

## **POVERTY**

### **Key issues / Situational Analysis**

Although poverty affects both women and men, women are more affected. This is partly due to the fact that women are less educated, have high illiteracy levels and have poor access to and control over productive resources and earnings.

<b>Thematic area</b>	<b>Poverty</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Women entrepreneurship skills developed</li> <li>• Women and CBOs accessing finances for economic activities</li> <li>• Appropriate technology accessible and utilised.</li> <li>• Increase in productivity</li> <li>• Equitable functional literacy rates by sex</li> <li>• Increased literacy rates among women</li> <li>• Farmers able to prepare for a good harvest</li> <li>• Increased food production</li> <li>• At least 30Percentage of women owning land</li> <li>• Change in Percentage of women owning and controlling property</li> <li>• Funds available and accessible to women</li> <li>• Percentage of women accessing the funds.</li> <li>• Funds available and accessible to women</li> <li>• Increased food security</li> </ul>									
<b>SPA objectives</b>	To promote programmes which will reduce the burden of poverty on women at households, community, and national levels.									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGD:</b> Equal participation by women and men in policy formulation and implementation of economic policies.		Conduct literacy programmes for women and disadvantaged groups	Necessary facilities for conducting literacy programmes in place							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGD:</b> Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.										
<b>SGP:</b> Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.		Train women in entrepreneurship skills including the youth and people with disabilities.	Number of women trained in entrepreneurship skills.							
		Conduct training in farming skills.	Institutions dealing with inputs supply available							
			Farm inputs provided in time							
		Sensitise men on gender and power relations	Awareness created among men							
<b>SGP:</b> Review national trade and entrepreneurship policies, to make them gender responsive.										

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.										
<b>SGP:</b> Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.		Provide financial assistance to women and CBOs through grants and create credit schemes	Number of grants and credit schemes available							
		Enact a law to ensure women have access to land and control	Law enacted							
		Identify appropriate institutions to handle the fund.	Institutions dealing with funding in place							
			Percentage of funds available							
	Create a basket fund to support women engaged in poverty alleviation	Institutions dealing with funding in place								

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		programmes								
		Conduct crop diversification training to women farmers	Number of crop diversification training programmes							
<b>SGP:</b> Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.		Introduce user friendly technology tailored to women’s needs.	Appropriate technology in place							
			Percentage of women accessing technology							
		Develop early childhood community based care to enhance women’s participation in economic activities.	Early childhood community facilities provided							

## **CULTURE, FAMILY AND SOCIALISATION**

### **Key issues / Situational Analysis**

Cultural beliefs, customs, and socialization processes have perpetuated gender imbalances. The gender roles assigned to women and girls are of low value while those assigned to boys and men are highly valued and boys (men) are prepared for being decision-makers. Inevitably, women end up in a subordinate position with limited powers and the roles they play in the development process are not fully appreciated by society. This has led to men dominating decision making at household, community and national levels as well as controlling family, community and national assets.

<b>Thematic area</b>	<b>Culture, Family and Socialisation</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Awareness, attitudinal change</li> <li>• Core team of Gender Trainers available</li> <li>• Appropriate Training materials made available</li> <li>• Change in gender relations and social interaction</li> <li>• Gender responsive teaching materials</li> <li>• Changes in percentages of women in non traditional jobs and traditional jobs, Change in careers, Change in employment</li> </ul>									
<b>SPA Objectives</b>	To promote positive cultural practices that contribute to gender equality									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Commission research to identify harmful cultural and religious practices	Number of research commissioned Research Report available							
		Conduct awareness campaigns on harmful cultural practices	Number of sensitization campaigns conducted.							
		Put corrective measures to correct harmful cultural practices	Number of corrective measures put in place							
		Identify people to be trained as Gender Trainers	Number of trainers identified and trained							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Develop gender training materials that are contextual to the Zambian situation	Gender training manuals produced							
		Print training manuals, translate into local languages and disseminate	Training materials printed, translated and disseminated or distributed							
		Conduct training for stakeholders by gender trainers	Number of stakeholders trained							
		Sensitise media personnel	Number of people sensitise							
		Sensitise school children	Number of school children sensitised							
		Sensitise and train educators on gender	Number of educators and trainers sensitised							
		Assess the gender sensitivity of teaching materials	Gender gaps in teaching materials identified							
			Proportion of teaching materials assessed							
		Sensitise traditional	Percentage of women							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		initiators	traditional jobs and non traditional jobs							

## **EDUCATION AND TRAINING; SCIENCE AND TECHNOLOGY**

### **Key issues / Situational Analysis**

Education is a right to be enjoyed by all and an important factor in enabling the individual to influence personnel, community, national and global development in social, cultural and economic fields. Despite equal admission rates at primary school, there is higher attrition rates among girls as compared to boys. In addition girls participation and performance in education has lagged behind that of boys.

Women and girls have a weak foundation in science, mathematics and technology partly due to the socialisation process. This situation severely affects their future training and career options, and this has been compounded by gender stereotyping that science and mathematics are suitable for boys and not for girls.

