

THIRD DRAFT

**COSTED NATIONAL GENDER ACTION PLAN
MINISTRY OF GENDER AND CHILD DEVELOPMENT**

ZAMBIA



March 2013

FOREWORD

The Zambian Government has a national development policy which was developed in 2000 as a commitment towards the attainment of gender equity and equality between females and males in development. The goal of the policy is to facilitate and accelerate an effective and equitable participation of both women and men in all spheres of development.

This Strategic Plan of Action 2013-2015 is a coordinated multi-sectoral Strategic interventions t aimed at operationalizing the Government's vision on gender. The Strategic Plan builds on the past achievements of the 2003 – 2007 Strategic Plan of Action which was developed under the Gender In Development Division (GIDD) under Cabinet Office as well as the various gaps, the new developments in the national, regional and international contexts. As part of its commitment to gender equity and equality and in response to the changing socio-economic and political environment regionally and internationally which has permeated into the national realities, The Government is committed to principles of good governance, transparency, accountability and gender equity and equality. The Government has elevated the GIDD department to a fully fledged Ministry of Gender and Child Development with the mandate to coordinate the gender equity and equality across various sectors and has Gender Focal points (GFPs) in all line Ministries and Government departments. The Government is committed to the ratification of all international treaties and conventions which Zambia has signed and significant to this Strategic Plan is the 2008 SADC Protocol on Gender and Development which Zambia has ratified and is committed to accelerate its efforts to achieve the 28 targets by 2015.

This Strategic Plan thus seeks to scale up the gender agenda by the Zambian Government by 2015 through the mainstreaming of gender into the national planning and implementation framework, the Sixth National Development Plan (SNDP), including the economic policy instruments such as the Medium Term Economic Framework (MTEF) and the National Budget. The coordinated and comprehensive approach to the attainment of gender equity and equality is key to harnessing scarce resources as well as to creation of synergies across the sectors and among stake holders to accelerate the gender agenda momentum towards 2015.

The Strategic Plan has been developed by the key stakeholders; the key line Ministries, civil society actors, NGOs, FBOs, the Media and private sector in an intensive strategic reflection process across various sectors in conformity with the and Sixth National Development Plan as the overall national planning and implementation framework and the National Gender Policy (2000). To ensure efficiency and effectiveness in the implementation of the plan, lead and other actors under each activity are given. Coordination and collaboration among the various stake holders is the key to the effective implementation of the strategic plan. To enhance the efforts of monitoring and evaluation, the Government has put in a place a coordinated mechanism for stakeholder participation through the National Consultative Forum, Sector Advisory Groups which devolves to the community level.

The Government considers this coordinated framework as a blue print for all actors in Zambia in championing the gender agenda towards the 2015. The synergy among the key line ministries as well as various clusters in which various stakeholders have contributed will scale up the gains Zambia has made to date and help narrow the existing gaps in order to accelerate the momentum towards the attainment of the gender agenda by 2015 in the context of the SADC Protocol for Gender and Development and the Millennium Development Goals. Acting together in partnership with the cooperating partners and other stakeholders, Zambia must achieve the gender agenda by 2015. ***YES WE MUST.*** Government of the Republic of Zambia is committed the National Gender Policy and will ensure adequate resources are made available for the full implementation of this Strategic Plan 2013-2015.

Michael Chilufya Sata
PRESIDENT OF THE REPUBLIC OF ZAMBIA

PREFACE

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**HONOURABLE MINISTER OF GENDER AND CHILD DEVELOPMENT
INONGE WINA**

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LIST OF ABBREVIATIONS

ACC	Anti-Corruption Commission
AIDS	Acquired Immune-Deficiency Syndrome
ART	Anti-Retroviral Therapy
ARV	Anti-Retro Viral
BPR	Book Pupil Ratio
CDF	Constituency Development Fund
CEC	Copperbelt Electricity Corporation
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEEC	Citizens Economic Empowerment Commission
CRC	Coordinated Response Centres
CSO	Central Statistical Office
CSOs	Civil Society Organisations
CT	Counselling and Testing
DDCC	District Development Co-ordinating Committees
DEC	Drug Enforcement Commission
DMMU	Disaster Management and Mitigation Unit
DPP	Director of Public Prosecution
ECCDE	Early Childhood Care, Development and Education
FNDP	Fifth National Development Plan
FRA	Food Reserve Agency
FSIP	Farmer Support Input Programme
GBV	Gender Based Violence
GCF	Gender Consultative Forum
GDP	Gross Domestic Product
GESA	Gender Self Assessment in Agriculture
GIDD	Gender in Development Division
GLZ	Gender Links, Zambia
GRB	Gender Responsive Planning and Budgeting
GRZ	Government of the Republic of Zambia
HBC	Home Based Care
HIV	Human Immune-Deficiency Virus
HRC	Human Rights Commission
IAD	Internal Audit Department
ICT	Information and Communication Technology
IDPs	Integrated Development Plans
IEC	Information, Education and Communication
IMTs	Intermediate Means of Transport
KPIs	Key Performance Indicators
LA	Land Alliance
LCMS	Living Conditions Monitoring Survey
LDT	Livestock Development Trust
LSEN	Learners with Special Education Needs
M & E	Monitoring and Evaluation
MACO	Ministry of Agriculture and Cooperatives
MCDMCH	Ministry of Community Development, Mother and Child Health
MCDSS	Ministry of Community Development and Social Security
MCTA	Ministry of Chiefs and Traditional Affairs
MCTI	Ministry of Commerce, Trade and Industry
MDGs	Millennium Development Goals
MGCD	Ministry of Gender and Child Development

MIBS	Ministry Of Information and Broadcasting Services
MLGH	Ministry of Local Government and Housing
MLNREP	Ministry of Lands, Natural Resources and Environmental Protection
MMEWD	Ministry of Mines, Energy and Water Development
MESVEE	Ministry of Education, Science, Vocational and Early Education
MoFNP	Ministry of Finance and National Planning
MoH	Ministry of Health
MoHA	Ministry of Home Affairs
MoJ	Ministry of Justice
MoTC	Ministry of Transport and Communication
MPs	Members of Parliament
MSME	Micro, Small and Medium-scale Enterprises
MSYCD	Ministry of Sport, Youth and Child Development
MTCT	Mother to Child Transmission
MWS	Ministry of Works and Supply
NAC	National Aids Council
NACP	National Anti-Corruption Policy
NAIS	National Agricultural Information Services
NDCC	National Development Coordinating Committee
NDP	National Decentralization Policy
NGOCC	Non-Governmental Organization Coordinating Council
NGOs	Non-Governmental Organizations
NHA	National Housing Authority
OVC	Orphans and other Vulnerable Children
PDCCs	Provincial Development Coordinating Committees
PHRC	Permanent Human Rights Commission
PMTCT	Prevention of Mother-To-Child Transmission
PSMD	Public Service Management Division
PTR	Pupil Teacher Ratio
RDA	Road Development Agency
RDI	Research, Development and Innovation
REA	Rural electrification Authority
REMP	Rural Electrification Master Plan
RHCs	Rural Health Centres
RSZ	Railway Systems of Zambia
SADC	Southern African Development Community
SAGs	Sector Advisory Groups
SME's	Small and Medium Scale Enterprises
SNDP	Sixth National Development Plan
SWAAZ	Society for Women And Aids in Zambia
TB	Tuberculosis
TDAU	Technology Development Advisory Unit
TEVET	Technical Education, Vocational and Entrepreneurship Training
TORs	Terms of Reference
UN	United Nations
UNZA	University of Zambia
UTTA	United Transport and Taxis Association
VSU	Victim Support Unit
WHO	World Health Organisation
WLSA	Women and Law in Southern Africa Research and Education Trust
YWCA	Young Women Christian Association
ZAMCOM	Zambia Media and Communication

ZAMTEL	Zambia Telecommunications Company Limited
ZAMWA	Zambia Media Women's Association
ZDA	Zambia Development Agency
ZDHS	Zambia Demographic Health Survey
ZNFU	Zambia National Farmers' Union
ZNWL	Zambia National Women's Lobby

HUMAN RIGHTS

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.

Thematic area	Legal Framework	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ministry / Organisation	Ministry of Justice, Ministry of Gender and Child Development, WLSA									
SPA Outcomes	<ul style="list-style-type: none"> • Republican Constitution gender sensitive and responsive. • Playing field for both women and men levelled. • Gender responsive laws and legislation • Increased awareness on people’s rights • Society that promotes rights of ‘all’. • National legislative system engendering • Increased access to and control over factors of production by women 									
SPA Objectives	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									
SGP: Endeavour to enshrine gender equality and equity in the Constitution and ensure that these are not compromised by any provision, laws or practices.	Article 49 of the constitution provides for the equality of women and men having the right to equal treatment, including the right to equal opportunities in cultural, political, economical and social activities	Simplify, translate, transcribe laws into Braille and disseminate laws related to the rights of women, men and children.	Laws translated into local languages	60% 1 st draft	70% 2 nd draft	100% Adopted constitution	New constitution recognises men and women equal before the law	Ministry of justice; Law development commission; Ministry of gender and child development ; NGOCC; Law Association of Zambia	20 billion kwacha	Increased by 200%
			Laws simplified and disseminated	70% Work has been done	100% The constitution has made provisions.	100%	Harmisati on of the dual legal system	Ministry of Home Affairs Judiciary		
			Laws transcribed into Braille							

Thematic area	Legal Framework	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ministry / Organisation	Ministry of Justice, Ministry of Gender and Child Development, WLSA									
		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	50%	70%	100%	SADC Protocol domesticated	As above	177,375,000 (code 4034/001)	Increased by 50%
				50%	60%	100%	AU Protocol domesticated			
				50%	70%	100%	CEDAW domesticated			
SGP: Review, amend and or repeal all discriminatory laws.	The ministry of Justice in conjunction with the Ministry of Gender and Women's affairs commissioned a comprehensive review of the discriminatory laws in 2008/2009	Amend article 23 (4) (d) of the Republican Constitution to prohibit gender discrimination.	Article 23(4) (d) of the Republican Constitution amended.	60%	80%	100%	Art 23 will be replaced by draft Art 27.	As above	Code (4034/001)	Increased by 40%
	The new land policy calling for at least 30 % ownership of land by women	Review and amend laws that hinder women's access to and control over factors of production such as:	Equitable access to productive resources by women and men	30%	50%	70%	Land policy in place.	Ministry of lands Judiciary Ministry of agriculture	40,000,000 code 1100/010 95,500,110 0/013	Increased by 30%
				10%	30%	40%	CEEC targets	Ministry of	71,500,000 1100/015	

Thematic area	Legal Framework	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ministry / Organisation	Ministry of Justice, Ministry of Gender and Child Development, WLSA									
		land, credit, technology and information;					women for credit	information and broadcasting		
				30%	35%	45%	Access to ICT for developed and improved	Ministry of finance	69,833,479 1100/016	
								Ministry of commerce and industry.	50,000,000 4008/011	
								Ministry of gender and community development	169,080,100 5012/006 55,000, 5012/018 55,650,343 4008/003	
SGP: Abolish the minority status of women.		Simplify procedures for access and control over factors of production	Procedures simplified	5%	20%	35%	Policy guidelines for micro financing institutions that provide credit.	Civil society Ministry of Gender and Child Development Ministry of Finance Ministry of Agriculture & Livestock	177,375,000 (Code 4034/001)	Increased by 60% code 4034
	No baselines	Simplify, popularise and translate	Laws enacted, and mechanisms	40%	60%	100%	Anti GBV Act translate	Civil society Ministry of	4008/011 10 million	UNICEF, UNFPA UN

Thematic area	Legal Framework	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ministry / Organisation	Ministry of Justice, Ministry of Gender and Child Development, WLSA									
		into local languages laws and enforcement mechanisms	enforced Laws simplified, popularised and translated				d and popularised in the 7 major local languages	Gender and Child Development Ministry of Justice Ministry of justice	Kwacha	Women
				10%	30%	50%	Penal code translated into 7 major local languages	Ministry of Gender and child development Civil society organization		
				60%	80%	100%	Intestate / testate and succession act	Zambia Law Development Commission Ministry of Home Affairs Judiciary		
				60%	80%	100%	Affiliation and maintenance act			

Foot note
4008/011 – Cross cutting ministry of judiciary

5012/006 – Gender Mainstreaming, Ministry of information

5012/018 – Community sensitization, ministry of information and broadcasting

1100/010 – Granting of consent, Ministry of lands energy and water – lands department

1100/013 – Land arbitration and dispute resolution – Lands department

1100/015 – creation of farms and small holdings – Lands department

1100/016 – Land allocation – Lands department

4008/003 – Gender mainstreaming , ministry of home affairs

The percentages reflect where the country is in terms of meeting each particular milestone and has been calculated in percentages and how far we will have gone in achieving the target by 2015.

HUMAN DEVELOPMENT

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 personal, community, national and global development in social, cultural and economic fields. Despite equal admission rates at primary school, there are higher attrition rates among girls as compared to boys. In addition, girls participation and performance in education lags behind that of boys at higher and tertiary levels. Women and girls tend to shy away from subjects related to science, mathematics and technology partly due to the socialisation process. This situation severely affects their future training and career options. Gender stereotyping such as the belief that science and mathematics are suitable for boys and not for girls compounds the situation.

