

**REPORT OF THE
ZAMBIA SADC GENDER PROTOCOL
SUMMIT AND AWARDS
VENUE: CRESTA GOLF VIEW
DATE: 25-26 MARCH 2013**



Executive summary

QUICK FACTS:

- 54 entries, 116 participants (37 males and 79 females).
- 34 entries from females and 20 entries from males in 5 main categories GBV and Conflict resolution, Sexual and Reproductive Rights, Education and Economic Development, Climate Change and Sustainable Development, Constitutional and Legal Rights, media and Local Government Centres of Excellence.
- Number of women and men winners
- 2 male winners and 12 female winners
- 20 out of 22 COE Councils were represented.
- 4 media houses represented
- 2 government entities represented

The first ever SADC GENDER PROTOCOL SUMMIT *2015, Yes we Must! The SADC Gender Protocol@Work* Zambia Summit and Awards was held in Lusaka from the 25 – 26 March 2012 with awards given to 5 women and 5 men whose work on the ground won the highest accolades from judges and participants. A detailed participants list is attached in **Annex A** outlining the contact details of all the delegates who attended the two day summit. The Summit was successfully held in partnership with Ministry of Gender and Child Development, Local Government Association of Zambia and was sponsored by Gender Links.

The summit featured 54 entries from 9 Provinces in a variety of categories, including GBV and Conflict Resolution, Sexual and Reproductive Rights, HIV/AIDs, Climate Change and Sustainable Development, Education and Economic Development, Media Constitutional and Legal Rights response, support, Local Economic Development, Local Government leadership, and Institutional COE excellence awards.

A full summit and awards programme outlining all of the key activities is attached at **Annex B**. Under the banner "SADC GENDER PROTOCOL, *2015 Yes we Must! The SADC Gender Protocol @ Work,*" the summit and awards brought together journalists, local government authorities, municipalities, NGOs and representatives from ministries of gender and local government.

On the evening of 26 March 2012, Gender Links awarded 9 winners, 7 runners up and 1 special commendation awards at a colourful gala dinner that was held at the Cresta Golf View Hotel in Lusaka, and was graced by the Permanent Secretary from the Ministry of Gender and Child Development Mrs Edwidge Mutale and Deputy Mayor Lusaka City Council Hon Mulenga Sata. Footage and images of the event can be made available on request and a detailed media log is attached at **Annex C**.

The summit was held at a convenient and unique space, allowing delegates and officials to share ideas and information. The space also allowed staff to do a daily review of the summit proceedings. See **Annex D** for a detailed SWOT analysis.

Feedback was given by the summit participants on the general proceedings of the Summit. This was done through the evaluation tool which was administered to all participants at the end of day 2 of the summit proceedings. See **Annex E** for participants Comments.

The summit attracted media coverage from the national broadcasting station and radio stations. The official opening of the summit was covered during the national prime news. There was extensive media coverage on the keynote address from the Ministry of Gender

and Child Development, and the welcoming remarks from the Deputy of Lusaka City Council who officially welcomed all delegates from across the country attending the summit. The summit was also recognised by government officials present and honourable councillors attending for the first time as a great platform for sharing good practices on gender mainstreaming. Present during the official address was the Commissioner of Police for Lusaka Province and this gave prominence to the summit with the involvement of high level participation from the Police Force. The summit resulted in two media releases and interviews from the delegates. See media log and video footage can be made available on request. See **Annex C** for the media log.

Participants

Analysis of participants

	Male	Female	Total	% Male	% Female
Entrant	20	34	54	23%	77%
Official	4	7	11	36%	64%
Judge	9	6	15	60%	40%
Partner	2	24	26	20%	80%
Donor	1	1	2	50%	50%
Staff	1	6	7	10%	90%
Total	37	79	116	42%	68%

In total 116 people participated in the 2013 Summit, 37 men and 79 women, the 2013 summit so an improvement of women participation as compared to the 2012 Summit which had 41% women's participation. The participants also included officials from the Ministries, donors and representatives from a range of organisations with which Gender Links has connected with over the years.

Background

Nearly five years have passed since the historic adoption of the Southern African Development Community (SADC) Protocol on Gender and Development. Barely two years from now, governments will have to account for actions taken to meet the 28 targets of this unique sub-regional instrument that brings together existing global and continental commitments to gender equality. The MDG targets also have a 2015 deadline. MDG Three concerns gender equality. There is already a lively debate on the post 2015 agenda. *What about the agenda until 2015?*

Following four Gender and Media (GEM) summits and three Gender Justice and Local Government (GJLG) summits, GL and partner organisations seek to turn up pressure for implementation and accountability leading up to 2015 by combining these efforts. The [Southern African Gender Protocol Alliance](#) that campaigned for the adoption and ratification of the Protocol has turned its focus to implementation. Comprising fifteen country focal networks, eight thematic groups, and two interest groups (men's organisations and Faith Based Organisations), the Alliance is gathering evidence of the SADC Protocol@Work. At consultative meetings in June and August 2012, media, local government and alliance partners agreed to work together to host several country and one regional summit that will show case good practice in making use of this instrument.

Creating synergies across organisations and strengthening the COE process leading up to 2015:

- Bringing key stakeholders together in one summit will:
- Create synergies in the work of the SADC gender protocol programme, media, local government and gender justice work.
 - Broaden participation and sharing of knowledge within each country;

- Raise the COE profiles;
- Strengthen ownership and partnerships among different stakeholders.