<b>Thematic area</b>	<b>Education and Training; Science and Technology</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Progression rates of girls; Improved literacy rates; Girl friendly schools; Self esteem in girls</li> <li>• Gender responsive curriculum</li> <li>• Enhanced sanitation in schools</li> <li>• Increased retention of girls in schools</li> <li>• Increased collaboration and sharing of vision</li> <li>• Reduction in illiteracy levels among women and men</li> <li>• Informed and enlightened citizens in development issues</li> <li>• More females participate in science and technology</li> <li>• More girls able to continue in tertiary Science and Technology</li> <li>• Improved skills in women entrepreneurs</li> </ul>									
<b>SPA Objectives</b>	<p>To promote equal participation of females and males in education</p> <p>To reduce illiteracy levels among women and men especially in rural areas</p> <p>Promote science and technology in primary and secondary and tertiary levels and make them compulsory subjects</p> <p>To develop entrepreneurship skills among women in the informal sector</p>									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education.		Introduce PAGE to all remaining schools	PAGE introduced to all remaining schools							
		Implement recommendations of 'World Education For All'	Number and percentage of recommendations implemented							
			Number and percentage of girls and boys taking up technical subjects							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Establish scholarships for girls and women pursuing science and technology subjects	Number of special scholarships established Number of girls and women able to continue in science and technology subjects							
		Sensitise parents and communities on the need for girls and women to take up science and technology fields.	Number of parents and communities sensitised							
		Broaden and intensify existing programmes on increasing participation of girls and women in science and technology fields.	Percentage of existing programmes broadened and intensified							
		Conduct a needs assessment Develop a training programme Conduct training	Training needs identified Training programme developed Number of trainings conducted							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> Adopt and implement gender sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others.		Provide girl-friendly facilities e.g. water and sanitation in education institutions	Number and percentage of schools with girl-friendly facilities							
		Establish formal linkages among institutions dealing with literacy programme	Number of Linkages established							
		Produce more user-friendly literacy materials in English and main local languages suiting local communities	Number and type of user friendly literacy materials in English and local languages produced							
		Design appropriate literacy programmes for women and men	Number and type of literacy programmes							
		Train more literacy instructors	Number of literacy instructors trained							

## **HEALTH**

### **Key issues / Situational Analysis**

Women and Children are the major users of health services in Zambia. However, only a small percentage of women and children have access to Health Care Services, even where services are available. HIV/AIDS Pandemic coupled with the decline in the provision of quality Health Care has impacted negatively on women, thereby increasing the work load and undermining their physical and mental health. Available health services are not sensitive to women's needs.

<b>Thematic area</b>	<b>Health</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Engendered National Health Policies and programmes</li> <li>• Increase in the participation of women and men in the health activities</li> <li>• Gender sensitive Health Management Teams</li> <li>• Increase in the utilisation of health services</li> <li>• Reduction and privacy in maternal mortality</li> <li>• Reduction in maternal and child mortality rates</li> <li>• Gender friendly facilities for victims of gender based violence</li> <li>• Reduction in gender violence</li> <li>• Increase in number of victims utilising the services</li> <li>• Percentage change of people knowledgeable on Health Matters</li> <li>• Increase in use of family planning methods among men; Increased communication between couples on reproductive health issues</li> <li>• Reduction in mortality as a result of HIV and STI infection; Reduced risks of STI and HIV infection; Women empowered to make informed decisions</li> <li>• Reduction in infection rates and early pregnancies; Improved Health status of Couples; Positive cultural health values upheld by society</li> <li>• Eradication of negative customary and traditional practices</li> <li>• Appropriate gender interventions on home based care programmes; Increase support to home based care programmes</li> <li>• Gender responsive HIV/AIDS and STIs; Policies and programmes</li> <li>• Improved quality of life.</li> </ul>									
<b>SPA Objectives</b>	<p>To increase women's access to affordable and quality health care at all stages of the life cycle.  To mainstream gender into all policies and programmes on the control of HIV/AIDS and other STIs</p>									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.		Establish a Gender Health Management System in the health Sector	Gender Health Management System established and operational							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Review policies and programmes on gender Conduct a gender Capacity Building for policy makers, planners and implementers of HIV/AIDS and STI Programmes	Number of HIV/STIs Programmes Reviewed. Percentage of capacity building programmes conducted							
		Initiate awareness creation activities at all levels on the importance and benefits of women's and men's participation in health activities	Number of awareness creation activities initiated							
		Empower and co-opt women into the Health Management Teams	Number of women co-opted into the Health Management Teams							
		Establish and strengthen youth, women and men friendly services at all health centres	Number of user friendly health services established and strengthened.							
<b>SGP:</b> Reduce the		Provide delivery	Number of							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
maternal mortality ratio by 75%.		waiting rooms for expectant mothers in all health institutions	delivery waiting rooms provided and utilised at all health institutions							
		Streamline referral systems and outreach services	Number of referral points streamlined							
<b>SGP:</b> Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.		Establish integrated facilities where victims of gender violence can access free and confidential health services in all health centres.	Number of integrated facilities established and accessible to victims of gender violence							
		Conduct awareness campaigns on the existence of free and confidential health services	Number/percentage of women counselled and referred to institutions dealing with gender violence							
			Number of awareness campaigns conducted							
		Conduct awareness programmes encouraging	Number of awareness programmes conducted							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		men's participation in family health.	Number/percentage of couples who Participate equally in decisions Regarding reproductive issues and sexuality							
		Conduct advocacy campaigns for the abolition of negative customary and traditional practices in health	Number of advocacy campaigns conducted							
<b>SGP:</b> Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.										
<b>SGP:</b> Develop gender sensitive strategies to prevent new infections.		Conduct sensitisation programmes on the role of women and men in the prevention of STIs and HIV in the community and places of work	Number of sensitisation programmes conducted							
<b>SGP:</b> Ensure		Sensitise	Number of							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
universal access to HIV and AIDS treatment for infected women, men, boys and girls.		communities on ARVs.	home based care providers given profiluxis against TB							
		Provide ARVs to expectant mothers to reduce MTCT.	Number of sensitisation programmes on ARVs							
		Provide supplementary feeding to the vulnerable in ARVs treatment.	Number of persons receiving supplementary feeding.							
		Provide profiluxis against TB to all home based providers.								
<b>SGP:</b> Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with		Conduct a gender assessment on home based care.	Gender assessment on home based care conducted.							
		Conduct an assessment of funding to health services.	Gender gaps identified							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Aids.										

## **WATER AND SANITATION**

### **Key issues / Situational Analysis**

Due to inadequate supply of good quality water in rural, peri-urban and urban areas in the country, women as traditional providers of water to households have been subjected to walking long distances. In addition, the general poor sanitary conditions in the country contributes to contamination of water sources reducing the availability and access to clean and safe water. Such situations have been impacting negatively on the health and economic productivity of women more than men.