Illiteracy levels are high among the peri urban and especially rural women, girls and men. Unless illiterate women and girls can be enlightened, they would not be able to effectively participate in the various development initiatives including governance. Although the 2013 budget is estimated to be 17% of the national budget, the education sector is still unable to reach the rural population as evidenced by the mushrooming of the community schools. The current budget support is also expected to reach out the disadvantaged women and girls so as to relate the various strategies to national poverty reduction objectives. Sector wide decentralization has also been a challenge to evolve a strong school-community management structure, accompanied by adequate school-based financing. Further, the challenges around quality education based on a) a professional, independent quality-responsible institution and b) clearly specified accountability responsibilities has a relationship to the sustainability of an engendered education system which has rejuvenated teacher development and deployment system based on community/School Board contracts, underpinned by principles of gender equality.

Although the Education Act 2011 has evidence of gender responsive aspects within the context of the education for all, the major challenge has been related to the lack of gender responsive planning and budgeting of the NIF III as a strategic plan which guides the public, civil society, faith based and private education providers. The Policy and Legislative Framework on Youth and Adult Literacy is considered weak

which affects most women and rural population. The sector lacks of a comprehensive educational framework which clearly links formal education (early childhood, basic education, higher education, tertiary education) and non-formal education (basic and functional literacy) in the context of lifelong learning. The various interventions in formal education affect the non-formal education initiatives especially the Youth and Adult Literacy Programmes. The gender disparities in primary and secondary education have to be addressed if Zambia has to achieve gender equality in education by 2015, with a focus on ensuring girls' full and equal access to and achievement in basic education of good quality.

Negative traditional and cultural practices such as early and forced marriages have impeded the attainment of the access goals for girls, youths and younger women. The re-entry policy though in place faces challenges especially in faith-based run schools.

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
SPA Outcomes	<ul style="list-style-type: none"> • Progression rates of girls; Improved literacy rates; Girl friendly schools; Self esteem in girls • Gender responsive curriculum • Enhanced sanitation in schools • Increased retention of girls in schools • Increased collaboration and sharing of vision • Reduction in illiteracy levels among women and men • Informed and enlightened citizens in development issues • More females participate in science and technology • More girls able to continue in tertiary Science and Technology • Improved skills in women entrepreneurs 									
SPA Objectives	<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>									
SGP: Quality improvements through provision of teaching and learning materials, Human and infrastructure development.	ECCDE and Basic Education Policy which is gender responsive in place	Procurement of Textbooks	Book Pupil Ratio (BPR)	450,000 books	460,000 books	4700,000 books	1,380,000 books to be procured	MESVTEE		
Review and Enact laws that promote equal access and retention in primary,		Recruitment of equal numbers of male and female teachers	% of female teachers recruited	3,000	3,000	3,000	9, 000 female and male teachers			

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
secondary, tertiary, vocational and non-formal education										
		School Health and Nutrition for children	No of learners, boys and girls, benefitting from School Health and Nutrition Services	1000	1000	1000	At least 3000 children, boys and girls, benefit		5,119,900,878 (002)	
To ensure gender parity in decision making by 2015		To develop plan of action to ensure gender parity.	Progress towards attaining gender parity in education decision-making at all levels and in all areas.							
	Secondary School Education	Provision of Bursary Support to OVC (boys and girls alike)	-% of female and male OVCs enrolment on bursary	34,000	39,500	45,000	44,500	MESVTEE and	7,400,000,000 (005)	

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
			support -Proportion of bursary support to female and male OVCs					PSMD		
		Procurement of Textbooks to reduce current book ratio	Book Pupil Ratio	200,000 books	200,000 books	200,000 books	600,000 books to be procured			
		Recruitment of equal numbers of male and female teachers	% of female teachers recruited	2,,000	2,500	2,500	11,000 teachers recruited			
	Teacher Education	Teacher training	Number of teachers trained (50:50)	2,500	3,000	3,500	9,000 teachers trained			
		Upgrading of teacher colleges to diploma and degree	No of teachers colleges upgraded	1	1	1	3 colleges of education upgraded			

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
		programmes								
		Lecturers in Trades Training Institutes upgraded to Diploma level	No of lecturers upgraded to diploma level	15	15	15	45 Teachers upgraded to diploma level(50:50)		679,000,000 (5000/001)	
		Lecturers in Trades Training Institutes upgraded to degree level	No of Lecturers upgraded to degree level	10	10	10	30 Teachers upgraded to degree level (15 women, 15men)		555,205,000(5000/008)	
	Adult Literacy	Finale Draft Youth and Adult Literacy Policy by	Youth and Adult Literacy Policy in place		1		A gender responsive adult literacy policy in place by 2014	MESVTEE ZANEC FAWEZA PAF, ZOCS	555,205,000(5000/008)	
Address the efficiency and effectiveness of education and skills development delivery through curriculum	Infrastructure Development	Construction of Universities which are gender and disability friendly with facilities for special	No of new gender and disability friendly Universities with facilities for special education	1	1	1	-3 new gender and disability friendly Universities with facilities for special education in	MESVTEE MWS MLGH	1,600,000,000 (5011/018)	

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional	
				2013	2014	2015					
Thematic area	Education and Training; Science and Technology										
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education										
development, and community involvement,		education	constructed and rehabilitated				place by the end of 2015 - No. of gender and disability friendly Universities with facilities for special education rehabilitated by the end of 2015	MEWD Communities CSO			
		Construction of Colleges of education with gender and disability friendly facilities for special needs	No of Colleges of Education with gender and disability friendly facilities for special needs Constructed	1	1	1	3 College of Education which are gender and disability friendly with facilities for special needs in place				3,000,000,000 (5011/008)
		Construction	No of ECCDE		5	5	10 ECCDE				

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
		of Model ECCDE Centres	centres constructed with No of Colleges of Education with gender and disability friendly facilities for special needs Constructed				Model Centres			
		Construction of primary school classroom with disability friendly facilities for special needs using Community mode	No of classrooms with disability friendly facilities for special needs in schools constructed	2,000	2,000	2000	6,000 classrooms with disability friendly facilities for special needs in schools in place		177,428,800,000 (5011/017)	
		Provision of water in rural and remote schools (Number of Boreholes and hand pumps)	No of water points provided No. of pupils and teachers with access to clean and	50	50	50	150 water points provided in schools No. of pupils and teachers with access		N/A	18,622,109,149

Target	Programme	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Education and Training; Science and Technology									
Ministry / Organisation	Ministry of Education, Science, Vocational training and Early Education									
			safe water and sanitation				to clean and safe water and sanitation			
		Construction of LSEN Assessment Centres	No of LSEN Assessment Centres constructed	1	-	1	2 LSEN Assessment Centres Constructed			
		Construction of schools for continuing education	No of Schools for continuing education constructed	2	2	2	6 schools for continuing education constructed			
		Construction of additional classrooms in existing high schools in rural areas by community mood	No of classrooms constructed in existing schools	164			164 additional classrooms constructed.	5,400,000,000		10,000,000,000
		Rehabilitation of TEVET Institutions	No of TEVET Institutions rehabilitated	4	4	-	8 TEVET Institutions rehabilitated			

HEALTH AND HIV AND AIDS

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. The PF Government has increased the budget to the sector and removed user fees in rural and peri-urban clinics to ensure that the poor can access the health services.

The scale coverage of public health services is still biased towards the urban areas. The arguments that utilization of primary health care after removal of user fees in rural areas have gone up is correct but most of them have also argued that they are unable to access quality health service from qualified health staff, trained and qualified doctors and nurses. The sector is characterized by low levels of human resources. The sector is characterized by severe misdistribution of health staff which is a major factor on the extent to which the poor and vulnerable members of society, the women and children are able to access qualified staff even in situations where there are facilities within reasonable distance. Some of the maternal deaths and infant mortality could be avoided if there were adequate health personnel, especially for rural and peri-urban communities. Utilization of public and private services shows that it's the poor that access the public services while the rich opt for the private services.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Health									
Ministry / Organisation	SWAAZ, YWCA, ECR									
SPA Outcomes	<ul style="list-style-type: none"> • Engendered National Health Policies and programmes • Increase in the participation of women and men in the health activities • Gender sensitive Health Management Teams • Increase in the utilisation of health services • Reduction and privacy in maternal mortality • Reduction in maternal and child mortality rates • Gender friendly facilities for victims of gender based violence • Reduction in gender violence • Increase in number of victims utilising the services • Percentage change of people knowledgeable on Health Matters • Increase in use of family planning methods among men; Increased communication between couples on reproductive health issues • Reduction in mortality as a result of HIV and STI infection; Reduced risks of STI and HIV infection; Women empowered to make informed decisions • Reduction in infection rates and early pregnancies; Improved Health status of Couples; Positive cultural health values upheld by society • Eradication of negative customary and traditional practices • Appropriate gender interventions on home based care programmes; Increase support to home based care programmes • Gender responsive HIV/AIDS and STIs; Policies and programmes • Improved quality of life. 									
SPA Objectives	<p>To increase women's access to affordable and quality health care at all stages of the life cycle.</p> <p>To mainstream gender into all policies and programmes on the control of HIV/AIDS and other STIs</p>									
SGP: Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive,	No Gender Health Management system in the health sector	Establish a Gender Health Management System in the health Sector	Gender Health Management System established and operational	20%	30%	40%	Gender Health Management Systems established	Government, CSOs, FBOs, Corporate Bodies	(5027)001 258,735,906	517,471,812

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
appropriate and affordable quality health care.										
Review the Gender and HIV/AIDS policies	Gender and HIV/AIDS policies exist, but not effective	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	50%	50%	99.9 %	Reviewed Gender and HIV/AIDS policies in place.	Government, CSOs, FBOs	(5030) 001 600,719, 119	-----
Advocacy and Lobby for wider participation in HIV and AIDS programmes,	World AIDS Day celebrations; awareness programmes by Ministry of Health and HIV and AIDS NGOs	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	34%	68%	80%	Activities conducted.	Government, NAC, HIV/AIDS NGOs,	-----	150,000,000
Increase the number of women in Health Management	No women co-opted in the Health	Empower and co-opt women into the Health	Number of women co-opted into the	40%	75%	90%	Number of women in management	Government- Ministries	(5001) 010 60,004,7	165,000,000

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Team. Increase number of women and men accessing family planning services	Management Team (yet to be set up)	Management Teams	Health Management Teams				team increased.		02	
	Family Planning services in place	Establish and strengthen youth, women and men friendly services at all health centres	Number of user friendly health services established and strengthened.	45%	71%	93%	Number of women and men accessing FPS increased.	Government-Ministry of Health, NGOs involved in Health issues	(5071)002 524,357,332	----- -
SGP: Reduce the maternal mortality ratio by 75%.	No waiting rooms for expectant mothers	Provide delivery waiting rooms for expectant mothers in all health institutions	Number of delivery waiting rooms provided and utilised at all health institutions	48%	56%	71%	Increase in delivery waiting rooms by 75%	MoH, CSOs,	----- -	747,350,562
	Referral systems are there but not easily accessed.	Streamline referral systems and outreach services	Number of referral points streamlined	20%	25%	31%	Increase in number of referral points	MoH, Ministry of Works& Supply	(5024)018 765,313,446	1,345,000,000
SGP: Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.	No integrated facilities in place	Establish integrated facilities where victims of gender violence can access free and confidential health services in all health	Number of integrated facilities established and accessible to victims of gender based violence	25%	30%	32%	Increase in the number of Integrated facilitators	MoH, CSOs	93,980,475	469,902,375

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		centres.								
Advocacy and communication on health	Programmes by WLSA, YWCA, SWAAZ, ECR, MoH, VSU etc	Conduct awareness campaigns on the existence of free and confidential health services	Number/percentage of women counselled and referred to institutions dealing with gender based violence	35%	40%	50%	Programmes carried out	CSOs, MoH,	(5005) 021 403,208, 241	1,612,832,964
	No existing advocacy plan	Conduct awareness raising programmes,	Number of awareness campaigns conducted	40%	50%	60%	IEC materials produced, printed and distributed, number of conversations conducted	MoH, MIB,		505,423,576
	Male involvement by organisations like YWCA, YMCA, Women's Lobby	Conduct awareness programmes encouraging men's participation in family health.	Number of awareness programmes conducted Number/percentage of couples who Participate equally in decisions Regarding reproductive issues and sexuality	45%	50%	55%	Number of men involved in health issues increased.	MoH, CSOs	..... .....	60,004,702
	No advocacy	Conduct	Number of	50%	55%	60%	Increased	MoH, Ministry of	.....	100,000,0

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	campaigns especially targeted at the health sector on customary and traditional practices	advocacy campaigns for the abolition of negative customary and traditional practices in health	advocacy campaigns conducted				number of advocacy campaigns	Information, CSOs	.....	00
SGP: Ensure the provision of hygiene and sanitary facilities and nutritional needs of women Disaggregate data by gender	48% overall coverage of sanitation facilities in both urban and rural facilities but data not gender disaggregated to see if facilities are gender responsive (WHO 2011)	Provision of sanitation and hygiene and nutritional needs Develop tools that can capture the data by gender.	Number of women accessing good sanitation, nutritional and hygiene Number of M&E tools produced.	50% 45%	65% 50%	80% 55%	Improved sanitation, nutrition and hygiene facilities provided. M& E Tools produced	MoH, Ministry of Local Government and Housing, Ministry of Agriculture ,CSOs Ministry of gender, CSOs, Cabinet office	..... .....	800,000,000
SGP: Develop gender sensitive strategies to prevent new infections.	59% - HIV incidence rate for women	Conduct sensitisation programmes on the role of women and men in the prevention of STIs and HIV in the community	Number of sensitisation programmes conducted	40%	50%	72%	Gender sensitive prevention Strategies developed	Ministry of Gender, NAC, MoH, CSOs	(5102)001 181,207,818	221,000,212