Write a brief description on the summit theme, the run-up to the 2015 deadline and the merging of the alliance, local government and media streams.

Official Opening remarks

The Lusaka deputy Mayor Hon Mulenga Sata officially welcomed all the summit delegates with a speech read on behalf of the Mayor Hon Daniel Chisanga. In his remarks, the Deputy Mayor encouraged participants to be courageous and proactive. He observed that the Centres of Excellency bring the SADC Protocol on Gender and Development to the coalface through policies that are gender responsive, with flagship programmes to end GBV as well as to empower the vulnerable members of our society. He implored his fellow councillors to continue with the fight for halving GBV through active participation by all stakeholders if we are to meet the SADC target by 2015. He welcomed all delegates to the city of Lusaka and to the summit.



Lusaka Deputy Mayor Hon Mulenga Sata giving his welcoming Remarks to summit delegates Photo by Cynthia Kalizinje

Keynote addresses

The Ministry of Gender and Child development through the office of the Permanent Secretary represented by the Director of Social Legal and Governance officially opened the summit. In her remarks, the Director informed the delegates that in-country summits ensure that voices from the coalface are able to come to a space where they can share their experiences and learn from other sector players. For the media component, this includes ordinary people who have participated in the GL media literacy courses. Their participation is crucial in creating an active and critical citizenry that is able to hold the media and governments accountable to their commitments. The 2013 summit will help strengthen these networks and breathe energy into in-country efforts.

In her speech, she continued emphasizing that the purpose of the summit was to gather and take stock of evidence from the various provinces in Zambia on the SADC Protocol at work, using the centres of excellence that Gender Links is working with to affirm the work



MGCD Director Christine Kalamwina giving the keynote address during the official opening of the Summit photo by Cynthia Kalizinje

being done by the media, local governments and other institutions. The event will also create synergies and build linkages and strengthen efforts on the ground that are part of the broader objective of gender responsive governance and accountability. From her speech, she highlighted that the greatest development challenge in this country is gender inequality and our greatest commitment is promoting gender equality and achieving the 28 targets by the year 2015. Thus, the SADC Gender Protocol is a guideline and standard that we are using to determine the extent to which we must take and achieve gender equality.

Plenary Sessions

During the plenary Margret Machila, a consultant, gave a summary of the 2012 Zambia Barometer. She highlighted the insights of the Zambia findings on the progress the country is making on the ratification and implementation of the SADC Protocol. Her presentation made for sad reading, especially for the women in decision making, when we only have two years before the 2015 target.

The second plenary session was centred on economic empowerment and ending gender violence; on the panel of discussants we had a moving I story from a survivor of GBV. The survivor moved the audience with her experience. This was followed by the discussion LGAZ which emphasised the need for local government involvement in the fight against GBV as a critical partner. The President of FFTZ Joyce Nonde Simukoko was very passionate about women's empowerment, she urged women to be more proactive and claim their economic spaces, and she observed that



Joyce Nonde Simukoko President FFTUZ during plenary discussion at the summit photo by Cynthia Kalizinge

women were reluctant and depended on hand outs.

This was followed by a presentation from YWCA Executive Director Patricia Ndlovu, who presented on the vices of GBV and the challenges being faced by women and children. She also reemphasised the need for women to be economically empowered as a way of halving GBV by 2015.

Judges' comments

The judges in all the seven streams were impressed with the level of presentations and the number of presentations made during the summit. Though some streams had no entries, they felt they were confident if the projects presented were replicated and supported, great progress will be made at community level. They strongly supported the summit for providing such a platform for sharing information by different stakeholders for a just cause.

Run-up preparations of the summit; verification exercise, summit planning

Before the summit, the office had 3 preparatory meetings with key stakeholders, and 14 councils were verified at stage 9 of the COE process. The councils that were verified had gender action plans, and some had signed a statement of commitment. Gender Links is currently working with 22 councils, and 14 councils have developed gender action plans. Through our monitoring process, GL had an opportunity to visit all the 14 COE councils namely Chingola, Chongwe, Kasama, Kitwe, Kafue, Kabwe, Kapiri, Monze, Mufulira, Mazabuka, Ndola, Luanshya, Lusaka and Katete. Through this process, first hand evidence was collected on the work being done at an institutional level on the progress made. This process helped in making final preparations for the summit, as it gave a basis for the summit and transparent process of adjudication during the summit, since evidence collected was presented before the panel of judges.



Theresa Kabeka CHIN Executive Director giving her citation in the GBV stream at the Awards Ceremony

Meetings of COEs

All the COE gender champions and gender focal point persons participated in the 2013 summit. This gesture motivated all the other councils who did not make presentations in the COE process. We had an opportunity to conduct a Training of trainers for all the 21 councils present at the summit. This was a parallel meeting, back to back with the summit. The training focused on ownership of the ten step process so as to encourage active participation by councils.

This was also followed by a training on entrepreneurship by the five councils who committed to use the LED action points. Participants were helped through this process through a power point presentation.



summit proceedings with two LCD Faides Nsofu facilitating during the ToT and Entrepreneurship training photo by Cynthia Kalizinje

Support from donors

Present at the Summit was UNICEF; the representative from UNICEF was delighted to be part of the 2013 summit, especially since all the Councils that participated in the GBV initial study were present. As we upscale to the national baseline study, this was a good roadmap for identifying the need for involvement of local authorities. Present at the summit was GIZ who also helped the projectors; this helped in saving costs. GIZ participated actively throughout the summit and were present at the Gala Dinner.