<b>Thematic area</b>	<b>Water and Sanitation</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Increased participation by both women and men leading to improved access to clean and safe water</li> <li>• Improved gender mainstreaming in management of water and sanitation activities</li> <li>• Gender sensitive water and sanitation management</li> <li>• Clean environment</li> <li>• Low morbidity rates</li> <li>• Improved access to clean and safe water</li> <li>• Gender sensitive water management systems</li> <li>• Improved urban water supply and output</li> </ul>									
<b>SPA Objectives</b>	To develop gender sensitive water and sanitation policies and programmes									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Sensitise women and men on the importance of their participation in water and sanitation projects	Percentage of women and men participating in Water and Sanitation Projects No of sensitisation programmes conducted							
		Sensitise Communities on the best practices of Sanitation e.g. hygiene, garbage collection etc.	Percentage of women and men that have adopted best sanitation practices							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Empower and co-opt women into Water and Sanitation Management Teams	Percentage of women and men in the Water and Sanitation Management Teams  Percentage of women and men empowered and co-opted into Water and Sanitation Management Teams							
		Initiate and adopt appropriate methods of waste management. i.e recycling, re-use.	Number of appropriate waste management methods adopted Quantity of waste materials recycled							
		Construct and Maintaining proper sanitation facilities.	Number of proper drainage systems constructed and maintained							
		Locate safe and clean water points near homes Establish	Number of water points and water sources near homes							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		settlements near water sources	Number of water sources near settlements.							
		Establish gender sensitive water management committees	Number of Gender sensitive water management committees established and operational							
		Rehabilitate, extend and construct new urban water reticulation systems	Number and location of reticulation systems rehabilitated, extended and constructed							
		Rehabilitate existing and construct new water points	Number and location of water points rehabilitated and constructed							



## **LABOUR, EMPLOYMENT, AND SOCIAL SECURITY**

### **Key issues / Situational Analysis**

Although women constitute more than 50 percent of Zambia's population, they are concentrated in the low echelons of the institutions and are in stereotyped occupations with low remunerations. The demand for women's labour has been further weakened by their reproductive roles as a result they tend to be less favoured when it comes to recruitment, placement and promotion.

<b>Thematic area</b>	<b>Labour, Employment and Social Security</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive Labour and employment system</li> <li>• Improved productivity by employees at work places</li> <li>• Accessible social security schemes by women and men</li> <li>• Improved social security for the informal sector</li> <li>• Working conditions for women and men</li> <li>• Gender equity in employment and social security.</li> </ul>									
<b>SPA objectives</b>	To redress gender imbalances in labour, employment and social security at all levels									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGD:</b> Equal participation by women and men in policy formulation and implementation of economic policies.		Sensitise women and men on gender issues pertaining to labour and employment	Number of men and women sensitised in gender, labour and employment matters							
<b>SGD:</b> Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.										

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.		Decentralise all social security schemes Introduce social security schemes in the informal sector	Social security schemes decentralised Number and type of social security schemes put in place in the informal sector							
<b>SGP:</b> Review national trade and entrepreneurship policies, to make them gender responsive.		Conduct a review of labour laws to incorporate all relevant provisions of international conventions and instruments related to gender, employment and labour which Zambia has ratified and acceded to	Number of labour and employment laws reviewed. Percentage of international conventions and instruments incorporated into national law							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.										
<b>SGP:</b> Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.										
<b>SGP:</b> Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.		Establish child care facilities at or near work places	Number of child care facilities established in work places and operational Number of employees accessing child care facilities							
		Sensitise women and men on all relevant international and local	Number of women and men sensitised on all relevant international							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		legislation related to gender, employment and social security	and local legislation							

## **LAND**

### **Key issues / Situational Analysis**

The acquisition and ownership of land in Zambia continues to be a major hindrance to women's effective participation in national development. The major drawback is that the Land Act allows customary laws, which confer land ownership on men, to apply in the administration of traditional land. The Provisions of Article 23 (4) (c, d) of the Republican Constitution recognises the application of customary laws in matters dealing with property. In addition, the procedures of acquiring land and title deeds are still cumbersome and bureaucratic.

<b>Thematic area</b>	<b>Land</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Increased awareness on women's land rights; Increased number of women with title deeds; Increased number of women with title to land</li> <li>• Republican Constitution Gender Responsive</li> <li>• Gender responsive national laws</li> <li>• Land owned by women developed</li> <li>• Bureaucratic and cumbersome procedures for land allocation minimised</li> <li>• More people especially women easily accessing land in resettlement schemes</li> <li>• Smooth operation of the Land Development Committee</li> <li>• Funds for development of land available</li> <li>• Increased activities for mobilisation of funds for land development</li> <li>• Land Development Committee gender responsive</li> <li>• Women have defined entities to property</li> <li>• More women aware of their land rights</li> <li>• Gender responsive inter ministerial committee on land</li> <li>• Smooth operation of the Inter ministerial Committee on Land</li> </ul>									
<b>SPA objectives</b>	To facilitate equal acquisition of land between women and men.									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Review, amend and or repeal all discriminatory laws.		Incorporate an unequivocal equality clause giving the Republican Constitution precedence over customary law in case of conflict over land	Unequivocal equality clause included in the Republican Constitution							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> Endeavour to enshrine gender equality and equity the Constitution and ensure that these are not compromised by any provision, laws or practices.		Sensitise women on land rights	Percentage of women sensitised Number of sensitisation campaigns carried out							
		Streamline and enforce the legal framework that will promote ownership of land by women especially at community levels;	Gender sensitive legal framework							
		Enact and enforce laws to ensure women acquire land without reference to their marital status;	Number of laws enacted and enforced							
<b>SGP:</b> Abolish the minority status of women.		Restructure institutions that allocate land in order to make them gender responsive	Number of institution allocating land restructured and gender responsive							
		Revise the current cumbersome procedures on	Number of land allocation procedures revised							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		land resettlement schemes to enable women access land;								
		Establish a gender responsive Land Development Fund Committee	Gender responsive Land Development Fund committee established Equal gender representation on the Land Development Committee							
		Institute laws, procedures and administrative practices that defines the entities in relation to property rights e.g. family, spouse, types of contractual agreements etc.	Law, procedures and administrative practices put into place							
		Create gender data base for land allocation, acquisition and ownership	Number of gender data bases created							
		Establish offices at district and sub-district	Number of offices established at							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		levels	district and sub-district levels							
		Conduct sensitisation campaigns about the new decentralised offices and encourage women to apply for land	Number of campaigns conducted Number of women applying for land							
		Conduct research on the implications of denial of land to women. Disseminate research results Compile an annotated bibliography of existing literature	Number of research results disseminated Number of annotated Bibliography of existing literature compile							
		Establish support mechanisms for the recognition of de jure for women's land rights	Support mechanism for de jure rights established							
		Broaden and engender the membership of the committee Mobilise resources for the inter-ministerial	Inter ministerial Committee on land engendered Increased funding to inter-ministerial committee on							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		committee	land							