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		and places of work								
SGP: Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.	No baseline for care givers receiving prophylaxis	Sensitise communities on ARVs.	Number of home based care providers given prophylaxis against TB	45%	55%	80%	Increased Number of women, boys and girls accessing ART	MoH, CSOs	(5024)002 673,170,272	1,346,340,544
	61% of women receive PMTCT	Provide ARVs to expectant mothers to reduce MTCT.	Number of sensitisation programmes on ARVs	66%	71%	79%	Number of women accessing PMTC Increased	MoH, CSOs	(5071)005 297,072,242	148,361,210
	No supplementary feeding programmes in place	Provide supplementary feeding to the vulnerable in ARVs treatment.	Number of persons receiving supplementary feeding.	20%	24%	27%	Supplementary food provided	Ministry of Agriculture, Ministry of Community Development, CSOs	(5070)004	735,953,076
	Not readily available of drugs	Provide prophylaxis against TB to all home based providers.	Number of people accessing prophylaxis	20%	25%	30%	Number of people accessing prophylaxis increased	MoH, CSOs,	(5102)002 722,767,709	1,445,535,418
SGP: Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care	Making care count study conducted by GEMSA on Zambia(2009)	Conduct a gender assessment on home based care.	Gender assessment on home based care conducted.	20%	30%	45%	Assessment conducted and report in place	Ministry of Gender, MOH, CSOs	..... .....	Home Based Kits 500,000,000
	Tools developed to capture the	Conduct an assessment of funding to	Gender gaps identified	21%	30%	36%	Tools developed	Ministry of Gender, CSOs	(5030)014	561,932,582

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
givers, the majority of whom are women; 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 Aids.	gender gaps	health services.						561,932,582		
								(5030)014		
								561,932,582		

SOCIAL PROTECTION

Culture, Family and Social Protection
Ministry of Community Development and Maternal Health
Ministry of Gender and Child Development
Ministry of Labour and Social Security
Ministry of Youth and Sport

Despite the successes Zambia has experienced in poverty alleviation, society is still faced with numerous problems related to social protection. Zambia's poverty levels are estimated to be about 67% of the total population of 13 million of whom approximately 52% are women. Approximately 77% HHs are headed by males while 23 is headed by females and children. About 61% of the population lives in rural areas and 39% in urban areas. The social protection policies and programmes target to promote the livelihood and welfare of the most vulnerable in society and these are mostly females, orphans and vulnerable children, People living with HIV and AIDS as well as persons with disability. These vulnerable groups are also found in high density areas within urban areas living on less than US\$1.25 per day and have limited access to and control of resources. They are also unable to meaningfully participate in development activities and have limited access to information. They are unable to speak up on the various issues and problems that affect them. They face numerous challenges such as inability to cope with the various risks such as effects of climate change such as flooding, droughts. In the context of the SNDP, the social protection sector seeks to address the various vulnerabilities as a result of poverty. Social protection is thus strategy on human development, social equity and human rights. The high levels of extreme poverty and vulnerability are interrelated with the multiple effects of HIV and AIDS and unemployment.

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.

Thematic area	Culture, Family and Socialisation									
Ministry / Organisation	Ministry of Gender and Child Development									
SPA Outcomes	<ul style="list-style-type: none"> • Awareness, attitudinal change • Core team of Gender Trainers available • Appropriate Training materials made available • Change in gender relations and social interaction • Gender responsive teaching materials • Changes in percentages of women in non traditional jobs and traditional jobs, Change in careers, Change in employment 									
SPA Objectives	To promote positive cultural practices that contribute to gender equality									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
2 researches commissioned and conducted by 2015	Gender audit by Zambia Council of Churches?	Commission research to identify harmful cultural and religious practices	Number of research commissioned	1			- Research Report showing baseline data on harmful cultural and religious practices in place	Ministry of Gender, CSO	83,727,000(3051/002-023)	
						1	-2 Audit Reports- one on Harmful Traditional cultural Practices & another on Harmful Religious Practices				Ministry of Gender; civil society organisations	159,033,000(3066/006)
100 awareness	Previous	Conduct	Number of	30	70	100	-Reduced	Ministry Of Gender,	115,000,	

Thematic area	Culture, Family and Socialisation									
Ministry / Organisation	Ministry of Gender and Child Development									
SPA Outcomes	<ul style="list-style-type: none"> • Awareness, attitudinal change • Core team of Gender Trainers available • Appropriate Training materials made available • Change in gender relations and social interaction • Gender responsive teaching materials • Changes in percentages of women in non traditional jobs and traditional jobs, Change in careers, Change in employment 									
SPA Objectives	To promote positive cultural practices that contribute to gender equality									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
campaigns conducted countrywide by 2013	Sixteen Days campaigns	awareness campaigns on harmful cultural practices	sensitization campaigns conducted.				harmful cultural practices - Harmful cultural practices exposed, Attitude change	Community Development, CSO	000(5002/006) 100,000,000(5002/055) 135,000,000(5012/001)	
Enforcement of the Amended Penal Code by 2015	The Zambia Penal Code Chapter 87 (Amendment Act number 15) Section 157 on harmful cultural practices	Put corrective measures to correct harmful cultural practices(Revise the Penal Code Chapter 87)	Number of corrective measures put in place (% reduction in the harmful cultural practices)			1	Law with stiffer penalties for perpetrators of GBV deters GBV Police reports and civil society reports showing a reduction in incidences of GBV	Ministry of Justice, Gender, Community Development	135,000,000(5012/001) 180,600,001(4008/003) 45,778,447(4016/005) 50,000,000(5097/005) 47,000,0	

Thematic area	Culture, Family and Socialisation									
Ministry / Organisation	Ministry of Gender and Child Development									
SPA Outcomes	<ul style="list-style-type: none"> • Awareness, attitudinal change • Core team of Gender Trainers available • Appropriate Training materials made available • Change in gender relations and social interaction • Gender responsive teaching materials • Changes in percentages of women in non traditional jobs and traditional jobs, Change in careers, Change in employment 									
SPA Objectives	To promote positive cultural practices that contribute to gender equality									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
									00(5097/007)	
100 training of trainers on gender workshops by 2014	No baseline	Identify people to be trained as Gender Trainers	Number of trainers identified and trained	50	100		-Critical mass on gender trainers increased. -Increased knowledge, skills and competencies among 100 trained persons	GRZ, CSO, International Organizations	75,850,000(5002/003) 83,727,000(3051/002) 159,033,000(3066/006)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
5000 gender training manuals produced and disseminated by 2015	Gender Training Manuals already produced by Ministry of Gender and Child Development	Develop and disseminate gender training materials that are contextual to the Zambian situation	Number of Gender training manuals produced and disseminated	1000	3000	5000	-Training materials readily available and utilised by trainers	Ministry of Gender and Child Development	50,000,000(5097/005) 47,000,000(5097/007)	
5000 training manuals translated into local languages and disseminated by 2015	No baseline	Print training manuals, translate into local languages and disseminate	Training materials printed, translated and disseminated or distributed	2000	4000	5000	-Increased participation of rural and illiterate women and men in gender sensitisation and training processes	Ministry of Gender and Child Development, CSO	50,000,000(5097/005) 47,000,000(5097/007)	
3000 community members and key stakeholders from government departments receive gender awareness training by 2015	No baseline	Conduct training for stakeholders including government departments by gender trainers	Number of stakeholders trained	1000	2000	3000	Reports of stakeholders trained. Record of skills gained and change in gender attitudes	Ministry of Gender and Child Development, CSO	50,000,000(5097/005) 47,000,000(5097/007) 159,033,000(3066/006)	
90% of school going children	No Baseline	Sensitise school children	% increase in the number of	30%	70%	90%	90% of school going	Ministry of Education, Community	135,505,000(506	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
sensitised on negative cultural practices by 2015		(needs specificity?) on negative cultural practices	school children sensitised on negative cultural practices				children are aware of negative cultural practices and at least 50% of children are prevented from taking part	Development, Gender and Child Development, CSO	0/004) 137,600,000(5012/006)	
90% of educators trained on gender by 2015	Trainings by FAWE	Sensitise and train educators on gender	Number of educators and trainers sensitised	30%	60%	90%	-By the end of 2015, 70% of the trained educators put into practice what they have learnt about gender	Ministry of Education, Community Development, Gender and Child Development, CSO (FAWEZA)?	135,505,000(5060/004) 137,600,000(5012/006) 900,000,000(5036/193)	
Engender teaching materials by 2015	Existing teaching and learning material not gender sensitive	teaching and learning materials to be engendered	% increase teaching and learning materials engendered Proportion of teaching materials assessed			100%	By the end of 2015, teaching and learning materials have been engendered	Ministry of Education, Gender and Child Development and CSO	135,505,000 (5060/004) 137,600,000(5012/006)	
Review, amend and or repeal all discriminatory laws by 2015	Cultural practices still promote the minority status of women	Sensitise traditional initiators	Revised legal framework	100	100	Revised policy	Record of all discriminatory laws reviewed, amended or	Ministry of Chiefs and Traditional Affairs, Gender and Child Development, Community	120,000,000(5012/006)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							repealed by 2015	Development, CSO MoJ		
	Patriarchy remains entrenched exacerbated by some cultural practices and there is no open communication between women and men on reproductive rights	Sensitise the general public on the negative cultural practices	No. of sensitisation meetings conducted	50 meetings	200 meetings	300 meetings	Reports of meetings showing feedback on effectiveness of the meetings			

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. Although men are victims of abuse, the majority of the victims of GBV are women and children. Various strategies have been put in place to address the issue of GBV in Zambia. In 1994, the Zambia Police Service in partnership with the various stakeholders especially human rights organizations and the women's movement, created a Victim Support Unit (VSU) which became operational in 1996. In 1996 a Human Rights Commission was created to deal with various human rights abuses including gender based violence. Zambia has also addressed GBV in the national gender policy and other legislative frameworks. In 2011, the increase in GBV cases lead to the enactment of the Anti-Gender Based Violence Act which criminalizes all forms of GBV. Corresponding National Guidelines for the Multidisciplinary Management of Survivors of Gender Based Violence have been developed by the Government with the basic principle that stake holders: the police, health, legal, judiciary and social welfare personnel should work together in responding to and tracking all cases of GBV. The complex nature of GBV demands all concerned parties: government institutions, NGOs, Faith Based Organizations, CBOs and the cooperating partners to collaborate in addressing GBV. Ministry of Health should play its part including managing the One Stop Centres placed at health facilities, Ministry of Community Development to manage the shelters, CSO to provide frequent and relevant statistical data to inform policy, while all other institutions to continue implementing programmes in line with their portfolios as regards GBV while MGCD shall coordinate all the efforts by different stakeholders and monitor various programmes to ensure zero tolerance to GBV.

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.