Support from

government

Government ministries were represented through the office of the permanent secretary during the official opening, adjudication of the COE process and award ceremony, and the ministry of home affairs through the Zambia Police, which was represented by the female Police Commissioner of Lusaka Province, the Commissioner also participated and chaired some of the sessions at the summit.



Faides Nsofu giving GL Flash to GIZ D4D Programme Coordinator Dr Nolting

Summit Outputs

Analysis of awards winners

CATEGORY	Winner		Runner up		TOTAL	
	M	F	M	F	M	F
Alliance	M				1	
GBV and conflict resolution						
Constitutional, legal rights and governance	F					1
Education and economic development	F					1
Climate change and sustainable development	F					1
Sexual and reproductive rights; health and HIV and AIDS	F					1
Local government						
GBV and conflict resolution	F					1
Constitutional, legal rights and						

governance						
Education and economic development						
Climate change and sustainable development	F					1
Sexual and reproductive rights; health and HIV and AIDS	F					1
Media						
Radio						
TV						
Print	F					1
Institutional						
Local Government COE						
Urban – best performer	F					1
Rural – best performer	M				2	
Best improved performance	F					1
Media COE	F					1
Leadership	F					1
TOTAL					2	12

At the 2013 Summit, we had more female winners. Overall we had 12 female winners in the different categories and only two male winners. All the entrants presented their case studies during the summit sessions and judges adjudicated before the actual summit and during the presentation. Winners were awarded certificates as a gate way to the regional summit to be held in Johannesburg, where they will represent Zambia in the overall regional summit.

CATEGORIES AND AWARDS

Title of category: GBV and Conflict Resolution

GBV and conflict resolution: Entrants were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation, delegates at the session were able to ask questions of clarity, etc. around the good practice and the judges scored the good practice. There were 8 entries in this category. Andrew Mwale, Maxwell Chungu, George Nendwa, Brian Musonda, Norman Nyendwa, Grace Hambale, Maggie Zulu and Chakabveyo Philipa.

Winner: Alliance- Andrew Mwale

Case study: All perpetrators of Gender Based Violence and criminals are targets of the Zambia Police Service. Sensitization to the community on the dangers of GBV through meetings and radio programmes, provide counseling to the victims of gender based violence, offer practical advice to both victims and perpetrators of gender based violence, and arrest and prosecute the offenders.



From January 2012 to December 2012 Katete had the following cases on gender based violence: 11 defilement cases taken to court, 8 assaults cases taken to court, 2 rape cases taken to court. However, with the on-going sensitizations and radio programme, there has been a reduction in cases of gender based violence, as police officers have managed to address these problems through networking with other stake holders. Zambia Police have managed to address these challenges; the only way to end gender based violence is through sensitization, because some of the perpetrators of gender based violence commit this crime as a result of ignorance of the law. All cases of gender based violence should be treated as criminal cases and every one should come on board to stop the vice.

Judges Citation:

It was a difficult task for the judges in this category to choose a winner among all the presenters. The presentations were all unique and creating impact at different levels in the community, but we had to choose the best of the best. – Theresa Kabeka Mwansa

Title of category: Sexual and reproductive Rights, HIV and AIDS

Sexual and Reproductive rights, HIV and AIDS: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask questions of clarity, etc. around the good practice and the judges scored the good practice. There were 10 entrants for this award, from Theresa Sikute, Lipenga Choolwe, Bwalya Funga, Tasila Hara, Chiku Phiri, Victoria Phiri, Sydney Mwamba, Mutale Hellen, Simutowe Francis and Petronella Pule.

Winners: Local Government Lipenga Choolwe

Case studies: The Livingstone City council, in line with its HIV and AIDS policy operates a health corner in the Library committed to providing information on HIV and AIDS, reproductive health and other health related topics such as TB and Malaria. The corner houses books and reading materials such as posters, fliers and brochures on behaviour change, family planning, malaria, Tuberculosis, HIV and AIDS. The major organization that has been helpful in the supply of materials is Afya Mzuri. Others are, National AIDS council, Central Statistical Office and UNAIDS. Other materials in the corner are male and female condoms and DVD videos on HIV and AIDS. The condoms, fliers, brochures and posters are given to organizations involved in HIV/AIDS and health care sensitisation work. This service has proved to be a useful channel through which the local authority can contribute to the well-being of the community and the fight against HIV and AIDS.



The activities of the health corner contribute to the attainment of the 28 targets of the SADC Protocol on Gender and development as provided for under articles 26 and 27. Article 26, is concerned with reducing the maternal mortality ratio and ensuring access to quality sexual and reproductive health services whereas article 27 is concerned with prevention, treatment care and support in relation to HIV and AIDS.

The health corner contributes to the attainment of these targets through the provision of detailed information in books, posters, brochures and fliers on family planning, HIV/AIDS, malaria, tuberculosis as well as directories of organizations providing treatment of people infected with HIV and AIDS. Other materials are male and female condoms which are useful in family planning as well as preventing new infections of HIV and AIDS. Information on malaria such as use of mosquito nets helps reduce cases of malaria in pregnancy which in turn contributes to reduction of maternal mortality. The relevant targets are: Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men, develop gender sensitive strategies to prevent new infections and ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.