## **AGRICULTURE**

### **Key issues / Situational Analysis**

Agriculture has the potential to contribute to economic growth in Zambia and women contribute about 70 per cent of their labour to agricultural production. However, women have no control over their labour and are disadvantaged by their lack of equal access to agricultural resources such as information, credit, inputs, land, technology, and decision making as compared to their male counterparts.

<b>Thematic area</b>	<b>Agriculture</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive extension services</li> <li>• Gender responsive agriculture farmer groups</li> <li>• Women and youth groups benefit from rural infrastructure development programmes.</li> <li>• Easy accessibility to storage facilities and markets</li> <li>• Gender Responsive Agriculture Cooperatives</li> <li>• Improved welfare of women farmers</li> <li>• Risk spread among household due to diversification</li> <li>• Increased women participation in horticultural activities</li> <li>• Reduced post harvest loss due to improved storage facilities</li> </ul>									
<b>SPA objectives</b>	<p>To ensure food security and balanced nutrition to women, men and children through sustainable agricultural production.  To ensure women's increase access to and control over agricultural inputs and markets</p>									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Train more female extension officers in local communities	Number of female extension officers trained							
		Conduct gender training for agricultural extension officers	Number of agriculture extension officers trained in gender Percentage of training programmes conducted							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Establish and/or rebuild capacity in agriculture production and marketing skills for women and youth farmers	Number of women farmers groups established Number of capacity building programmes conducted							
		Engender farmer groups	Number of farmer groups engendered							
		Construct and rehabilitate rural infrastructure	Rural infrastructures constructed and rehabilitated							
		Disseminate information to women and youth on existing programmes dealing with rehabilitation of rural infrastructure	Number of informed women and youth farmer groups							
		Provide funds for construction and rehabilitation of rural infrastructure	Funds provided							
		Provide agricultural marketing information to women and	A variety of agriculture marketing information provided							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		youth farmers.								
		Develop efficient mechanism of providing agricultural inputs and markets for smallholders farmers	Number of efficient mechanisms for agriculture inputs and market developed							
		Conduct exchange visits/study tours Organise meetings	Networking mechanism in place							
		Incorporate gender in the agriculture website	Gender incorporated in the agriculture website							
		Implement affirmative action in appointing women in decision making positions.	Number of mechanisms for incorporating women in decision – making in place.							
		Train and sensitise women on the importance of women in decision making	Number of training sensitization programmes conducted							
		Incorporate gender in recruitment, promotion and placement procedures	Gender sensitive , recruitment, promotion and placements procedures							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Sensitise and train women farmers on food conversation and storage technologies	Increased number of women owning in improved storage and processing facilities. Improved food conservation and storage technologies							
		Promote the participation of women in development of agro-industries in rural areas	Number of rural agro industries in rural areas							
		Improve food conservation and storage technologies among women and youth farmers	Number of improved storage and conservation facilities among women farmers							
		Introduce crop diversification	Number of crop diversification programmes introduced							
		Introduce affordable and user friendly irrigation technology among women and youth farmer	Number of affordable and user-friendly irrigation technology made available.							
		Introduce integrated	Number of women and							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		livestock and fish farming among women and youth farmer groups.	youth farmer groups using integrated livestock and fish farming.							
		Conduct Horticultural training among women and youth farmers	Number of women and men trained in Horticultural Number of Horticultural training programmes conducted							
		Introduce appropriate technology among women and youth farmers. Sensitise and train women and youth farmers on labour saving technology	Percentage of women and youth farmer groups adopting labour saving technology Number of appropriate technology introduced							
		Develop training materials	Number gender training materials developed							
		Provide gender training for agriculture cooperatives	Number of gender training provided							
		Mobilise resources for gender capacity building	Amount of resources mobilised							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				

## **COMMERCE, TRADE AND INDUSTRY**

### **Key issues / Situational Analysis**

In the area of trade, commerce and industry women's participation continues to be hampered by limited access to commercial credit and loans from banks and financial institutions. This has been exacerbated by women's insufficient participation in various decision-making bodies of commerce, trade and industry including economic activities. This has forced women to engage in petty trading which is not profitable. In addition to these constraints, women also have limited entrepreneurship development skills, face problems in accessing markets and often do not own the means of production.