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Ministry / Organisation	Ministry of Gender, Ministry of Justice, Ministry of Health									
SPA Outcomes	<ul style="list-style-type: none"> Well-coordinated institutional mechanisms for dealing with Gender violence established. Increased number of Victims accessing counselling and welfare services Unitary and gender responsive legal system Reduction in cases of gender violence More victims of gender violence utilising available services Increase in number of reported cases on gender violence. Change of attitude by society towards gender violence. Respect for human rights Appropriate treatment of perpetrators and victims of gender violence Gender responsive laws and court procedures / system in place 									
SPA objectives	<ul style="list-style-type: none"> To eliminate gender based violence (GBV) in a holistic, systematic and comprehensive manner through multi-sectoral and multi-dimensional approach and to provide holistic care and services to survivors of GBV To establish mechanisms to co-ordinate the efforts of the Police, Social workers and legal personnel dealing with gender violence. To strengthen, enact and/or amend gender discriminatory laws and procedures To facilitate the reporting of all of forms of gender violence to relevant law enforcement agencies. To build capacity in law enforcement agencies to handle cases of gender violence 									
SGP: Legislation prohibiting all forms of gender-based violence domesticated by June, 2015.	The Anti-Gender Based violence Act passed in April 2011	Domesticate international Instruments and Conventions dealing with gender violence.	Number and proportion of International Instruments and conventions adapted into national laws and legislation.	Implementation of Anti-GBV	Domestication of the SADC Gender Protocol & other	Reduce by 50% the current levels of GBV	<ul style="list-style-type: none"> Anti GBV mainstreaming in all sectors SADC Gender Protocol Regional and International instruments domesticated 	MGCD MCDMCH Min. Of Justice NGOs Cooperating partners		

Thematic area	Gender Based Violence										
	Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
2013					2014	2015					
					r Regi onal and inter natio nal prot ocol						
Customary and Statutory Laws relating to gender violence harmonised by 2015.	Anti -GBV Act Audit of discriminatory laws in 2008-2009.	Harmonise customary and statutory Laws relating to gender violence.	Number of customary and statutory laws relating to gender violence harmonised.	Syste ms for Revie w of custo mary law put in place	Revi ew of the cust omar y law	Imple menta tion of the harmo nised laws in place	<ul style="list-style-type: none"> • Repeal discriminatory laws • 	Min of Justice MGCD LDC LAZ Min of Chiefs and Tradition		Kwacha 2,5million (rebased) USD500,000	
SGP: Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault.	Anti -GBV Act	Provide comprehensive testing, treatment and care of survivors of sexual assault.	Number of Coordinated Response Centres (CRC) established encompassing medical personnel, VSU, Social Welfare officers, NGOs.	Syste ms /struct ures put in place for Anti GBV imple menta tion. Imple	Revi ew of the Anti GBV impl ementa tion	Evalu ation of the Anti GBV imple menta tion	<ul style="list-style-type: none"> • Evaluation Report on the implementation of implementation 	MGCD Min. Of Justice Cooperating partners Stakeholders, M and E Consultancy firm			

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
				mentation of the provisions in the Anti GBV						
SGP: Legislative provisions and adoption and implementation of policies, strategies and programmes which defines prohibit sexual harassment in all spheres and provide deterrent sanctions for perpetrators of sexual harassments.	Penal code was reviewed and a comprehensive GBV Act was put in place	Provisions and adoption and implementation of policies, strategies and programmes	No. of persons trained	50% trained in various fields Awareness Campaign Produce IEC materials	Massive awareness campaign	KAP survey to measure the	Reduction of incidences of GBV cases Increased Knowledge on GBV cases	MGCD Min. Of Justice Cooperating partners Stakeholders		200,000 Kwacha (rebased)
SGP: Review and reform their criminal laws and procedures applicable to	Penal code was reviewed and a comprehensive GBV Act was put in place	Train medical and law enforcement personnel on laws and procedures	Number of Personnel trained on laws and human Rights.	200 personnel	400 personnel	600 personnel	Training manuals Reports of training conducted and impact	Ministry of Gender and Ministry of Justice		200,000 Kwacha rebased

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
cases of sexual offences and gender based violence.		applicable to cases of sexual offences								
		Build and/or open more Police Posts.	Number of Police Post Built and/or opened	TBA	TBA	TBA	Police posts that have Victim Support Units to address gender based violence	Ministry of Justice; Ministry of Home Affairs; Ministry of Gender		?
SGP: Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society.	Anti-Human Trafficking Act passed in 2008	Recruit more women in Police Service Train and awareness campaign for police working in VSUs	Number of women recruited in VSU.	40% of personnel in VSUs	60% of personnel in VSUs	100%	Training material for the personnel in providing holistic services	Ministry of Justice; Ministry of Home Affairs; Min of Gender		
SGP: Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual	Penal code section 137A on sexual harassment	Review and mainstream gender in training curricular of law enforcement agencies to include how to recognize and prohibit sexual	Number of training curricula reviewed and gender mainstreamed Number of officers trained	Develop gender sensitive material for curriculum	Testing of material	Use of training material for all recruits and refresher courses	Inclusion of section on addressing sexual harassment for modules of law enforcement agents	Ministry of Gender Zambia Police Service		100,000 kwacha rebased

Thematic area	Gender Based Violence										
	Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
					2013	2014	2015				
harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.		harassment				es					
SGP: Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence by half by 2015.	A Zambia National Action Plan on Gender Based Violence – 2010 to 2014 exists	Review the current institutional mechanism dealing with gender violence	Status Report on Institutional mechanisms and implementation of the action plan and come up with recommendations on appropriateness of institutional mechanisms in place.	Review of implementation of Zambia GBV plan	Recommendations table	Evaluate result on implementation	Report on implementation of the Zambia GBV plan 2010 - 2014	Ministry of Gender		300,000 Kwacha rebased	
		Public awareness campaigns of legal procedures and institutions that deal with gender	Number of awareness campaign conducted	Use Key dates and campaigns	Use Key dates and campaigns	Use Key dates and campaigns	Materials for awareness campaigns; Measurement of level of awareness for both women and men (Use	Ministry of Gender; Civil society		1million kwacha	

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		violence					results of the GBV Indicators study)			
	16 Days campaigns; GBV workshops, etc GBV indicators study to provide baseline data	Conduct Media and community awareness campaigns on gender violence. Disseminate GBV indicators findings on prevalence of gender violence and levels of awareness	Number of media & community awareness campaigns conducted Number of reports disseminated	16 Days Key public dates in national calendar	16 Days Key public dates in national calendar	16 Days Key public dates in national calendar	Materials for awareness campaigns Measure on the levels of awareness of public campaigns (use data in the GBV indicators study report)	Ministry of Gender		1 million kwacha (rebased)
	No of shelters in existence (?)	Construct and rehabilitate physical structures dealing with victims of gender violence.	Number of Physical structures constructed and/or rehabilitated				No of shelters run by NGOs rehabilitated; number of government shelters built for survivors of GBV	Ministry of Gender		800,000 kwacha (rebased)
Thematic Area	Gender Based Violence									
Establish an integrated and multi-sectoral mechanism for		Dissemination, review and development of protocols	% of health workers that comply with guidelines in				Health workers with appropriate knowledge and skills to provide			90,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
the implementation of the Anti GBV Act		and guidelines for screening, managing and referring GBV cases in health facilities and VSUs	the provision of medical services to GBV survivors % of GBV survivors receiving medical and screening services				medical services to GBV survivors			
	Baseline 0 (guidelines developed in 2011 but not yet launched)	Training of trainers in use of protocols and guidelines or screening, counseling and managing GBV cases	Number of health workers trained on guidelines for provision of medical services to GBV survivors							100,000
		Training of health workers in use of protocols and guidelines or screening, counseling and managing GBV cases								720,000
		Training of								260,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		health workers in gender and migration and HIV curriculum								
	Baseline: Current curriculum has not been revised to include guidelines for provision of medical and psychosocial services to GBV survivors	Review of pre- and inservice curriculum to include GBV and psychosocial counseling	Pre-service and in-service curriculum for health staff revised to include medical and psychosocial needs of GBV survivors							70,000
		Development and operationalisation of policies related to GBV in the health sector								160,000
		Institutional review of existing health facilities					MOH and partners have scaled up mechanisms for provision of integrated medical and psychosocial services to GBV	MGCD, MOH, MOHA, MCDMCH, CJF, NGOs, Population Council		45,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							survivors			
	Baseline: 0	Development and implementation of a strategy for scaling up of integrated health services in health facilities	Number of health centres with specialized units/staff providing comprehensive services to GBV survivors					MOH		600,000
		Create awareness on the availability of integrated health services for GBV survivors						MOH, MGCD, MCDMCH		200,000
		Undertake and assessment of gaps in investigative and prosecutorial procedures and tools in statutory and customary laws in handling GBV cases					Public prosecutors have acquired investigative and prosecutorial skills and equipment for GBV cases	MGCD, UNDP, MOJ		50,000
		Development of training						MOHA, MOH, ZLDC, MOJ, YWCA		90,000

Thematic area	Gender Based Violence										
	Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
					2013	2014	2015				
		materials on investigative and prosecutorial skills for prosecutors									
		Training of prosecutors in investigative and prosecutorial skills for GBV cases, including handling child survivors	Number of prosecutors and police officers trained in investigative and prosecutorial skills and equipment								300,000
		Support the provision of forensic equipment for effective investigation of GBV cases							MOHA, ZLDC,MOJ, MOH		1,500,000
		Advocate for the revision of the penal code to provide stiffer penalties for GBV offenses such as marital rape, sexual						MOJ has developed an appropriate and efficient legal system for GBV survivors	ZLDC		190,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		cleansing, defilement								
		Development of guidelines for provision of legal aid to survivors of GBV						ZLDC, NIPA, MOHA		80,000
		Development and implementation of the operational plan for the National Gender Communication Strategy					MGCD, partners and communities equipped with skills and resources for creating awareness about GBV and negative social norms and cultural beliefs	MGCD, MCDMCD		450,000
		Training of change agents and community action teams with focus on men						MCDMCH		600,000
		Awareness raising among communities on GBV related rights						MCDMCH, ZLDC, NGOs		600,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		Identify organizations that provide skills to enhance economic benefits to GBV survivors					GBV survivors have access to productive resources (land, finance, capital)	MGCD, MCDMCH, NGOs, MCTI, MOL		200,000
		Train 4,500 GBV survivors and vulnerable girls and boys in business planning, development and management (entrepreneurship skills)	% of GBV survivors trained in entrepreneurship management					Camfed, Africa Directions, YWCA, DEC, MCDMCH, MOH, MOHA		700,000
		Translate into seven main local languages the simplified Anti GBV Act					MGCD and partners have developed tools and mechanisms for awareness raising and implementation of the Anti GBV Act	Camfed, Africa Directions, YWCA, DEC, MCDMCH, MESVTEC		120,000
	Baseline: the Simplified Anti GBV Act has been	Development and implementation of a costed	MGCD and partners have developed and implemented					Camfed, Africa Directions, YWCA, DEC, MCDMCH, MESVTEC		75,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	developed but not yet translated into main local languages and a costed education and awareness plan has not been developed	operational plan for education and awareness raising on the Anti GBV Act	a costed operational plan for education and awareness raising on the Anti GBV Act							
		MGCD and stakeholders implementing the Anti GBV Act develop a costed National Plan of Action for each output						MGCD, MOFNP		80,000
	No Baseline	Development of an national GBV management information system and reporting system	Number of assessments (including operations research and evaluations) that have been conducted to inform the Programme design,				MGCD and partners have implemented an evidence based and informed GRZ-UN Joint programme on GBV	CSO, Gender Links, MOHA		250,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			implementation and reporting % of indicators in the Programme's Results and Monitoring Framework being reported on							
		Undertake a national baseline survey on GBV	% of people in surveyed communities aged 18 years and above that have received information on GBV					CSO, Gender Links, MOHA,		300,000
	No Baseline	Formation and training of Anti GBV task forces at Provincial and District levels	Number of functional national, provincial and district coordination units for GBV cases established				MGCD and partners have established national and district coordination mechanism for the implementation of the Anti GBV	MOHA, MOH, MGCD, MESTVTEC		300,000

Thematic area	Gender Based Violence									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							Act			

GOVERNANCE

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.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Decision Making									
Ministry / Organisation	Cabinet Office, All Ministry headquarters, Private Sector, Public Institutions, Faith Based Organisations and NGOs(Zambia National Women's Lobby, NGOCC,									
SPA Outcomes	<ul style="list-style-type: none"> 50% per cent women in decision-making positions in all public and private sectors. 									
SPA objectives	To achieve equality and equity in decision-making at all levels in all spheres.									
SGP: 50% percent women in decision-making positions in all public and private sectors, including through the use of affirmative action measures.	No Law 12 % women in parliament, 14 % in cabinet and 6 % in local government. Executive and civil service- 20% women in 2011 Judiciary and national commissions- 15% women in 2012 Political parties (Adoption lists for 2011) Political party manifestos	Enact a bill to implement the 2008 SADC Gender Protocol target of 50% women in decision making positions in all public and private sectors.	Law in place to guarantee increase of women in decision making positions Proportion of women in decision making by 2015	Increase in executive and judiciary service by 10%	Increase in executive and judiciary service by 20%	Increase in executive and judiciary service by 20%	Bill enacted At least 50% women in positions of decision making in the public service	Ministry of Justice; Parliament[Judiciary; Law enforcers; Political Parties; public service commission	Min. of Justice 112, 875,000(4034-005)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Decision Making									
Ministry / Organisation	Cabinet Office, All Ministry headquarters, Private Sector, Public Institutions, Faith Based Organisations and NGOs(Zambia National Women's Lobby, NGOCC,									
		Public service policy documents reviewed to ensure 5050 is mainstreamed	Number of revised policy documents in all sectors	95% printed documents	100 % documentation	100% documentation.	Compliance to enacted bill.	All sectors Ministry of Justice	Ministry of Justice, 180,600,001(4008-003)	Ministry gender mainstreaming budget lines.
	No System	Development and implementation of M&E system for implementation of the 50:50 Gender Protocol target in all sectors	Number of M & E tools developed Number of women in decision making positions	M & E System in place.	M& E	M& E System Review	Costed M & E System	Ministry of Gender and Child Development, Min of Justice	24,764,247(6012-008)	180,600,001(4008-003)
	12 % women in parliament, 14 % in cabinet and 6 % in local government.	Conduct a baseline to ascertain levels of participation of women in decision	Number of surveys conducted	Survey completed			Survey report with comprehensive data on the status of women in	Ministry of Gender and Child Development, Central Statistics Office.	Min. of Gender and Child Development 132,	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Decision Making									
Ministry / Organisation	Cabinet Office, All Ministry headquarters, Private Sector, Public Institutions, Faith Based Organisations and NGOs(Zambia National Women's Lobby, NGOCC,									
	Executive and civil service- 20% women in 2011 Judiciary and national commissions- 15% women in 2012 Baseline for all sectors is needed.	making in all sectors					positions of decision making		182,400(3069-003) Min. of Gender 83,727,00(3051-002)	
	No baseline	Conduct Targeted Awareness campaigns among the public and media on the importance of women participating in decision making.	Number of public campaigns Number of campaigns with media	30 district campaigns 35% of media engaged	35 district campaigns 45% of media engaged	15 district campaigns 20% of media engaged	Public campaigns conducted Media campaigns conducted	Ministry of Gender and Child Development, NGOs, Ministry of Information and Broadcasting, MISA, PAZA	Home Affairs, 55,650,343(4008-003) 4,945,333(4008-004)	Cabinet –All Provincial Office