Judges Citation:

What an amazing experience; the presentations gave us an insight on the levels of commitment by these institutions and individuals in advocating for sexual and reproductive rights including HIV/AIDS. Unfortunately we had to choose one winner. - Basil Mweepwa

Title of category: Education and Economic Development GBV and Conflict Resolution

Education and Economic Development: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask questions of clarity, etc. around the good practice and the judges scored the good practice. There were 3 entries for this award from Jackson Mwale, Racheal Mwelwa and Maggie Tembo.

Winner: Maggie Tembo



Case studies: I started my business in 1996, and then I also worked for the Eastern Cooperative Union. My business started very small; then I was renting a shop in the market doing hair dressing. It wasn't easy, because I was used to a particular job, but as days went on I found it easier, and had no intention of looking for a job. I worked very hard because I didn't want my children to suffer just because I was out of employment. My other fear was being dependent on my husband's earnings. Together with my fellow women in a similar situation we developed a system of generating capital for our small business called "Chilimba." This involves putting together the little that we had each month and giving it to one member so that the person can expand her business. In this way, the businesses of the members in the group have been growing. A sense of fulfilment and financial independence for women is created.

Article 17 state parties shall, by 2015, adopt policies and enact laws which ensure equal access, benefit and opportunities for women and men in trade and entrepreneurship taking into account the contribution of women in the formal and informal sectors. Article 21, state parties shall take measures including legislation, where appropriate to discourage traditional norms, including social economic, cultural and political practices which legitimise and exacerbate the persistence and tolerance of gender based violence.

I came up with the initiative of starting a small business because I feared my family would run into poverty if I just stayed at home. I wanted to give a good example to my family and other women in the community. I wanted my children to be brought up in a good environment and not exposed to poverty; my aim was that they should have a good education, unlike in other families who have forced their girl children into early marriages just because they were unable to feed them. Some families have failed to control their children's behaviour because they can't afford to give them all requirements; therefore children find themselves in bad company of thieves, or face prostitution and early marriages. My aim is not only to help my family but the whole country; I want to help women, widows and orphans, and create jobs for the jobless. This will encourage my fellow women not to be dependent on men's earnings, but they need to work extra hard so as to help our husbands in other household needs.

Judges Citation

We had a challenge in choosing the best from all the presentations made in this category, they were all good projects, community based with so much creativity and innovation. - Shadreck Banda

Title of category: Constitutional and Legal Rights

Constitutional and Legal Rights - How councils work to ensure that women are involved in decision making positions.

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask questions of clarity, etc. around the good practice, and the judges scored the good practice. There were 5 entries for this award from Juliet Chibuta, Rudo Moonga, Raymond Havwala, Nomsis Wonani and Shonga Mwitwa.

Winner: Juliet Chibuta National Women's Lobby Group (ZNWL)



Case studies: The objective of the activity is to enhance vulnerable young women and girls' understanding of governance and leadership, increase participation of young women and girls in governance and leadership structures in their communities, raise a pool of future female leaders girls to participate in governance and leadership issues, address social, cultural and economic barriers hindering girls' participation in leadership and governance, and encourage rural vulnerable girls to remain in school through building their assertiveness.

The process of the activity includes: capacity building for girls in leadership and decision making skills, boosting their positive self-esteem and assertiveness, helping them deal with peer pressure, and mentorship by exposing rural girls to various role models in decision making positions. Additionally, activities include knowledge building on gender, women's and girls' rights, HIV/AIDS, GBV, reproductive health issues, life skills and study tours to various institutions and important places like radio and TV stations, Parliament, councils, the airport, and the University of Zambia. The main successes are that some girls have been incorporated in leadership positions at community level e.g. ADCs, WDC, etc. Authorities in 43 schools are now appointing prefects from the Girls Leadership clubs as a result of the positive leadership qualities girls exhibit; some girls have been selected to sit on School Boards, some girls have been seconded by schools to sit on national committees e.g. the constitution making process, some girls have utilized leadership skills to acquire jobs e.g. two girls are working at community radio stations in Solwezi, using communication & public speaking skills they learnt and other girls who have since completed school and gone to tertiary schools are holding leadership positions there.

Judges Citation:

The presentations were educative and informative, the quality of presentations was an indication of the commitments organisations are making to these processes. -Patson Phiri

Title of category: Climate change

Climate change - at local level to mitigate effects of climate change.

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask question of clarity, etc. around the good practice and the judges scored the good practice. There were 4 entries for this award from Charity Kawinga, Jonas Simukoko, Mugala Shenga Susan Chilala and Penelope Mubita.

Winner: Penelope Mubita Aongola

Case studies: Integrated Environmental Management that brings about sustainable use of the Environment is a good practice is being implemented in the district. The programme integrates several environmental protection activities. The Local authority coordinates the implementation of all the programmes, that is conservation farming, construction of energy saving stoves under Lutheran World Federation (LWF) and 3 Rocks, tree planting, and Community Led Total Sanitation (CLTS) under the Council.



Conservation farming uses decomposed natural manure which has little or no harm to the environment; it's less costly, as farmers don't have to add artificial fertilizer. The energy saving stoves under 3 Rocks and LWF conserve our forestry as they use very little sticks to cook for a long time. Women do not have to spend long hours fetching big bundles of fire wood, which they would later carry on their heads back to the village. CLTS makes community members aware of how they ingest other peoples faeces by practising open defecation.