<b>Thematic area</b>	<b>Commerce, Trade and Industry</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive trade, commerce and industrial sector</li> <li>• Active involvement of women and the youths in commercial and industrial activities</li> <li>• Increase and active participation by women and youths in commercial and industrial activities and ventures</li> <li>• Skilled women, men and youth entrepreneurs</li> <li>• Increased export earnings among women entrepreneurs</li> <li>• Increase in number of women participating in regional trade and investment</li> <li>• Increased women's participation in cross border trade</li> <li>• Reduction in number of harassment cases</li> <li>• Improved export quality products</li> <li>• Increase in number of Zambian companies participating in regional and international trade</li> <li>• Increased participation of Zambians in regional and international economic activities</li> <li>• Opportunities in AGOA and globalisation exploited</li> <li>• Increased participation of women on boards</li> <li>• Directory of women in MCTI</li> </ul>									
<b>SPA objectives</b>	To remove barriers that constrain women's effective participation in commerce, trade and industry									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGD:</b> Equal participation by women and men in policy formulation and implementation of economic policies.		Engender commerce, trade and industry policy	MCTI engendered							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Identify women to be role models and sit on various decision making bodies of commerce, trade and industry	30% of women sitting on the boards							
		Popularise and disseminate EBZ's activities Mainstream gender in the operation of the Export Board of Zambia	Information about AGOA globalisation and other business opportunities around the world disseminated EBZ's activities popularised and disseminated Gender mainstreamed in the operation of EBZ							
<b>SGD:</b> Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.		Lobby SADC and COMESA member states for establishment of one-stop border post to reduce on time spent at Border Posts especially by	Regional grouping member states lobbied One stop border posts established.							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		women traders								
<b>SGP:</b> Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.		Sensitise women and the youths on the importance of their participation in commercial and industrial ventures.	Number of women and youths sensitised							
		Amend/repeal commercial and industrial laws that discriminate against women and the youths especially in accessing commercial credit and bank loans.	Number of industrial and commercial laws repealed or amended							
		Establish Gender Responsive and affordable facilities at border post to encourage women to participate in regional trade and investment activities	Affordable Gender Responsive facilities established at border posts							
		Set up fund to improve local industrial initiative especially those run by women	Fund set up Production structures owned by indigenous Zambians							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			especially women improved							
<b>SGP:</b> Review national trade and entrepreneurship policies, to make them gender responsive.										
<b>SGP:</b> With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.										
<b>SGP:</b> Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.		Create affordable credit funds for women entrepreneurs	Credit fund created							
		Lobby and negotiate for easy access to export market, especially for women entrepreneurs	Number of export markets accessed							
<b>SGP:</b> Review,		Conduct	No. of training							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.		entrepreneurship training programmes in commercial and technical colleges for women, men and youths.	programmes conducted Proportion of women, men and youths trained							



## **TRANSPORT AND COMMUNICATION**

### **Key issues / Situational Analysis**

The majority of women have limited access to transport and communication facilities due to pursuing non-gender responsive development strategies in the areas of communication and transport, the majority of women have limited access to transport and communication facilities. There is inadequate infrastructure for information and communication technology (ICT) facilities such as, telephone, internet, rail, air and road network in rural areas where the majority of the women live

<b>Thematic area</b>	<b>Transport and Communication</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive policies, programmes and projects</li> <li>• Women participate effectively in transport and communication programmes</li> <li>• Effective countrywide communication</li> <li>• Improved access to communication facilities and information</li> <li>• Skilled and knowledgeable trainers on gender and rural transport</li> <li>• Improved rural transport and communication facilities</li> <li>• Transport facilities for the disabled available</li> <li>• Reduction in harassment of women travellers</li> <li>• Women effectively participating and benefiting from the transport sector</li> <li>• Availability of IMTs in rural areas</li> <li>• Gender Responsive IMTs programmes</li> <li>• Improved rural road infrastructure</li> </ul>									
<b>SPA objectives</b>	To integrate gender into policies and programmes on transport and communication									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Engender the transport policy	Transport policy engendered							
		Train more women in construction and management of transport and communication infrastructure	Number Women trained in construction and management of transport and communication infrastructure							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Set up business Communication centres, internet café in rural areas especially for women	Number of centres and internet cafes set up in the rural areas							
		Create awareness and educate communities on gender and transport and communications	Number of awareness and education programmes conducted							
		Conduct training of trainers in gender and rural transport	Number of trainers trained in gender and rural transport							
		Provide tax incentives to institutions providing transport and communication facilities in rural areas	Number of tax incentives provided							
		Provide incentives for transporters that cater for the disabled	Number of incentives provided							
		Sensitise transporters and passenger business personnel in public relations	Number of sensitization programmes of transporters and passenger business							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			personnel sensitized in public relations							
		Conduct research to establish the magnitude of gender imbalance in the area of transport and communication	Magnitude of Gender imbalance established Number of programmes of reducing gender imbalances formulated							
		Identify, design and promote appropriate IMTs tools	Number of IMTs tools promoted Number of women using IMTs							
		Conduct sensitisation Programmes on the benefits of using IMTs especially among women	Number of sensitisation programmes conducted							
		Provide women with loans to enable them acquire IMTs through existing associations	Number of loans provided							
		Rehabilitate and maintain community roads	Number of community roads rehabilitated and maintained							
		Enact legislation	Legislation							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		to compel transporters to provide facilities that are accessible and suitable for persons with disabilities	enacted							

## **TOURISM, ENVIRONMENT AND NATURAL RESOURCES**

### **Key issues / Situational Analysis**

The main areas of concerns in Tourism, Environment, and Natural Resources are inadequate women's participation in natural resource and environment management, inadequate co-ordination among key players, low levels of awareness and inadequate enforcement of legislation.