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Decision Making									
Ministry / Organisation	Cabinet Office, All Ministry headquarters, Private Sector, Public Institutions, Faith Based Organisations and NGOs(Zambia National Women’s Lobby, NGOCC,									
									Gender Mainstreaming Budget lines e,g (6012-005 for Northern Province)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	20% females in executive and civil service in 2011 12% females in Legislature 15% females in Judiciary and national commissions	Conduct advocacy engagements among the legislative, Judiciary and executive wings of Government in order to lobby for the increase of women in power and decision making	Number of advocacy engagement conducted	25% in executive 20% in Judiciary	35% In the executive 35% in Judiciary	50% in executive 50% in Judiciary	Advocacy engagements conducted Women in decision making positions	Ministry of Gender and Child Development, Parliament, NGOs	Office of the Vice President - Parliament, 5,000,000 (3002-023) Min. of Gender 159,033,000(3066-006)	
	No baseline	Support women aspiring for decision making	Number of women aspiring for decision making	25% supported	50% supported	100% supported	Women supported	Ministry of Gender and Child Development, NGOs		1,500,000,000

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		positions(financial and moral support)	positions supported							
	No baseline	Conduct sensitisation campaigns on the importance of involving women in politics in all the districts	Number of sensitization campaigns conducted Number of people attending the campaigns	30 campaigns	30 campaigns	20 campaigns	Sensitisation campaigns	Ministry of Gender and Child Development, NGOs, FBOs	20,000,000,000	
	No baseline	Conduct leadership training for women parliamentary and local government candidates in all the provinces	Number of women candidates trained in leadership in all the provinces	2 trainings per province(20)	2 trainings per province(20)		Trainings conducted	Ministry of Gender and Child Development, Parliament, Ministry of Local Government and Housing, NGOs	4,000,000,000	
		Monitoring of candidates trained	Number of women followed up	30% followed up	50% followed up	100% followed up	Monitoring activities conducted	Ministry of Gender and Child Development, NGOs	100,000,000	
SGP: Put in place measures to ensure that women have equal representation and participation	19% in peace-keeping in 2011 Need for baseline of how many	Allocate quotas for women to participate in military decision making	Percentage of women participating in decision making in the military	25%	35%	50%	Quotas allocated Women participating in military decision	Ministry of Defence Ministry of Gender and Child Development	Min. of Justice 468,615,000 (4018-003)	

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

POVERTY

Key issues / Situational Analysis

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

Thematic area	Poverty									
Ministry / Organisation	Ministry of Finance, Ministry of Agriculture									
SPA Outcomes	<ul style="list-style-type: none"> • Women entrepreneurship skills developed • Women and CBOs accessing finances for economic activities • Appropriate technology accessible and utilised. • Increase in productivity • Equitable functional literacy rates by sex • Increased literacy rates among women • Farmers able to prepare for a good harvest • Increased food production • At least 30 Percentage of women owning land • Change in Percentage of women owning and controlling property • Funds available and accessible to women • Percentage of women accessing the funds. • Funds available and accessible to women • Increased food security 									
SPA objectives	To promote programmes this will reduce the burden of poverty on women at households, community, and national levels.									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGD: Equal participation by women and men in policy formulation and implementation of economic policies.	9% (women in economic decision making positions ¹); No economic literacy facilities	Conduct literacy programmes for women and disadvantaged groups	Necessary facilities for conducting literacy programmes in place	11%	13%	15%	Increased number Of literate women ready to take up decision making positions.	Ministry of education, Ministry of community Development, Mother and Child health, Ministry of YOUTH.	971,468,393	

¹ Positions include:

Thematic area	Poverty									
Ministry / Organisation	Ministry of Finance, Ministry of Agriculture									

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
SGD: Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.	No time use studies done at national level	Conduct time use studies to establish baselines; repeat the study periodically	Time use studies draft policy document in place	100%	50%	100%	Baselines established. Study conducted	Ministry of gender	192,550,000	
SGP: 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.	Ad hoc training of women in entrepreneurs hip skills	Train women in entrepreneurs hip skills including the youth and people with disabilities.	Number of women trained in entrepreneurs hip skills.	1000	3000	5000	9000 women trained in entrepreneurs hip skills	MCDMCH, Ministry Of Youth, Civil Society, Women And Youth Empowerment NGOs	16,000,000,000.00	
	5% of female households receiving agriculture support under the FSP programme who graduated within the specified period (2010)	Conduct training in farming skills. Public welfare assistance scheme	Institutions dealing with inputs supply available	35,000	40,000	45,000	175,000 Households supported	Ministry of Community Development, Mother and Child Health MINISTRY OF AGRICULTURE	25,000,000,000	
			Farm inputs provided in time	100	150	200				
	No baseline information	Sensitise men on gender and	Awareness created	10000	20000	30000	Policy Document	Ministry Of Gender		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		power relations	among men				Released			
SGP: Review national trade and entrepreneurship policies, to make them gender responsive.	National trade and entrepreneurship policies not gender sensitive	Review of national trade and entrepreneurship policies to ensure that gender is adequately mainstreamed and will facilitate entry of women into mainstream economics	National Trade and entrepreneurship policies gender responsive	Review commissioned	New policies adopted	Training of relevant stakeholders on implementation; actual implementation begins	Reviewed trade and entrepreneurial policies	ZDA, Ministry Of Commerce		2 million Kwacha
SGP: 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	21% of women in formal employment sector (2008)	Review the Public procurement policy to allow for affirmative action towards women	Procurement policy is reviewed	Review commissioned	Updated procurement procedure and training for relevant	Implementation	Public procurement policy is reviewed; canvassed with relevant stakeholders and adopted	ZPPA		1 million kwacha

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
public procurement processes.					stakeholders					
SGP: Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.	Access to credit 33.2% (2009) 75000 in 2012	Provide financial assistance to women and CBOs through grants and create credit schemes	Number of women access to grants and credit schemes	4000	13,500	17,500	17,500 Women Development .groups supported	MCDMCH MACO, MOF, MTENR, DMMU.	16,000,000,000.00	
	% females with land titles and (18.6% in 2010 ²)	Enact a law to ensure women have access to land and control	Law enacted	2	4	5	5 Policies and 5 pieces of Legislation Development and reviewed	GIDD		
		Provide and Facilitate credit to women in MSMEs	Number of women accessing credit above	100	200	250	250 MSMEs access credit above K50m	CEEC, MCTI, ZDA, MOF		30,000,000,000

² Zambia 2012 SADC Gender Protocol Barometer

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			K50m							
	No baseline	Conduct crop diversification training to women farmers	At least 300 crop diversification training programmes by 2015	100	200	300	Women trained and provided with high yielding seed materials for crop diversification ;	Ministry of Agriculture and Cooperatives	47,503,769 (Head 89/04, Prog. 1053, Activity 046)	
SGP: Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	No deliberate technology targeted at women	Introduce user friendly technology tailored to women's needs.	Appropriate technology in place	5	10	22	22 Innovations and Technologies developed for MSMEs	Ministry of Education, Science	1,500,000,000	
			Percentage of women accessing technology	50	100	200	200 Women attending appropriate Technology demo	Ministry of Gender and Child Development		3,000,000,000
		Develop early childhood community based care to enhance women's participation in	Early childhood community facilities provided	700	800	1000	1,000 Community Based Self Help Initiatives supported	MCDMCH Ministry of Education, Vocational Training, Science and Early Education	824,422,498	

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

GROWTH SECTORS

Ministry of Agriculture and Livestock
Ministry of Lands, Environmental Protection and Water
Ministry of Mines and Energy
Ministry of Tourism, Art and Culture
Ministry of Commerce and Trade

The Growth sector comprises Ministry of Agriculture and Livestock (MoAL), Ministry of Mines and Energy, Ministry of Lands, Environmental Protection and Water, Tourism Art and Culture and Ministry of Commerce and Trade.

MINISTRY OF AGRICULTURE AND LIVESTOCK

It is estimated that over 80 percent of the rural population depends on agriculture-related activities for their livelihood and has more women working in the sector and yet they have limited access to factors of production compared to their male folk. 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. Low investments in the sector have contributed to low production and productivity especially among small-scale farmers the majority of whom are women and youths. Further challenges within the sector are the drastic effects of Climate Change on the sector as a result of regular droughts and floods, long dry spells coupled with poor rainfall distribution which have another negative toll on women. Other challenges are limited access to factors of production: land, finance and personnel, limited access to Farmer input through the FSIP programme, limited access to reliable markets, limited access to improved technology. Most of the women in rural areas cannot be reached easily by service providers due to poor road networks. The extension services and agricultural related information about markets, available loans to enhance agro-related businesses are not easily accessible. Women in this sector also have limited access to energy fuel, electricity, solar energy prompting women to spend long hours looking for fire wood/charcoal as an option. The SNDP seeks to promoting economic growth, reduce poverty and create employment.

MINISTRY OF MINES AND ENERGY

This sector remains the major contributor to Zambia's economic growth with its average share being 9.1 percent between 2006 and 2009. The mining sector is one of the major contributors to foreign exchange earnings as well as employment and has high potential to contribute to poverty reduction and wealth creation in Zambia. The sector grew at an average rate of 7.3 percent per annum against the target of 10.6 percent per annum. Copper production increased from 515,010 tonnes in 2006 to 667,173 tonnes in 2009 and has contributed to the macro-economic growth. This growth has however not translated into micro-economic gains for the poor, most of whom are women. The vision of the sector is "a well organized private sector led mineral resource exploration and exploitation that contributes to sustainable social economic development by 2030" with a related goal to "raise the sector's contribution to GDP to at least 20 percent by end-2015. The sector is however, not engendered to ensure that both processes and benefits of development within the sector reaches out to an equitable access and control of resources by women and men. The mining sector has inadequate mineral exploration, resource surveys, weak regulatory framework, and lack of access to affordable finance for small-scale miners most of whom are women with inadequate technical and managerial skills, poor infrastructure and weak marketing system