Generally communities react strongly and immediately to try to find ways to turn away from open defecation through their own efforts. CLTS does not encourage provision of a subsidy for the construction of sanitation facilities in communities; rather it encourages the initiative and capacity of the community. Here the aim is ignite a self-motivated desire. The communities have a particular motivation for wanting to change the status quo, for example families that have toilets discover that they are just as prone to faecal-oral contamination due to open defecation; the privacy of women is important; there is a drive to decrease incidents of diarrhoea among children, robbing women of time to do developmental activities.

The protocol requires that by 2015, member states ensure the provision of hygiene and sanitation facilities and nutritional needs for women, including women in prison. The protocol requires that by 2015 member states alleviate poverty levels. The tree planting exercise is helping in replacing the cut down and burnt trees; CLTS is a practice that stimulates a collective sense of disgust and shame among community members, as it confronts the crude facts about mass open defecation and its negative impacts on the environment and entire community, not forgetting that women and young girls suffer the most from lack of privacy in open defecation. A special meeting called a Triggering is conducted in the community, sustainable use of environment is a good practice is being implemented in the district; the program integrates several environmental protection activities. The local authority coordinates the implementation of all the programmes, that is conservation farming, construction of energy saving stoves under Lutheran World Federation (LWF) and 3 Rocks, and Community Led Total Sanitation (CLTS) under the Council.

Judges Citation:

The presenters had prepared adequately and as judges we learnt a lot from the presentations, change is in the atmosphere and surely a new thing is happening in the communities. -John Munkombwe

Title of category: Local Government Leadership

Local Government Leadership - Individual/ leaders who showed particular innovation and ending GBV and gender violence at local level.

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask questions of clarity, etc. around the good practice, and the judges scored the good practice. There were 3 entries for this award from Majorie Sitali, Theresa Sikute and Bernadict Chabakale.

Winner: Theresa Sikute



Case studies: This leader has been championing the provisions of the SADC protocol in articles 20-25 on gender based violence. She has been involved in reviewing, reforming laws and ensuring enforcement of laws aimed at eliminating all forms of gender based violence and trafficking. For instance, she has been involved in the constitution making process since 2003 through the women movement- The Non-Governmental Organisation Coordinating Council (NGOCC).

This leader is also championing the provision of a comprehensive package of treatment and care services for survivors of gender based violence, including the access to Post Exposure Prophylaxis. The leader believes in team work and networking, hence, when there are cases of gender based violence, she works with stakeholders like the COE, the police, hospitals and the courts. While the process is going on, the survivor is kept at the YWCA shelter at the provincial centre in Kitwe district.

This leader has also been involved in working towards adopting integrated approaches, including institutional sector structures, with the aim of reducing current levels of gender based violence by half by 2015. This is done through sensitizations and trainings held in different institutions.

Title of category: Centres of excellence

Centres of excellence - COE councils that have made the greatest progress and have completed stage 1-6.

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation, delegates at the session were able to ask question of clarity, etc. around the good practice and judges scored the good practice. The category had 14 entries from Katete District Council, Chongwe District Council, Monze District Council, Kafue Municipal Council, Kabwe Municipal Council, Kasama Municipal Council, Monze District Council, Council, Kapiri District Council, Luanshya Municipal Council, Mufulira Municipal Council, Mazabuka Municipal Council, Ndola City, Lusaka City Council, Kitwe City Council.

Winners: Brian Musonda- Rural Chongwe Council

Case studies: I have not attended a Gender Links COE workshop but when I saw on the internet the council secretary and other people; that (Chongwe) is doing much better as a centre I saw that this thing is real" ~ Jason Tatile, Chief's representative for Chongwe Council.



**Chongwe is profiled on the Gender Links' website as one of the Centres of Excellence for gender mainstreaming in local government:*

<http://www.genderlinks.org.za/article/chongwe-district-coe-2012-05-18>

Councillor Charles Kabinah Mumena is proud that Chongwe received the best practice award for Centres of Excellence in gender mainstreaming in Local Government and Gender Justice Summit in 2011. He said "those who won gave us a boost. Since then we have been encouraging women to take part in our governance structures in the district".

According to Brian Musonda, the focal point for the COE process, because of the 2011 award, the gender committee has received a dedicated budget which was shown as evidence to the Gender Links verification team. They now have leeway to be creative in mainstreaming gender in all the work of the council. Change of course is not going to come overnight. It has been incremental at the Chongwe council but the signs are so visible one cannot ignore that the COE work is contributing to strengthening institutional practice as well as improving the lives of women and men in the community.

Chongwe district council has a gender action plan but no gender policy. A budget for developing the gender policy has been set aside in 2013 and procurement process will be starting in the first quarter of the year. The budget for a consultant that has been approved is 6,092,000 Kwacha (approximately US\$1,200).

The council has made efforts to raise awareness on the SADC Protocol on Gender and Development by giving all staff copies of the abridged version to help them familiarise with the 28 targets to be achieved by 2015. Village level workshops have also taken place to raise community awareness.

Like many other councils in Zambia, politically Chongwe has not made any gains in terms of political decision-making. There are no women councillors out of the 11 that were elected in the district. The only two women councillors are no longer part of Chongwe following a rezoning exercise reducing total councillors from 17 to 11. This is no surprise, as Zambia has 6% women councillors at national level. As a result, the council chair and deputy chairpersons as well as heads of the four committees are male.

In line with the government quota, the council implements a land policy that aspires to meet a 30% quota for women and the remaining 70% of land is open to both women and men. Council minutes made available to the verification team show that the council keeps sex disaggregated statistics on land allocations. Of the five houses constructed by the council for renting, three have been allocated to women for renting.

