forestry, fisheries and agriculture.
- By sharing with other people what I have learnt during the sessions.
- Involve women at all stages at council operations
- Liaise closely with women councillors and women council staff.
- I will strengthen the application of gender concepts in my day to day activities of my work.
- I am a Community Development Officer – Government of the Republic of Zambia and my job is all about what I learnt. We have a department concerned with gender.
- It will be a training of trainers (TOT) of gender issues.
- By ensuring that I use the media I am working for to extend the knowledge using even the local language around.
- It will help me in mainstreaming gender at the local authority.

4. **Any other comment**

- Very informative. Will like to do more.
- The interactions were good, the problem we have in Zambia is follow-up and implementation. We need to change from being academic only to being practical.
- Please keep it up in this kind of programmes. A lot of people need to be sensitised on the dangers of GBV.
- The programme should be an on-going thing whereby you should offices and facilities in all districts for empowerment.
- This was a mind opening workshop which not only emphasizes the importance of women in society but the various forms of abuse they face.
- A suggestion would be that instead of targeting management all the time even the lower level employees could be incorporated in such so that we have a wider experience pool.
- This is a good programme for it has successfully addressed the narrow view on gender discourse.
- The workshop was very well organised and I give credit to the organisation for bringing up such an important workshop to Mumbwa and news will go a long way. Bravo!!!
- Request for more engagements or trainers to allow more knowledge in our day to day application in our lives.
- Gender and Local Economic Development as a topic was an eye opener. This topic helped me to look at local economic development from a gender lens.
- The workshop has been of benefit to all of us who have attended the workshop.
- Good and very educative workshop.
- Time was not adequate. At least 5 days was required to properly assimilate the content of the workshop.
- Gender programmes must be treated as culture that is inculcated into people through primary and secondary socialisation. And so, this battle of gender sensitisation must be taken as part of socialisation which should start at a tender age. I propose that it becomes part of the school curriculum just the same way entrepreneurship and computer lessons are now incorporated in school curriculum. Thank you.
- Keep on scaling up issues of gender.

- May such programmes continue making a mark in improving and sensitizing people in areas of GBV for example which for me I feel is quite common in some places of our district and that I can't wait to be involved as well.
- It is important for the organisations to make follow ups after a workshop like this to see if it is bearing fruits.
- The workshop has helped me a lot. I look forward to the implementation of the action plan