Thematic area	Agriculture									
Ministry / Organisation	Ministry of Agriculture									
Strategic Plan of Action Outcomes	<ul style="list-style-type: none"> • Gender responsive extension services • Gender responsive agriculture farmer groups • Women and youth groups benefit from rural infrastructure development programmes. • Easy accessibility to storage facilities and markets • Gender Responsive Agriculture Cooperatives • Improved welfare of women farmers • Risk spread among household due to diversification • Increased women participation in horticultural activities • Reduced post harvest loss due to improved storage facilities • Reduced risks associated with disasters such as floods and droughts 									
Strategic Plan of Action objectives	<p>To ensure food security and balanced nutrition to women, men and children through sustainable agricultural production.</p> <p>To ensure women's increased access to and control over agricultural inputs and markets</p>									
Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Increase knowledge levels in gender for both male and female agriculture extension officers	Increase the number of specialised personnel in gender No baseline	Conduct gender training for agricultural extension officers	Proportion of agriculture extension officers trained on gender	30%	40%	50%	Increased knowledge and awareness of the concept of gender mainstreaming among agricultural extension officers	MGCD MAL CSOs	94,194,000(3051/004) 159,033,000(3066/066)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Increase agricultural production and marketing skills by women and youth farmers	Improve agricultural production and marketing skills of women and youth farmers No data	Build the capacity in agriculture production and marketing skills for women and youth farmers	No. of women farmers groups established and fully operational No. Of women and youth farmers trained in agriculture production and marketing skills	35%	40%	50%	Increased food security among women and youth farmers	MAL MGCD CSOs MCDMCH	49,500,417 (1003/001) 134,881,368 (1016/003,013,015,019)	
			No. of capacity building programmes conducted per district each year	1 per district	2 per district	3 per district	Increased income from agricultural related activities among women and youth farmers' groups			
Increased the number of engendered farmer groups Gender sensitive	Total number of co-operatives 30577 and 7650 belong	Encourage farmer groups Mobilise and motivate women and	No. of women and youth farmer groups formed and functional	35%	45%	50%	No. of women/youth farmer groups formed and fully functional	MAL CSOs MoHA MGCD	235,000,000 (1244) 98,937,000 (3150/009)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Cause to occur	to female farmer groups	youth farmers to form farmer groups					have increased by 50% by 2015		483,395,644(1048/010,022,040) 612,467,913(1048/036,039,041,042,043) 33,602,998(1048/017,021,023)	
Increase the number of existing and rehabilitated Farm infrastructure	No baseline data (quite broad) -	Construct and rehabilitate existing rural infrastructure -Grain Storages -Crush Pens -Loading Bays -Piggery Units -Poultry Units -Fish Ponds	No. of rural infrastructure constructed and rehabilitated	TBC	TBC	TBC	-Baseline on Farm infrastructure established -Sustainable farm infrastructures in place (Grain Storages -Crush Pens -Loading Bays -Piggery Units -Poultry Units)	MAL (FRA/FISP) CSOs Min of Works and Supply Min of Energy	23,672,974(1078/001) 22,094,776(1078/002) 300,000,000(1063/003)	
Increase the number of radios distributed to	Who? (this was the question in the corrected	Disseminate information to women and youth on	Number of informed women and youth farmer				Improved access to agricultural information	MAL CSOs NAIS	56,026,039(1199/001,003,004)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
farmer co-operative groups so as to increase awareness	document)	existing programmes dealing with rehabilitation of rural infrastructure	groups				among the farmer groups		15,781,983 (1199/001,003)	
50% Women and youth farmers to be aware of agricultural marketing information	No baseline data 70% of women and youth farmers are not aware of agricultural marketing information	Provide agricultural marketing information to women and youth farmers. - Community radios are used to disseminate marketing information in local languages - Cell phones used to disseminate market prices for various crops	A variety of agriculture marketing information provided	35%	40%	50%	Marketing information produced and distributed to women and young farmers groups	MAL CSOs MGCD National Farmers Union? Swedish Cooperative Centre? National Agricultural Information Service (NAIS) AIRTEL; ZAMTE; MUVI TV?	426,645,518(1016/001,007,011) 43,451,640 (1016,006,009,016)	
Increase by 50% Female and Youth Small scale farmers access to	37% female smallholder farmers access agricultural inputs	Develop efficient mechanism of providing agricultural inputs and	Number of efficient mechanisms for agriculture inputs and market	40%	45%	50%	Audit of women who access agricultural inputs on time	MAL (FRA, FISP) CSOs ZNFU Traditional leaders DAC DDCC	151,129,190(1154/004,010,011,012) 500,000,000,000(125	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
agricultural inputs and markets		markets for small scale farmers	developed				No. of female and youth small scale farmers accessing markets on time annually	PDCC	3/001-007) 98,937,300 (3150/009) 19,363,157 ,895(5096/ 001,002,00 3)	
Increase by 50% exchange visits and study for farmers	No exchange visits conducted so far	Conduct exchange visits/study tours	Networking mechanism in place No. of exchange visits and study tours that have taken place	15%	30%	50%	Increased knowledge, skills and competencies on various aspects of agriculture -Best experiences, practices shared among networks	MAL CSOs Local community	-	
Include gender on the Ministry of Agriculture and Livestock's website	No gender on the Ministry of Agriculture's website	Incorporate gender in the Ministry of agriculture's website	Gender incorporated in the Ministry of agriculture's website	?	?	?	By the end of 2015, the Agriculture Website has mainstreamed gender in its content.	MAL CSOs ICT based organizations	31,948,652 & 7,890,991(1008/021, 028) 56,575,064 (1011/033)	
50% women to be trained and sensitised in the importance of	Trainings done by NGOs on women in decision	Train and sensitise women on the importance of	Number of training sensitization programmes	20%	35%	50%	Quotas allocated	MAL- PS and Directors and MGCD CSOs	51,855,087 (1008/017)	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
decision making in agricultural programmes	making especially the Zambia National Women's Lobby	women in decision making Sensitise the leadership in MoAL (top management in gender mainstreaming , Gender Responsive Planning and Budgeting (GRB)	conducted -Gender Self Assessment in Agriculture (GESA) undertaken -MoAL Annual Activity Plan has gender mainstreamed with gender disaggregated data in place for M and E				MoAL managers appreciate equity and equality principles and apply them in all MoAL decision making structures.	ZNWL/NGOCC		
	No affirmative action policy in place	Incorporate gender in recruitment, promotion and placement procedures	Gender sensitive , recruitment, promotion and placements procedures	35% ?	40% ?	50% ?	Affirmative action measures in place and resources allocated to ensure implementation Human Resource Policy has been reviewed and recruitment, promotion and	Cabinet office MAL MGCD CSOs		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							placement procedures are gender sensitive			
50% women to be trained and sensitised in food conservation, preservation and storage technologies	No baseline data	Sensitise and train women farmers on food conservation, preservation and storage technologies	No. of women trained and sensitised on storage and processing facilities. Improved food conservation and preservation	25%	35%	50%	-Quotas allocated At least 50% women trained in food conservation, preservation and storage technology have applied the knowledge of conservation and storage technology	MAL MGCD CSOs- PELUM, NFU	35,990,378 (89/04/1078/002) 68,967,265 (89/04/1008,010)	
To develop and promote agro-industries in rural areas	No baseline data	Promote the participation of women in development of agro-industries in rural areas	Growth of rural agro industries in rural areas -				No. of women participating in agro-industries	Micro-Finance Schemes MAL Banks CEEC	16,129,187 (1154/004) 11,837,409 (1154/010) 28,912,593 (1154/011)	
		Training women farmers in agro business	No. of trainings in agro-business undertaken	3	7	10	Quotas allocated No. of	Min of Finance CSOs CEEC ZATAC		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			annually				trainings undertaken	ZNFU MAL		
			By 2015, each province will have undertaken all the series of training in agro-business				- Increased amounts and brackets of loan schemes targeting rural women in place	Min of Agric CSOs ZATAC Micro Finance		
			No. of women who successfully participate and complete the series of trainings in agro-business and receive certificates	150	300	450	-Conduct terms and conditions to motivate women to engage in agro-business	Min of Finance CEEC Min of Gender Min of Agric	-	2million Kwacha
			Women and youths exposed to the concept of business, savings and asset building (500 per year)	500	1000	1500	-No. of vibrant, robust & self sustaining agro-businesses started and managed by women by the end of 2015.	Min of Finance CCE Min of Gender Min of Agric	-	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
							-No. of women with savings and assets from agro-business			
Increase the number of Conservation and preservation women and youth farmers.	No baseline data Only 30% of women and Youth Farmers are conservation farmers	Improve food Improve food conservation, preservation and storage technologies among women and youth farmers -Increased income from agri-business	Number of improved storage, conservation and preservation facilities among women farmers -income and assets	35%	45%	50%	Improved livelihood among women and youth farmers	MAL CSOs MGCD Kasisi Conservation Farming Project PELUM Zambia University of Zambia	35,990,378 (1078/002)	
Increase programmes on crop diversification by 25%	Currently very little is being done on crop diversification (including use of local seed)	Introduce crop diversification including local seed varieties for maize	Number of crop diversification programmes introduced including local maize seed	10%	25%	50%	Extension messages have shifted from mono-culture to diversification by 2015 Increased food security among rural HHs especially FHHs	MAL CSOs Traditional leaders ZNFU Pelum OPPAZ FOSUP Agri-Business Forum		
Increase the number of	No affirmative action policy in	Introduce affordable and	Number of affordable and	10%	30%	50%	Affirmative action	MAL		5,000,000 Kwacha

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
women and youth farmers accessing affordable irrigation technology by 50%	place to increase women's access to irrigation technology	user friendly irrigation technology among women and youth farmer	user-friendly irrigation technology made available. -% of women who have accessed and utilize irrigation technology				measures to increase women's access to irrigation have been developed and are fully funded.	CSOs		(rebased)
Increase integrated livestock and fish farming among women and youth farmer groups by 25%	No baseline data (Why not conduct baseline through Living Conditions Survey?)	Enhance integrated livestock and fish farming among women and youth farmer groups.	Proportion of women and youth farmer groups using integrated livestock and fish farming.	10%	25%	50%	increased knowledge, skills, competencies among women and youths on integrated livestock and fish farming	MAL CSOs ZATAC Livestock Development Trust		2,000,000 Kwacha
Increase the number of women and youth in horticultural training by 25%	Need figures from Min of Agric and other stakeholders (No baseline)	Conduct Horticultural training among women and youth farmers	No. of women and men trained in Horticultural Number of Horticultural training programmes conducted	5%	25%	50%	No. of trained women and youth farmers who start practicing horticulture by the Q4 of 2014.	MAL CSOs PELUM Zambia Kasisi Conservation Farming Project		2 million Kwacha
Increase the	No national	Introduce	Percentage of	10%	30%	50%	popularised			300,000

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
number of women and youth farmers to be trained in labour saving technologies by 50%	time use studies done (No baseline)	appropriate technology among women and youth farmers. Sensitise and train women and youth farmers on labour saving technology	women and youth farmers adopting labour saving technology Number of appropriate technology introduced				and increased use of labour saving technologies among rural women and youths	MAL CSOs University of Zambia TDAU (School of Engineering) CFU		Kwacha (rebased)
Increase the number of training manuals for extension Officers by 25%	No baseline data	Develop and upgrade training materials -Investigate existing training manuals in agriculture -Update/Adopt them to agriculture and engender them	Number gender training materials developed	5%	30%	0%	Appropriate gender based training manuals have been developed, distributed and utilised by trainers in Agriculture	MAL CSOs MGCD		
Increase knowledge on gender by agricultural cooperatives	Need info on trainings done so far and which organisations? (No baseline)	Provide gender training for agriculture cooperatives A Training Needs Assessment on	Number of gender training provided	5%	30%	50%	- enhanced, effective, efficient and sustainable functioning of agricultural cooperatives	MAL CSOs		

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		gender training in agricultural cooperatives undertaken and gaps identified.								
Increase resources for capacity building in gender	Adhoc capacity buildings by NGOs (No baseline)	Mobilise resources for gender capacity building	Amount of resources mobilised annually	5%	30%	50%	-Increased funding and resources from philanthropy and domestic resource mobilisation	MAL CSOs		

INFRASTRUCTURE

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.

Thematic area	Energy									
Ministry / Organisation										
SPA Outcomes	<ul style="list-style-type: none"> • Improved quality of life • Increased women's and men's access to energy sources • Women participate effectively in forest management • Women have access to efficient household energy • Affordable energy sources available • Harmonised legislation on energy 									
SPA objectives	To mainstream gender into policies, programmes and projects dealing with energy resources									
Target		Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
100 woodlots established by 2015	No baseline	Facilitate the establishment of accessible and sustainable wood lots Introducing labour saving technology	Wood lots created Improved forest reserves Reduced burden on women	30 woodlots	40 woodlots	30 woodlots	Access to centralised sustainable energy.	Ministry of Mines, Energy and Water Development. Ministry of Lands, Natural Resources and Environmental Protection.	1042-001-	K250,000,000.00
100 gender forestry extension service by 2015		Provide gender sensitive Forestry extension services	Gender sensitive forestry extension services	30 extension services	30 extension services	30 extension services	Gender Sensitivity and awareness created.	Ministry of Lands, Natural Resources and Environmental Protection. Ministry of Gender	1042-001-	K200,000,000.00

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
30 programmes per province By 2015	-	Conduct gender capacity building programmes in efficient charcoal production techniques	No. of capacity building programmes conducted Gender sensitive charcoal production techniques developed	10 programmes per year	10 programmes per year	10 programmes per year	Efficient charcoal production techniques	Ministry of Mines, Energy and Water Development	1035/004	K500,000,000.00
50% Utilisation of charcoal stoves by 2015	10%	Conduct sensitisation on utilisation of improved energy saving stoves	Increased use on energy saving stoves	10%	20%	20%	Utilisation of improved energy saving stoves	Ministry of Mines, Energy and Water Development	1035/003	K100,000,000
10 workshops to review rural electrification master plan by 2013	Rural master plan in place	Develop rural extension master plan for implementation of rural electrification	Rural extension master plan developed	10 workshops	-	-	Revised rural electrification master plan	Ministry of Mines, Energy and Water Development	1208/001	K200,000.000
Revised electricity levy mechanism by 2015	-	Review means of ensuring that rural electrification levy reaches target especially women	Gender sensitive mechanism developed	Quarterly meetings held	Quarterly meetings held	Quarterly meetings held	Revised Mechanism	Ministry of Finance Ministry of Mines, Energy and Water Development		K50,000,000.00
6 Alternative	1% of	Provide	No of	2	2	2	Alternative	Ministry of Mines ,		K200

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
sources of energy by 2015 (wind,Solar,gas)	population	affordable alternative sources of energy to poor communities	Affordable alternative sources of energy for poor communities provided				sources provided	Energy and water Development		billion Kwacha
10% population provided with alternative sources of energy by 2015	1% Of population using affordable alternative energy	Provide,, affordable alternative sources of energy to selected poor communities	% population provided with alternative sources of energy	2%	2%	6%	10% population with alternative energy sources	Ministry of Mines, Energy and water Development, Rural electrification Authority(REA)		K200 billion
2 research studies conducted by 2015	Research existing under Ministry of Envornment	Review Research on safer and improved environment management	Number of research studies conducted			1	Research conducted	Ministry of lands and Environmental protection		K100,000,000
30 Sensitisation programmes undertaken by 2015	Sensitisation undertaken by Minstry Environment	Sensitise communities on improved safer environment management	Number of sensitisation programme conducted	10	10	10	Sensisation conductedpro grammes	Ministry of Mines, Energy and water Development, Ministry of Lands		K50,000,000
Compile conventions by 2015	No document in place for reference	Compile international and regional conventions and instruments pertaining to	No. of international instruments and conventions compiled			1				

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		energy and gender								
Review legislation by 2015	Legislation does not take gender into consideration	Review legislation so that it conforms to international conventions and instruments pertaining to gender and energy	legislation reviewed			1	Legislation reviewed	Ministry of Mines , Energy and Water Development, Ministry of Lands and protection		K20,000,000
Legislation adopted by 2015	-	Adopt and incorporate international and regional instruments into local legislation	International and regional instruments incorporated and harmonised			1	Legislation adopted	Ministry of Mines, Energy and water Development, ministry of Lands and Protection.		