Judges Citation

Each council that presented showed significant progress and passion for the process, the council were able to demonstrate their level of commitment through this process. It was the most highly competitive category, all the councils are winners in a way as the presentations were good. -Macdonald Chipenzi

Title of category: Centres of excellence

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask question of clarity, etc around the good practice and the judges scored the good practice. The category has 14 entries from Katete District Council, Chongwe District Council, Monze District Council, Kafue Municipal Council, Kabwe Municipal Council, Kasama Municipal Council, Monze District Council, Council, Kapiri District Council, Luanshya Municipal Council, Mufulira Municipal Council, Mazabuka Municipal Council, Ndola City, Lusaka City Council, Kitwe City Council.

Winner: Nalwamba Sikombe-Best Urban Ndola City Council



Case studies: Ndola is the third largest city in the republic of Zambia. The town became a Centre of Excellence in 2010. The Municipal council is one of the more than 160 Centres of Excellence in Zambia promoting the Southern African Development Community (SADC) protocol on gender and development with policies and action plans, with flagship programmes to end gender based violence as well as promote local economic development and green municipalities.

The council has an action plan on Gender. There is a high-level gender champion who is part of the town council management. The Gender Action Plan and GBV action plan have been adopted at council level. A GBV subcommittee at the district level has also been set up. Women are still underrepresented in political decision making, with the number of women councillors having gone up by 2 since the last verification when women only made up 4 of the 36 members of the committee. Both the mayor and his deputy are male and all committees are chaired by men.

Although there is a very low representation of women in the council, the few who are there have made meaningful contributions and pushed for gender mainstreaming in the council and hence the adoption of the action plan on gender. The town clerk is female and this helped in getting gender on the agenda of the town. Men and women equally participate in public meetings. However, in most cases women are in the fore front when it comes to public meetings and make more contributions. Examples of meeting held include community meetings to discuss rates and other issues affecting the community.

The town has places designed for market places as a means of elevating the economic status of women. A number of women have benefited from the scheme. On land issues, the council is guided by the national policy which stipulates that 30% of all land and houses should be allocated to women. Although women are consulted on climate change issues there is currently no stand-alone policy on the subject and no audit on the beneficiaries has been carried out so far.

The council is headed by a female Chief Executive Officer, and out of its 52 employees 22 are women; two women are in non-traditional positions. All vacancies in the council are advertised, and both women and men are given equal opportunities to apply. Yet there are only three women in management positions and seven men. There is currently no policy on sexual harassment and no cases of sexual harassment have been taken up.

Judges Citation

It was a struggle to choose the most outstanding council from among 14 councils that participated in this process, the council's performance was simply outstanding. -Simon Kapilima

Title of category: Centres of excellence

Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask question of clarity, etc. around the good practice and the judges scored the good practice. The category had 14 entries from Katete District Council, Chongwe District Council, Monze District Council, Kafue Municipal Council, Kabwe Municipal Council, Kasama Municipal Council, Monze District Council, Council, Kapiri District Council, Luanshya Municipal Council, Mufulira Municipal Council, Mazabuka Municipal Council, Ndola City, Lusaka City Council, Kitwe City Council.

Winner: Marvis Kabwe-Overall best improved Luanshya Council

Case studies: The Luanshya District is located in the Copperbelt Province of Zambia. Luanshya lies about 337 Kilometres to the north of the capital of Lusaka. The Council has 14 wards of which there are 28 male councillors and only 2 female councillors.

The council is currently using the national policy on gender, although there are plans to draft a local policy. With the current draft action plan, a budget is put aside for International Women's day celebrations every year. Women are hugely underrepresented in the council, which is headed by a male Mayor who is also deputised by a man. There are 2 women compared to 26 men. This gives women a disadvantage in terms of representation and decision making, as none of them is heading a committee. However, the two women councillors have been trying their best to represent the interests of women. Through their political positions they have been able to mobilise women to participate in public meetings. This has resulted in women being vocal at district and community meetings whose outcomes feed into other higher level meetings. In the past year, the council has created 357 jobs of which only 102 were given to women and the rest to men. However, the council is supporting projects that are helping women and men to be self-sustainable. The council held a Local Economic Development workshop on 15 – 17 February 2012 as a way of equipping community members with entrepreneurship skills, and has since established a tender and procurement committee to assist in giving equal opportunities to women with an intention of awarding at least 20% of the tenders to women.

Although there is no policy on climate change yet, a disaster management policy is already in place and council employees have had a workshop on climate change with Gender Links. The council has a running tree planting programme, and up to date more than 500 trees have been planted in and around the town. Like other councils in Zambia, Luanshya is guided by the national policy on land and house distribution. The national policy stipulates that 30% of land be allocated to women. The gender-disaggregated data provided by the council shows that more men than women are benefiting from the current housing scheme. However, the council explained that in some isolated cases, women were applying for houses in their husbands names so when it is recorded in their books the man will be registered as the beneficiary whilst its actually the woman who applied for the house.

Water and sanitation in the council is handled by a local company, so the council was not scored on this target.

Although there is committee on gender that meets monthly and is chaired by a middle management member of staff, the council doesn't have policy on sexual harassment and no cases have been taken up. Since the last verification, the budget has become more gender aware and the money allocated to gender activities has increased from a block figure of 5 million to 20 million per annum. Fridah Muenga Ngabatha, a beneficiary of the council and Gender Links training said that the knowledge she has acquired has enabled her to sensitize others about gender. She added that she has also encouraged the council to keep on supporting her work so that more members of the community are sensitised on gender issues. "I am the gender champion in our committee and I urge the council to remain active and committed towards the COE process."