<b>Thematic area</b>	<b>Tourism, Environment and Natural Resources</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive EIA processes and regulations</li> <li>• Gender responsive policy makers and implementers</li> <li>• Skilled and knowledgeable staff in gender analysis/assessment in govt, NGOs &amp; private sector</li> <li>• Effective planning, monitoring and evaluation</li> <li>• Effective management of the environment and natural resources by men and women</li> <li>• Skilled and knowledgeable personnel in IEC</li> <li>• Broadened knowledge and skills on environment and natural resources</li> <li>• Reduced cases of HIV/AIDS in the tourism sector</li> <li>• Effective management of the environment and natural resources by men and women</li> <li>• To mainstream gender into policies, programmes and projects dealing with environment and natural resources management and utilisation</li> <li>• Broadened knowledge and skills on environment and natural resources</li> <li>• At least 30% positions in decision making held by women</li> <li>• Utilization of indigenous knowledge in natural resources management by both women and men</li> </ul>									
<b>SPA objectives</b>	To mainstream gender into policies, programmes and projects dealing with environment and natural resources management and utilisation									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
Ensure that women and men participate equally in all decisions related to climate change at all levels		Formulate gender sensitive policies in environment	Gender sensitive EIA processes							
		Revise the EIA regulations to include gender analysis	No. of revised EIA incorporating gender							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Establish coherence among the sub-regional; national and local institutions responsible for climate change, gender, human rights and health policy		Disseminate the revised EIA regulations to policy makers and implementers	Revised EIA regulations disseminated							
Conduct gender sensitive education, training and public awareness campaigns on climate change and sustainable development		Train Government, NGOs and Private sector in Gender and environment Analysis/Assessment	No. of staff trained in Gender and environment Analysis and Assessment							
		Formulate gender sensitive policies in tourism	No. of Gender sensitive policies in tourism							
Ensure that women and men can equally access climate change financing vehicles available to SADC.		Provide loans to women involved in promotion of tourism in Small and Medium sized Enterprises	No. of loans provided to women							
		Train women in tourism promotion	No. of women trained in tourism promotion							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ensure that public media plays a significant role in sharing information on gender dimensions of climate change and sustainable development		Create awareness on the danger of HIV/AIDS in commercial tourism.	No. of sensitisation campaigns on HIV/AIDS							
Ensure that the Reducing Emissions from Deforestation and Forest Degradation (REDD+) mechanism takes into consideration the different roles of and impacts on women and men when integrating the concerns and priorities of local communities and forest dependent communities; and sharing of benefits, land and forest rights		Review policies related to environment and natural resources management with a view of incorporating gender	Policies reviewed							
		Undertake a Gender Audit of major programmes in environment, tourism and natural resources	Number of Gender audits undertaken Gender gaps identified							
		Develop gender responsive planning, monitoring and evaluation tools	No. of Gender responsive Planning, monitoring and evaluation tools							
		Develop mechanism on how to implement the	No. of Mechanisms developed							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		gender integrated policies, programmes and project dealing with environment and natural resources								
Develop, deploy and disseminate sustainable technology that is responsive to women and men for example; promoting cleaner burning fuel for household use that will reduce air pollution and cut annual cooking costs for women by 25%.		Review policies related to environment and natural resources management with a view of incorporating gender	Policies reviewed							
		Undertake a Gender Audit of major programmes in environment, tourism and natural resources	Number of Gender audits undertaken Gender gaps identified							
		Develop gender responsive planning, monitoring and evaluation tools	No. of Gender responsive Planning, monitoring and evaluation tools							
Build on good examples of mainstreaming gender into climate change policy		Develop mechanism on how to implement the gender integrated policies,	No. of Mechanisms developed							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		programmes and project dealing with environment and natural resources								

## **ENERGY**

### **Key issues / Situational Analysis**

The concentration of provision of energy for industrial development at the expense of domestic use, has disadvantaged women especially in the rural areas. Women are still overburdened with unreliable, unhealthy and cumbersome means of energy for domestic use.

<b>Thematic area</b>	<b>Energy</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Improved quality of life</li> <li>• Increased women's and men's access to energy sources</li> <li>• Women participate effectively in forest management</li> <li>• Women have access to efficient household energy</li> <li>• Affordable energy sources available</li> <li>• Harmonised legislation on energy</li> </ul>									
<b>SPA objectives</b>	To mainstream gender into policies, programmes and projects dealing with energy resources									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Facilitate the creation of accessible and sustainable wood lots Introducing labour saving technology	Wood lots created Improved forest reserves Reduced burden on women							
		Provide gender sensitive Forestry extension services	Gender sensitive forestry extension services							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Conduct gender capacity building programmes in efficient charcoal production techniques	No. of capacity building programmes conducted Gender sensitive charcoal production techniques developed							
		Develop rural extension master plan for implementation of rural electrification	Rural extension master plan developed							
		Identify means of ensuring that rural electrification levy reaches target especially women	Gender sensitive target mechanism developed							
		Provide affordable alternative sources of energy to poor communities	Affordable alternative sources of energy for poor communities provided							
		Conduct Research on safer and improved environment management	Number of research conducted							
		Sensitise communities on improved safer	Number of sensitisation programme							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		environment management	conducted							
		Compile international and regional conventions and instruments pertaining to energy and gender	No. of international instruments and conventions compiled							
		Review legislation so that it conforms to international conventions and instruments pertaining to gender and energy	Number of legislation reviewed							
		Adopt and incorporate international and regional instruments into local legislation	International and regional instruments incorporated and harmonised							

## **INFORMATION AND MEDIA**

### **Key issues / Situational Analysis**

Limited participation of women in information and media has contributed to stereotype portrayal of women in society. This situation has been compounded by women's limited access to ICT especially in rural areas where infrastructure does not exist. This stereotyping has contributed to the perpetuation of gender imbalances in National Development. Decision Making positions in media institutions are dominated by males who generally do not promote gender equality.



<b>Thematic area</b>	<b>Information and Media</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender responsive media coverage</li> <li>• Positive portrayal of women by the Media.</li> <li>• Change of attitude towards women.</li> <li>• More women in managerial positions</li> <li>• balanced Reporting on gender and development</li> <li>• Women empowered with knowledge and skills to access information technology.</li> <li>• Gender responsive programmes and reports.</li> <li>• Gender responsive ICT training</li> <li>• Improved skills and usage of ICTs for women</li> <li>• Quality programmes and articles produced</li> <li>• Freedom of expression by individual on gender issues.</li> </ul>									
<b>SPA objectives</b>	<p>To redress the negative portrayal of women in the media.  To provide women and men with equal access to and control of Information and Communication Technologies (ICTs)</p>									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Take measures to promote the equal representation of women in ownership of, and decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions by 2015.		Conduct gender orientation for media personnel.	Number of gender orientation programmes conducted Number of Media Personnel oriented							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Produce advocacy materials in local languages on gender	Number of advocacy materials produced and utilised by the community							
		Lobby the traditional leaders to advocate for gender equality	Increased support for gender in programmes in the print and electronic media by traditional leaders							
		Design programmes, involving women and men to educate the community on gender and development issues	Number of Gender responsive programmes designed and produced							
		Train female Media Personnel in Managerial Skills.	Percentage of female media personnel trained in management skills							
		Produce and air programmes on national and community radio stations on positive cultural	Number of programmes on gender and development produced and aired							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		values.								
		Form IEC Committees at district level to conduct gender sensitisation.	Number of IEC committees formed and functional in the country							
		Engender the media training curricula	Media curricula engendered							
		Create networks for the women to provide them with appropriate information.	Networks created and operational.							
		Lobby for appointment of women to advisory and managerial positions.	Number of women appointed to high positions.							
		Advocate for implementation of legislation on Gender, freedom of the media and expression as provided for in the Republican Constitution.	Freedom of expression guaranteed.							
		Sensitise owners and media editors on positive and gender responsive reporting.	No. of media owners and editors sensitised							
		Sensitise owners	No. of media							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		and media editors on positive and gender responsive reporting	owners and editors sensitised							
		Engender the ICT policy	Engendered policy							
		Provide telephone facilities to rural areas	Number of districts provided with telephone facilities							
		Provide television and facilities to areas	Number of districts provided with radio and television facilities							
		Provide tax incentives on computer hardware and software	Number of incentives provided							
		Undertake training needs assessment	Training needs identified							
		Development a training programme	Number of training programmes conducted							
		Conduct training in ICT	Proportion of women trained in ICT							
		Conduct awareness campaigns	Number of awareness campaigns conducted							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Provide scholarships for girls and women in ICTs training programmes	Number of scholarships provided							