TRANSPORT AND COMMUNICATION

Key issues / Situational Analysis

Transport and communication policies and programmes are not engendered. The majority of women have limited access to transport facilities due to pursuing non-gender responsive development strategies in areas of communication and transport. The majority of women have limited access to transport and communication. 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. Further, the facilities that are offered are not sensitive to persons with disability, especially women.

Thematic area	Transport									
Ministry / Organisation	Ministry of Transport and Communication									
SPA Outcomes	<ul style="list-style-type: none"> • Gender responsive policies, programmes and projects • Women participate effectively in transport and communication programmes • Effective countrywide communication • Improved access to Transport and communication facilities • Skilled and knowledgeable trainers on gender and rural transport • Improved rural transport and communication facilities • Transport facilities for the disabled available • Reduction in harassment of women travellers • Women effectively participating and benefitting from the transport and communication sector • IMTs available in rural areas • Gender responsive IMTs in rural areas • Improved rural road infrastructure 									
SPA objectives	To mainstream gender into policies, programmes and projects dealing with transport and communication services									
Target		Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Review/amend and or repeal Transport and Communication Discriminatory clauses	No baseline	Review Transport and Communication Policy	Transport and communication Policy reviewed, amended and repealed		1		Engendered Transport Policy in place	Ministry of Transport and communication Ministry of Gender and Child Development (MoGCD)	95,500,110 (MGCD/013) 20,000,000,000 (MGCD)	
	No Baseline	50% participation by women in the transport and communication sector	Increased number of women in decision making structures within transport and communication sector	15%	20%	25%	Women and men equally represented in decision making structures within transport and communication sector	Ministry of Transport and Communication MoGCD UTTA BDMT NGOCC	290,000,000(51/01-1008/014)	

Thematic area	Transport									
Ministry / Organisation	Ministry of Transport and Communication									
	No Baseline	Train 150 women in construction and management of transport and communication infrastructure	No. of women trained in construction and management of transport infrastructure	50	50	50	No. of women effectively participating in transport programmes	MCTI MoGCD MLGH NGOs UTTA	99,100,000(51/10 - 1008/017) 104,129,800 (MGCD-3150/008)	
	No Baseline	Create Awareness and educate communities on gender and transport	15 community awareness and education radio and television programmes undertaken by 2015	5 radio and 5 TV awareness and educated programmes	5 radio and 5 TV awareness and educated programmes	5 radio and 5 TV awareness and educated programmes	Improved access to transport facilities/infrastructure by women and persons with disability	Ministry of Transport and Communication MoGCD MLGH NGOCC UTTA	66,000,000 (51/02-1008/014) 46,000,000 (51/06-1002/019) 56,000,000 (51/07-1002/019) 47,782,350 (51/08-1002/019)	

Thematic area	Transport									
Ministry / Organisation	Ministry of Transport and Communication									
									34,200,000 (51/09-1002/019)	
									110,300,000 (51/10/1002/019)	
	No Baseline	Conduct Training of trainers in gender and harassment of female travellers in Ministry	No. of Trainers in Gender and harassment of female travellers trained annually	30	30	30	150 knowledgeable and skilled trainers in gender and harassment of female travellers	MCTI MoGCD MLGH NGOCC UTTA	124,200,000 (51/10/1008/001)	
									38,760,000 (51/09/1008/001)	
									189,339,410 (51/08/1008/001)	
30 programmes per province By 2015	No Baseline	Conduct gender capacity building programmes in Transport and communication Infrastructure	No. of capacity building programmes conducted in Transport and communication	10 programmes per year	10 programmes per year	10 programmes per year	Transport and communication Infrastructure programmes engendered	Ministry of Transport and Communication MoGCD MLGH NGOCC UTTA	99,100,000 (51/10/1008/017)	

Thematic area	Transport										
Ministry / Organisation	Ministry of Transport and Communication										
			n Infrastructure								
Carry out a gender inventory of transport and communication devise strategies that will increase women's participation and benefit from the sector	No Baseline	Conduct research to establish the magnitude of gender imbalance in the area of transport and communication	-magnitude of gender imbalance established -No. of programmes reducing gender imbalances formulated		1			Women effectively participate and benefit from the transport and communication sector	Ministry of Transport and Communication MoGCD MLGH NGOCC UTTA	80,292,000 (MGCD-3152/002)	
Promote gender responsive intermediate means of transport (IMTs) especially in rural areas	No Baseline	Identify, design and promote appropriate IMTs tools	-No. of IMTs tools promoted -No. of women using IMTs					IMTs readily available in rural areas	Ministry of Transport and Communication MoGCD TDAU (University of Zambia) UTTA BDMT NGOCC	98,937,300 (MGCD-3150) 10,700,000,000 (MGCD-3150/005)	
	No Baseline	-Conduct sensitization programmes on the benefits of using IMTs especially among women in the provinces	3 sensitizations per province annually (3x10 provinces)	30	30	30		Gender responsive MTIs in rural areas	Ministry of Transport and Communication MoGCD TDAU (University of Zambia) UTTA BDMT NGOCC	10,700,000,000 (MGCD-3150/005)	
Provide women	No Baseline	No. of loans	At least 30	300	300	300	Increased	MGLGH		16,763,1	

Thematic area	Transport									
Ministry / Organisation	Ministry of Transport and Communication									
with loans to enable them acquire MTIs through existing associations		provided.	women groups per province receive loans for MTIs annually (30x10 provinces)				access to and usage of MTIs by rural women	Push Economic Empowerment Constituent Fund	57,895 (4503/5096/002(Ministry	
Facilitate the enactment of legislation to compel transporters to provide facilities that are accessible and suitable to persons with disabilities	No Baseline	Enact Legislation to compel transporters to provide facilities that are accessible and suitable for persons with disabilities	1 Legislation enacted		1		Transporters are compelled by law and provide suitable transport facilities for disabled persons	MLDH MoGCD MLA MTC MCDSS MFA UTTA BDMT Associations of persons with disability	20,000,000,000 (MGCD) 140,000,000(4505/5030/083) (McDSS)	70,000,0

Thematic area	Transport										
Ministry / Organisation	Ministry of Transport and Communication										
especially women										00 (4505/50 30/043)	
										115,732, 000 4505/50 30/057)	

MINISTRY OF LANDS, ENVIRONMENTAL PROTECTION AND WATER

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.

The Ministry of Lands Natural Resources and environmental protection policy stipulates that women should have access and be allocated 30% of the land. Traditional barriers affect the extent to which women access and control resources. When applying for land, there is a requirement. Lack of economic, social and cultural rights is another major factor affecting women's access to and control of resources within Ministry of Lands and Environmental Protection. Even if women have resources, they are not entitled to own land in their individual capacity.

MINISTRY OF TOURISM, ARTS AND CULTURE

Key issues / Situational Analysis

The Ministry of Tourism, Arts and Culture is one of the priority sectors for development in Zambia with a great potential to contribute to Zambia's socio-economic and sustainable development. In other countries such as Zimbabwe and Kenya, tourism, arts and culture are some of the major income earners and also provision of sustainable development. Apart from the sector being male dominated, the policy and legal frameworks have not adequately addressed gender issues to ensure equity, equality between women and men. Overall, the sector has many challenges and among them are: the low performance and not adequately exploiting its full potential. The few private sector investors are face challenges of poor and inadequate infrastructure, limited investment, uncoordinated and fragmented operations, policy and legal framework, inadequate marketing and limited skilled manpower. Few women have ventured into mining but they face challenges of accessing larger concessions due to limited resources and most of them are in small scale mining. Limited technology makes it difficult for them to add value to the products and as such, most of the exports are in raw materials and not processed and finished products.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional	
				2013	2014	2015					
Thematic area	Land										
Ministry / Organisation	Ministry of Lands, Ministry of Local Government, Ministry of Agriculture										
SPA Outcomes	<ul style="list-style-type: none"> • Increased awareness on women’s land rights; Increased number of women with title deeds; Increased number of women with title to land • Republican Constitution Gender Responsive • Gender responsive national laws • Land owned by women developed • Bureaucratic and cumbersome procedures for land allocation minimised • More people especially women easily accessing land in resettlement schemes • Smooth operation of the Land Development Committee • Funds for development of land available • Increased activities for mobilisation of funds for land development • Land Development Committee gender responsive • Women have defined entities to property • More women aware of their land rights • Gender responsive inter ministerial committee on land • Smooth operation of the Inter ministerial Committee on Land 										
SPA objectives	To facilitate equal acquisition of land between women and men.										
SGP: Review, amend and or repeal all discriminatory laws.	30% quota of land to be allocated to women – Land policy (2010)	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	30%	40%	50%	Equality Clause in place.	<ul style="list-style-type: none"> • Ministry of Lands • Ministry of Local Government and Housing • Local Councils • Ministry of Lands • Tradition Leaders 	80,000,000.00	1003/034	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	Campaigns by NGOs	Sensitise women and men on land rights	Percentage of women and men sensitised Number of sensitisation campaigns carried out	30%	40%	50%	Gender equality and equity enshrined	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental Ministry of Local Government and Housing Local Councils Ministry of Lands Traditional Leaders Civil Society 	50,000,000.00 1230/001	
	Land policy has 30% quota for women (2010).	Streamline and enforce the legal framework that will promote ownership of land by women especially at community levels;	Gender sensitive legal framework	30%	40%	50%	50% Land allocated to women	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental Ministry of Local Government and Housing Local Councils Ministry of Lands Traditional 	40,000,000.00 1230/001	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
								<ul style="list-style-type: none"> Land Civil Society 		
	Some customary laws still hinder women's access to land	Enact and enforce laws to ensure women acquire land without reference to their marital status;	Number of laws enacted and enforced	30%	40%	50%	Enforcement of enacted Customary and other laws in place	<ul style="list-style-type: none"> Ministry of Justice Civil Society Organization Home Affairs National Assembly/ Parliament 	45,000,000	1008/001
SGP: Abolish the minority status of women in land administration.		Restructure institutions that allocate land in order to make them gender responsive	Number of institution allocating land restructured and gender responsive	30%	40%	50%	Decision making positions be 50%	<ul style="list-style-type: none"> PSMD Ministry of Lands Local Councils 	None	
	Land allocation procedures not gender responsive –	Revise the current cumbersome procedures on land resettlement schemes to enable women access land;	Number of land allocation procedures revised	30%	40%	50%	Land allocation procedures gender responsive	<ul style="list-style-type: none"> Local Councils OVP 	12,000,000,000	
	Land Allocation Committee	Establish a gender responsive Land Allocation Fund Committee	Gender responsive Land Allocation committee established	10%	30%	50%	Gender responsive Land Allocation committee in place.	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental 	8,000,000	1230/001

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
			Equal gender representation on the Land Allocation Committee				Equal gender representation on the Land Allocation Committee in place	<ul style="list-style-type: none"> Ministry of Local Government and Housing Local Councils Traditional Leaders 		
	Customary laws still hinder women's access to land; 90% of land falls under traditional designation and only 10% under the State	Institute laws, procedures and Sensitize chiefs on the importance of surrendering land to state for development.	Law, procedures and Chiefs to surrender about 30% land to the state	30%	40%	50%	administrative practices put into place	<ul style="list-style-type: none"> Ministry of Lands Traditional Leaders 	20,000,000	1003/035
	LIMS not able to provide sex disaggregated data	Create gender data base for land allocation, acquisition and ownership	Number of gender data bases created	20%	60%	100%	Gender data base in place	<ul style="list-style-type: none"> Ministry of Lands 	12,000,000,000	
	Decentralise land administration in all provinces to district levels	Establish offices at district and sub-district levels	Number of offices established at district and sub-district levels	6	9	11	Offices established at district and sub-district levels	<ul style="list-style-type: none"> Ministry of Lands 	K85,370,959	1001/110

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
	No sensitisation campaigns in place	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	10	10	10	Women aware of land issues	<ul style="list-style-type: none"> Ministry of Lands 	38,000,000 1003/034	
	No baseline data	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		1	1	Research results disseminated to assist the Ministry to plan	<ul style="list-style-type: none"> Ministry of Lands Traditional Leaders 	39,000,000 1092/017	
	No support mechanism for de jure rights in place	Establish support mechanisms for the recognition of de jure for women's land rights	Support mechanism for de jure rights established			1	Mechanism for de jure rights in place and implemented	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental Ministry of Local Government and Housing Local Councils 	CSOs: WLSA, Permanent Human Rights Commission, Land Alliance	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
								<ul style="list-style-type: none"> Ministry of Lands Traditional Land Parliament Civil Society 		
	Inter-ministerial committee on land not gender responsive	Broaden and engender the membership of the committee Mobilise resources for the inter-ministerial committee	Inter ministerial Committee on land engendered Increased funding to inter-ministerial committee on land	10%	30%	50%	50% women in the inter-ministerial Committee on land	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental Ministry of Local Government and Housing Local Councils Ministry of Lands Traditional Land Parliament Civil Society 	Ministry of Gender and Child Development	
			-Land Issues mainstreamed in the Bill of Rights	30%		50%	- 50:50 gender based land dispensation enshrined in National Constitution	<ul style="list-style-type: none"> Ministry of Lands, Natural Resources and Environmental Ministry of Local Government 	CSOs: WLSA, Permanent Human Rights Commission, Land Alliance	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
								<ul style="list-style-type: none"> • and Housing • Local Councils • Ministry of Lands • Traditional Land • Parliament • Civil Society (Permanent Human Rights Commission, Land Alliance, WLSA) • Constitutional Review Commission 		

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 ICTs 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.