Judges Citation:

The process gave the councils an opportunity to look at what can be done differently and how it can be done, all the councils had something to share and something to learn from the other councils but most importantly is the commitment to the process. -Dan Longwe

Title of category: Media COE

Media COE: Process: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask questions of clarity, etc. around the good practice and the judges scored the good practice.

Winner: Racheal Kalapa Radio Christian Voice

Case studies: The Centre of Excellence for gender mainstreaming in media project started to ground the approach of Radio Christian Voice to gender issues in regional and international gender instruments. While the station still has a long way to go in incorporating key provisions of many of these, the gender committee is becoming more familiar and started implementing key provisions of the SADC Protocol on Gender and Development in particular the media targets.



RCV signed a memorandum of understanding with Gender Links in November 2011 as a sign of commitment to the COE process. Racheal Kalapa, who heads the gender committee for the station mentioned that the momentum picked up end of year (2012) when she spoke to the Station Manager and was appointed as the focal person.

Radio Christian Voice adopted a gender policy in early February 2013, signed by the station manager, Mwiza Sinyangwe. The station has no board but has a management committee of three people. The station manager is a woman (33%) and with two men (67%) in head of programmes and finance roles. Out of a total of nine managers four (44%) are women. The station would provide the list of management and their positions as evidence.

In fact, the media house has now set targets for achieving gender balance at all levels by 2015 which is set out in the adopted gender policy of 30% but less than Protocol's target (50%). So far the station is doing well. Three females (75%) out of the four journalists and three (60%) of the five presenters are women employed by the community broadcaster. But to sustain this rate of achievement and also ensure men do not lag way behind this needed to be captured in policy in order to institutionalise the good practice in line with the SADC Gender Protocol.

The station is making strides in terms of advancing gender equality in terms of both the workplace as well as in editorial content. Even before the adoption of a policy, this has almost been intuitive may because the station manager, Sinyangwe is a woman according to the station's programme manager Sunday Mwanza. Employment adverts are gender neutral at the moment but Mwanza said this may improve with the adoption of gender policy which is yet to be operationalised. By virtue of the fact that top management has gender parity two women (50%) and two men, the panel for interviews has also been gender balanced.

Judges Citation:

Information is power and the institutions demonstrated the strides these institutions are making in promoting gender equality through the media. We are all winners. -Madube Pasi Siyauya

Title of category: Media Print

Media Print: Entries were given the opportunity to showcase their good practices and present them through PowerPoint presentations. After each presentation delegates at the session were able to ask question of clarity, etc. around the good practice and the judges scored the good practice. The category had 4 entries from Emelda Shonga, Doreen Nawa, Susan Mwape and Siwawa Sitembile.

Winner: Emelda Shonga Daily Mail

Case studies: It is an educative piece on the legal rights of widows and widowers in cases where their spouse dies intestate. It enlightens victims of property grabbing, both women and men to stand up for their rights in line with the Intestate Act of the Laws of Zambia. It is a good article because property grabbing from both widows and widowers is a big problem in Zambia.



Generally, the SADC Protocol on Gender and Development seeks to end discrimination against any person on the grounds of sex and gender. And specifically Article 10 (1 and 2) target to end the inhuman and degrading treatment of widows and widowers and also seeks to protect them from every form of violence and discrimination. My article helps the campaign against victimisation of widows and widowers, property grabbing in particular. It demonstrates that Zambia has put in place laws to ensure that widows and widowers are protected from any human treatment after the death of a spouse. Property grabbing and victimisation of widows and widowers based on their status heightens discrimination on the basis of sex and gender which the SADC protocol seeks to stop. The article supports Article 10 by demonstrating that both men and women must enjoy equal rights and opportunities in every sphere of life. And by showing that both women and men have equal rights and opportunities as provided for in the Intestate Succession Acts, the article discourages negative cultural practices that subordinate women to men. This affirms the SADC Protocol's campaign for equality in terms of enjoyment of rights and treatment of men and women.

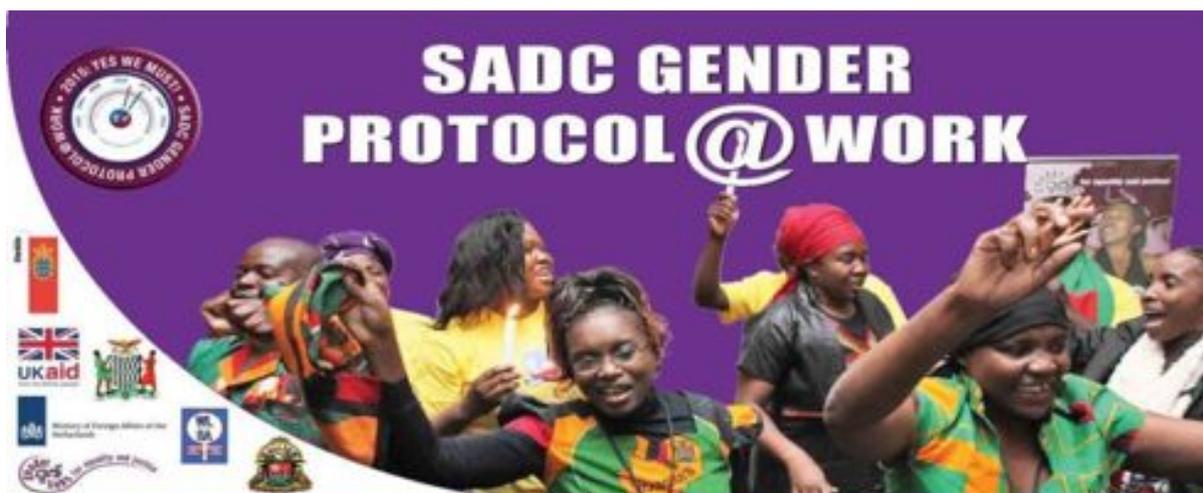
The articles were responding to the problem of property grabbing which is a common problem. Widows and widowers alike are driven into destitution after the death of a spouse, while children also suffer when such a calamity strikes. The initial article is unique because it highlights the victimisation of widowers who are usually ashamed to come out and seek help.