## **HOUSING**

### **Key issues / Situational Analysis**

In the housing sector unfavourable factors such as costly building materials, prohibitive professional fees, poor access to loans and lack of control over land, has continued to limit women's equal opportunity to own houses. Cultural practices and traditional values have exacerbated women's poor access to housing.

<b>Thematic area</b>	<b>Housing</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Increased number of women owning houses</li> <li>• Gender responsive legal and administrative procedures</li> </ul>									
<b>SPA objectives</b>	To provide and promote equitable access to housing between women and men.									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Provide incentives to real estate developers for the construction of affordable housing units	No. of incentives provided							
		Incorporate gender in the allocation criteria of housing units	Criteria for allocation of housing units engendered							
		Set up housing loan schemes	Number of housing loan schemes set up							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Construct more affordable low and medium cost housing units.	Number of affordable models of housing units constructed							
		Introduce a special housing scheme to empower women and persons with disability to own houses.	Number of special housing schemes introduced							
		Form gender responsive residence units in residential areas Ensure that consideration of allocating housing units is gender responsive	More women aware of the availability of housing.							
		Undertake a review of legal and administrative requirements which hinder women's access to housing	Number of legal and administrative requirements No. of legal administrative requirements review undertaken							
		Upgrade housing units in designated settlement areas	Percentage of Housing units upgraded							



## **DECISION MAKING**

### **Key issues / Situational Analysis**

Over a period of time women have been under-represented at all levels of decision making especially in Government, parliament, the private sector, special committees etc. There is need to promote equitable gender representation at all levels of decision making especially through affirmative action.

<b>Thematic area</b>	<b>Decision Making</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• At least 30 percent of women in power and decision making</li> <li>• Increased support for women aspiring for power and decision-making positions at all levels</li> </ul>									
<b>SPA objectives</b>	To achieve equality and equity in decision-making at all levels in all spheres.									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> 50% percent women in decision-making positions in all public and private sectors, including through the use of affirmative action measures.		Conduct awareness campaigns among the public and media on the importance of women participating in decision making.	Number of campaigns conducted							
		Enact a bill to implement the 1997 SADC gender declaration of 30 percent women in Decision making	Bill enacted							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Conduct advocacy programmes among the legislative and executive wings of Government in order to lobby for the increase of women in power and decision making	Percentage of advocacy programmes conducted							
		support women aspiring for power and decision making positions	Number of women aspiring for power and decision making positions							
		Conduct sensitisation campaigns on the importance of involving women in politics	Number of sensitization campaigns conducted							
		Conduct leadership training for women candidates	Number of women candidates trained in leadership							
<b>SGP:</b> Put in place measures to ensure that women have equal		Allocate quotas for women to participate in all spheres of development	Percentage of women participating in decision making							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.										

## **GENDER BASED VIOLENCE**

### **Key issues / Situational Analysis**

The problem of Gender Violence has existed in Zambia for a long time and has increasingly become an issue of concern. Although men are affected, women and children are most vulnerable to gender based violence. The effects of violence include psychological trauma, physical disfigurement and death. All forms of gender violence should therefore be criminalised.

<b>Thematic area</b>	<b>Gender Based Violence</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Well coordinated institutional mechanisms for dealing with Gender violence established.</li> <li>• Increased number of Victims accessing counselling and welfare services</li> <li>• Unitary and gender responsive legal system</li> <li>• Reduction in cases of gender violence</li> <li>• More victims of gender violence utilising available services</li> <li>• Increase in number of reported cases on gender violence.</li> <li>• Change of attitude by society towards gender violence.</li> <li>• Respect for human rights</li> <li>• Appropriate treatment of perpetrators and victims of gender violence</li> <li>• Gender responsive laws and court procedures / system in place</li> </ul>									
<b>SPA objectives</b>	<p>To establish mechanisms to co-ordinate the efforts of the Police, Social workers and legal personnel dealing with gender violence.</p> <p>To strengthen, enact and/or amend gender discriminatory laws and procedures</p> <p>To facilitate the reporting of all of forms of gender violence to relevant law enforcement agencies.</p> <p>To build capacity in law enforcement agencies to handle cases of gender violence</p>									
<b>Target</b>		<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Enact and enforce legislation prohibiting all forms of gender-based violence.		Domesticate international Instruments and Conventions dealing with gender violence.	Number and proportion of International Instruments and Conventions adapted into national laws and legislation.							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Harmonise customary and statutory Laws relating to gender violence.	Number of customary and statutory laws relating to gender violence harmonised.							
<b>SGP:</b> Ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault.		Position Health counselling and welfare officers at VSUs.	Number of Health, Counselling and Welfare officers positioned at VSUs.							
		Conduct training on gender-based violence; counselling, psychology, social work, gender and human rights	No. of persons trained							
<b>SGP:</b> Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence.		Train medical and law enforcement personnel in gender, counselling skills and human Rights	Number of Personnel trained in gender, counselling skills and human Rights.							
		Build and/or open more Police Posts.	Number of Police Post Built and/or opened							
<b>SGP:</b> Enact and adopt specific		Recruit more women in Police	Number of women							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society.		Service	recruited in VSU.							
<b>SGP:</b> Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.		Review and mainstream gender in training curricular of law enforcement agencies	Number of training curricula reviewed and gender mainstreamed Number of officers trained							
<b>SGP:</b> Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence by half by 2015.		Review the current institutional mechanism dealing with gender violence.	Status Report on Institutional mechanism. Recommendations on appropriate institutional mechanism.							
		Create awareness on the general	Number of awareness campaign							



Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		public on effects of gender violence and on legal procedures and institutions that deal with gender violence	conducted							
		Conduct Media and community awareness campaigns on gender violence. Disseminate of relevant reports on Gender Violence	Number of media & community awareness campaigns conducted Number of reports disseminated							
		Construct and rehabilitate physical structures dealing with victims of gender violence.	Number of Physical structures constructed and/or rehabilitated							

## **INSTITUTIONAL FRAMEWORK**

### **Key issues/Situational Analysis**

Government has put in place the Institutional framework for gender and mainstreaming comprising national gender machinery and Gender Focal Point persons in all line ministries, provincial administration and other organs of government.. The institutional framework facilitates the mainstreaming of gender into all government policies, programmes and activities. However, the current Institutional framework has inadequacies in its co-ordination, monitoring and evaluation functions that are affecting the smooth operation of the system.. This coupled with limited gender analytical skills and techniques in public, private and civil society, have slowed the pace of gender mainstreaming in Zambia.

<b>Thematic area</b>	<b>Institutional Framework</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Gender and development programmes properly guided, evaluated and implemented.</li> <li>• Effective monitoring, evaluation and gender advisory system put in place</li> <li>• Adequate gender capacity in the civil service</li> <li>• Gender responsive service</li> <li>• Effective institutional mechanism for Gender mainstreaming</li> <li>• Gender responsive key result areas for the public service</li> <li>• Gender responsive Government procedures of recruitment, promotion and placement.</li> <li>• Level playing field between women and men in recruitment, placement and promotion</li> <li>• Gender disaggregated data</li> <li>• Informed and gender responsive decision making</li> <li>• Gender data banks in ministries</li> <li>• Gender responsive planning and decision making</li> </ul>									
<b>SPA objectives</b>	To co-ordinate, monitor and evaluate the implementation of the National Gender Policy.									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
		Draw-up Terms of References for the Gender Consultative Forum	Independent body on gender equality established.							
		Appoint members to Gender Consultative Forum	Members of Gender Consultative Forum appointed							
		Orient members of Gender Consultative Forum	Members of the GCF oriented.							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Review the operations of the Gender Consultative Forum after two years	Gender Consultative Forum operations reviewed							
		Undertake a needs assessment for gender training in the civil service	Civil service gender training needs identified Training needs assessment undertaken							
		Develop and incorporate gender key result areas in the job descriptions of Gender Focal Points and specifications	Gender Key Result areas identified and incorporated into the job descriptions and specifications of the Gender Focal Points							
		Create gender sub-committees in the Provincial and District Development Co-ordinating Committees	Gender sub-committees established							
		Develop gender training programme for public service	Gender training programme developed							
		Review existing government procedures on	Government procedures on recruitment,							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		recruitment placement and promotion in order to ascertain their gender responsiveness	placement and promotion reviewed Gender gaps or inadequacies identified							

## **LEGAL FRAMEWORK**

### **Key issues / Situational Analysis**

Zambia has a dual legal system in which both statutory and customary laws apply. This has often been subject of contradictory interpretation especially as they relate to marriage, divorce, property ownership, inheritance and devolution of property. The misinterpretation disadvantages women more than men.

<b>Thematic area</b>	<b>Legal Framework</b>									
<b>Ministry / Organisation</b>										
<b>SPA Outcomes</b>	<ul style="list-style-type: none"> <li>• Republican Constitution gender sensitive and responsive.</li> <li>• Playing field for both women and men levelled.</li> <li>• Gender responsive laws and legislation</li> <li>• Increased awareness on peoples rights</li> <li>• Society that promotes rights of 'all'.</li> <li>• National legislative system engendering</li> <li>• Increased access to and control over factors of production by women</li> </ul>									
<b>SPA Objectives</b>	<p>To put in place a unitary legal framework which protects and ensures de-jure and de-facto gender equality.          To enforce, strengthen, and where necessary enact and or amend laws to make all forms of gender violence punishable</p>									
<b>Target</b>	<b>Baseline</b>	<b>Activities</b>	<b>Indicators</b>	<b>Milestones</b>			<b>Outputs</b>	<b>Responsible Party</b>	<b>Budget – existing</b>	<b>Budget – additional</b>
				2013	2014	2015				
<b>SGP:</b> Endeavour to enshrine gender equality and equity the Constitution and ensure that these are not compromised by any provision, laws or practices.		Simplify, translate, transcribe laws into Braille and disseminate laws related to the rights of women, men and children.	Laws translated into local languages Laws transcribed into Braille Laws simplified and disseminated							
		Incorporate sub-regional, regional, and international conventions and instruments dealing with gender into national legislation and policies.	National legislation brought in line with internationally accepted standards							

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
<b>SGP:</b> Review, amend and or repeal all discriminatory laws.		Amend article 23 (4) (d) of the Republican Constitution to prohibit gender discrimination.	Article 23(4) (d) of the Republican Constitution amended.							
		Review and amend laws that hinder women's access to and control over factors of	Equitable access to productive resources by women and men							
		production such as: land, credit, technology and information.	Discriminatory laws identified, reviewed, amended and repealed							
<b>SGP:</b> Abolish the minority status of women.		Simplify procedures for access and control over factors of production	Procedures simplified							
		Simplify, popularise and translate into local languages laws and enforcement mechanisms	Laws enacted, and mechanisms enforced Laws simplified, popularised and translated							