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Thematic area	Information and Media									
Ministry / Organisation	Ministry of Information and Broadcasting									
SPA Outcomes	SPA Outcomes <ul style="list-style-type: none"> • Gender responsive media coverage • Positive portrayal of women by the Media. • Change of attitude towards women. • More women in managerial positions • balanced Reporting on gender and development • Women empowered with knowledge and skills to access information technology. • Gender responsive programmes and reports. • Gender responsive ICT training • Improved skills and usage of ICTs for women • Quality programmes and articles produced Freedom of expression by individual on gender issues									
SPA objectives	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)									
SGP: 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	11 % women in top management compared to 89 % for men 33% Senior management	Conduct gender orientation for media personnel.	Number of gender orientation programmes conducted Number of Media Personnel oriented	15%	22%	30%	Progress Reports on women in decision making positions in the media (glass ceiling report)	Ministry of Information and Broadcasting ZAMWA Gender Links, Zambia	Min of Info 5001/008 5026/005	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
of women in decision-making positions by 2015.										
Increase citizens' awareness on gender and women's rights using existing policy and legal instruments.	No Information, Education and Communication (IEC) committees at district	Form IEC Committees at district level to conduct gender sensitisation.	Number of IEC committees formed and functional in the country	10 pilot	15	30	Lists of IEC committees that have been formed; Terms of reference for the committees	MINISTRY OF INFORMATION AND BROADCASTING MINISTRY OF GENDER MINISTRY OF JUSTICE PARLIAMENT	5012/018	
	Anti GBV Simplified version: national gender policy in local languages; No multi-purpose community centres in place	Use existing public media (e.g. broadcasting & print) channels; multi-purpose community centres to disseminate advocacy materials in local languages on gender and women's rights	Number of advocacy materials produced and utilised by the community	Minimum of two programmes/feature articles per week per public channel/newspaper outlet	Minimum of two programmes/feature articles per week per public channel/newspaper outlet	Minimum of two programmes/feature articles per week per public channel/newspaper outlet	Simplified materials on existing policy and legal frameworks promoting gender equality	Ministry of Information; Min of Justice; Min of Gender; WLSA	5011/158	

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

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
Take measures to have programs on GBV aired on daily basis both print and electronic media	Very few programs on gender based violence	Design programmes, involving women and men to educate the community on gender and development issues	Number of Gender responsive programmes designed and produced	10 programs per week	15 programs per week	25 programs per week	More sensitisation on GBV will be achieved and reduced cases of GBV	Ministry of gender media houses Ministry of information	5012/018/022	
Target females to be trained in managerial skills	Few women are trained in managerial skills	Train female Media Personnel in Managerial Skills.	Percentage of female media personnel trained in management skills	30% of women trained	40% women trained	50%	More women will be able to take up managerial positions	Media houses Gender links Ministry of information and ministry of gender	5003/023 008 500,000K wacha (rebased)	
		Produce and air programmes on national and community radio stations on positive cultural values.	Number of programmes on gender and development produced and aired with in depth analysis	One programmes on TV, Radio public broadcasters per fortnight	One programmes on TV, Radio public broadcasters	One programmes on TV, Radio public broadcasters per fortnight	Programmes that reinforce positive cultural values and highlight negative norms that should be shunned by communities	Community radio stations; public broadcasters (NBC)	5003/023 008	

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
					per fortnight					
		Engender the media training curricula at all media training institutions	Media curricula engendered	All entry level for public institutions	Testing of materials	Implementation	Gender sensitive curricula especially targeting entry level students	Zambia National University; ZAMCOM	Education vote – curriculum development	500,000 kwacha (rebased)
	Zambia Media Women's Association; GEMSA-Zambia;	Create networks for the women to provide them with appropriate information.	Networks created and operational.	50 women join network	100 women journalists	200 women journalists part of network	Network has a database of women journalists	Zambia Media Women's Association		1,2million kwacha rebased (three years)
	35% (Glass ceiling, 2010)	Lobby for appointment of women to advisory and managerial positions.	Number of women appointed to high positions.	38%	40%	45%	Audit of women in advisory or managerial positions in the media	Ministry of information; ZAMWA and Southern Africa Gender Protocol Alliance – Zambia network (doing tracking)		100,000 kwacha rebased
	Zambia has some level of freedom of expression	Advocate for implementation of legislation on Gender,	Freedom of expression guaranteed	Index ?			Report on gender, freedom of media and	MISA – Zambia to do tracking		100,000 kwacha rebased

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		freedom of the media and expression as provided for in the Republican Constitution.					expression			
		Sensitise owners and media editors on positive and gender responsive reporting.	No. of media owners and editors sensitised							
		Sensitise owners and media editors on positive and gender responsive reporting	No. of media owners and editors sensitised							
Take measures to implement policies on ICT that support women	No ICT policy	Engender the ICT policy	Engendered policy	20 districts	35 districts	55 districts	More women will have access to ICT facilities	Ministry of education, science technology Ministry of gender		500,000 kwacha rebased
		Provide ICT facilities targeted for women in rural areas	Number of districts provided with radio and television facilities	20 districts	35 districts	55 districts	No. of rural women and girls who target ICT centres	Ministry of Information; Ministry of Local government		3 million kwacha rebased
		Provide scholarships for girls and	Number of scholarships provided	20 scholarships	40 Scholarsh	60 Scholarship	No of scholarships awarded to	Ministry of information; ministry of education;		300,000 kwacha rebased

Target	Baseline	Activities	Indicators	Milestones			Outputs	Responsible Party	Budget – existing	Budget – additional
				2013	2014	2015				
		women in ICTs training programmes			ips	s	girls and women	ministry of gender (work with the private sector)		

IMPLEMENTATION

This is the first ever Strategic Plan on Gender and National development which is aligned to the various international treaties and conventions and especially the SADC Protocol on Gender and Development (2008) which Zambia has just ratified. In the past, the past, Gender issues were coordinated by the Gender in Development Division and some members of the women's movement argued that this was much more strategic way of handling gender issues as GIDD had a much higher profile as it was considered to be at the Cabinet Position level which is higher than Ministry portfolio in terms of accessing resources. Some have argued that The Ministry Gender and Child Development is a signal of high level profile of Gender in the country mandated to coordinate gender mainstreaming, planning and budgeting for all line Ministries. The MGCD is new and does not have adequate resources to ensure implementation except for the coordination. The ministry is struggling to address the key strategic issues of ensuring that the gender agenda gains momentum amidst pressure national and regionally to achieve the key targets by 2015. The Ministry has to be fully established and have a clear modus operandi with clear structures that link the communities, districts, provinces, Ministry and national assembly. The main challenge thus lies in ensuring that the key line Ministries who are responsible for the implementation of the various activity plans adhere to the agreed upon framework for coordination. An M and E system has to be developed for programme surveillance and to ensure efficiency and effectiveness lies in ensuring that the activity plan is implemented with the line Ministries and above all the political commitment which has been pronounced by the ruling party to ensure that the set targets are realized by 2015.

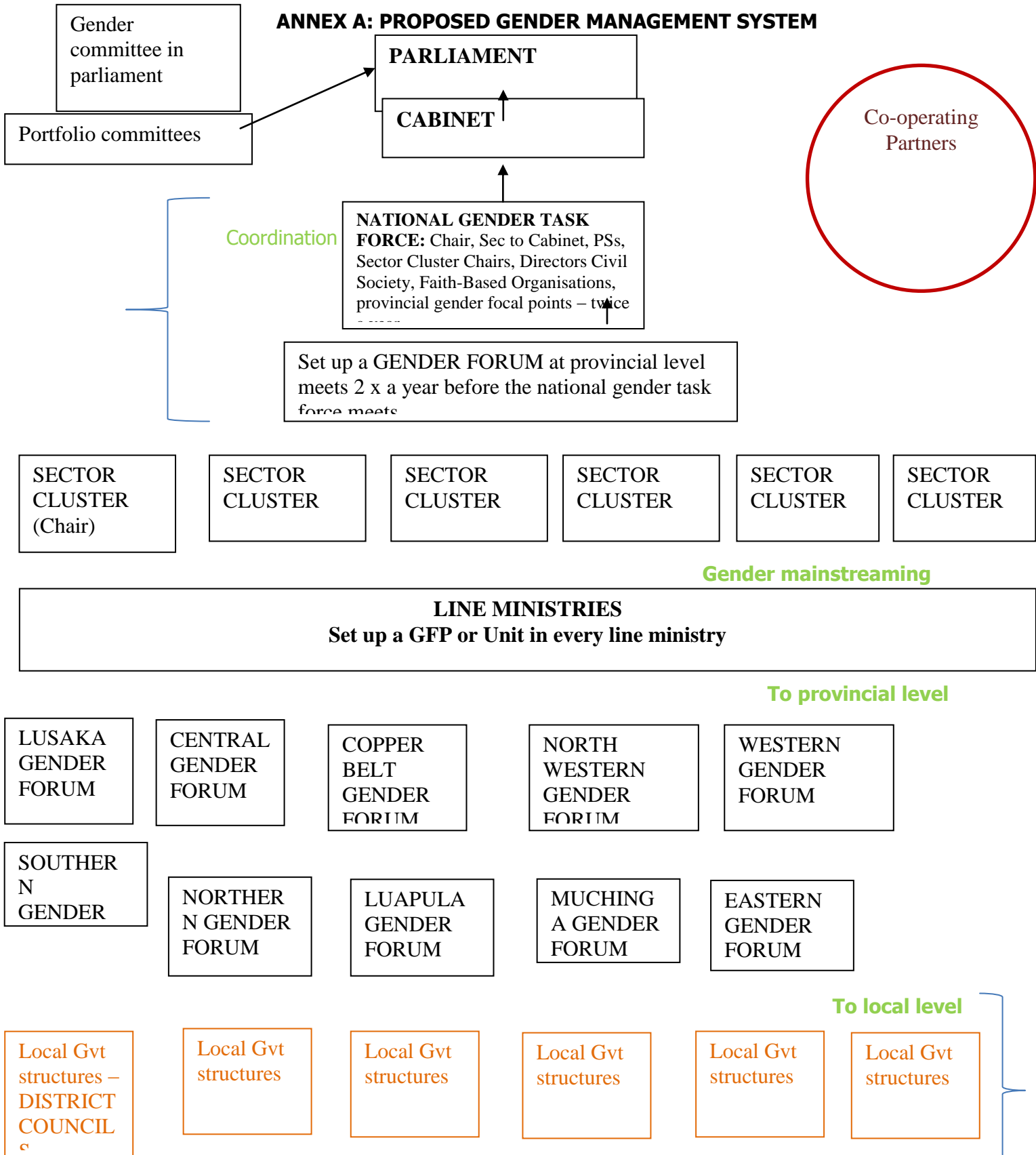
INSTITUTIONAL FRAMEWORK

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

Thematic area	Institutional Framework									
Ministry / Organisation										
by December 2013		GCF	oriented		ation	tion				
Operations of the GCF reviewed by January 2015	No baseline	Review the Gender Consultative Forum after two years	Gender Consultative Forum operations reviewed			Review report		MGCD	3152/011 K10,100,000	
Needs Assessment Study conducted and Report by December 2014	No baseline	Undertake a Needs Assessment for gender training in the civil service	Civil service gender training needs identified Training needs assessment undertaken				No. Ministires	MGCD Line Ministries	3047/016 K58.2m	
KRA for GFPs engendered by December 2013	Job descriptions	Develop and incorporate gender key result areas in the job descriptions Develop and incorporate gender key result areas in job descriptions of Gender Focal Points and specifications	Gender Key Result areas identified and incorporated into the job Gender Key Result Areas identified and incorporated into the descriptions and specifications of the Gender Focal Points				GFP with reviewed job descriptions	MGCD MDD Line Ministries		
No. of Sub Committees	PDCC DDC	Create gender sub-	Gender sub-committees	4 Provin	7	10	Provinces and districts with	MGCD	3047/016 K58.2m	

Thematic area	Institutional Framework										
Ministry / Organisation											
established at provincial and district levels		committees in the Provincial and District Development Co-ordinating Committees	established	ces with SC			gender sub committees				
Gender Training programme for Public Service developed by	Strategy for Engendering the Public Service	Develop gender training programme for public service	Gender training programme developed	Review commissioned	New procedure in place & orientation	Implementation	Ministries using training programme	MGCD PSMD	3152/011		
Government Recruitment and Placement procedures reviewed and implemented by December 2014	Terms and conditions of service	Review existing government procedures on recruitment placement and promotion in order to ascertain their gender responsiveness	Government procedures on recruitment, placement and promotion reviewed Gender gaps or inadequacies identified	Review commissioned	New terms canvassed & implementation	Implementation	Gender Audit Report	MGCD PSMD PSC	3152/002 K80,292,000		

ANNEX A: PROPOSED GENDER MANAGEMENT SYSTEM



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