To sensitise victims of property grabbing that they have legal rights to inherit a family house and other assets as enshrined in the law. The articles also encourage people to write a will to avoid unnecessary disputes after death. It also shows that where someone dies intestate, the law protects widows and widowers from property grabbing and any form of

victimisation. And lastly, I was making an appeal to widowers that they too have got the right to inherit the family estate. Victims of property grabbing, both widows and widows as they are both covered by the law. I gathered the initial write up from a widower, a victim of property grabbing. Then I responded to his concerns using the Intestate Succession Act of the Laws of Zambia. In the follow-up article I featured concerns of both men and women (widows). The follow up to this article were reactions from the readers which were published in our paper. Please find readers' reactions attached. I do further follows ups based on prevailing social problems and concerns from readers as my column is interactive in nature.

Judges Citation:

Information is power and the institutions demonstrated the strides these institutions are making in promoting gender equality through the media. We are all winner. s-Madube Pasi Siyauya



First ZAMBIA SADC GENDER PROTOCOL SUMMIT AND AWARDS 25-26 MARCH 2013

"2015, Yes we Must! The SADC Gender Protocol @ Work"
Quick facts

The first ever ZAMBIA SADC GENDER PROTOCOL SUMMIT will be held in LUSAKA on 25-26 March 2013 with awards to women and men whose work on the ground wins the highest accolades from judges and participants during presentations to be made during the summit.

The summit will feature 46 entries from around countries in a variety of categories including prevention, support, gender and governance, local economic development, HIV and AIDS and care work, climate change, institutional Centres of Excellence (COEs) and leadership.

Under the banner "2015, Yes we Must! The SADC Gender Protocol @ Work" the conference will bring together local government authorities, municipalities, NGOs and representatives of ministries of gender and local government.

On the evening of 26 March 2013, Gender Links-Zambia awarded 10 winners and 10 runners up awards at a colourful gala dinner that will be held at Cresta Golfview main conference room. Video footage documenting some of the grassroots initiatives will be shown. **Footage can be made available on request.**

For more information visit the Gender Links www.genderlinks.org.za or contact: Faides Nsofu, 0977324500 zamlocalgvt@genderlinks.org.za

PRESS RELEASE: ZAMBIA SADC PROTOCOL SUMMIT DECLARES 2015, YES WE MUST!



Zambia's first ever SADC Gender Protocol Summit closed on a high note at the Cresta Golfview Lusaka Hotel on March 26 2013 with participants declaring 2015, Yes we must!

Under the banner ***2015 Yes we Must! The SADC Gender Protocol @ Work*** the conference brought together 102 participants from local government authorities, municipalities, media, non-governmental

organisations (NGOs), activists, Faith Based Organisations (FBOs) and representatives of ministries of gender and local government.

Fourteen participants emerged as winners in various thematic areas under local government, alliance and media. A total of 31(78%) women and 9 (22%) men entered for the awards in different categories which: Gender based violence and conflict resolution; Sexual and reproductive rights; Health and HIV and AIDS, Education and economic development; Climate change and sustainable development, Media and local government institutional Centres of Excellence (COEs) and leadership.

The winners (see Annex A) will go on to take part in the regional SADC Gender Protocol Summit in Johannesburg from 22-24 April 2013. This regional summit will follow the same streams and thematic areas but with the addition of FBOs, media training institutions and gender and media networks categories that will be adjudicated at the regional level.



Senior officials at the final ceremony included Edwige Mutale Permanent Secretary in the Ministry of Gender and Child Development, Mulenga Sata, Deputy Mayor of Lusaka, and Joyce Kapampa Kasosa Commissioner of Police in Lusaka Province.

In her key note address at the awards ceremony, Mutale highlighted that the summit is taking place a few months after Zambia ratified the SADC Gender Protocol at the end of 2012. The Permanent Secretaries' meeting held the previous week on 22 March 2013 reminded stakeholders on the need to domesticate international instruments that Zambia is party to.

Mutale also reiterated that the lessons learnt through the COE process are important. It is critical to target institutions as a sustainable way of gender mainstreaming.

"The best way to effect change is to work at institutional level and demonstrate that change is possible through affirming good practice and sharing experiences at summits."

Currently Gender Links is working with 22 local authorities and three media houses in Zambia that have committed themselves to become COEs.

Sata alluded to this saying that "the COE process brings the SADC Protocol on Gender and Development to the coalface through policies that are gender responsive with flagship programmes to end gender violence as well as to empower the vulnerable members of our society."



In the count down to 2015, Zambia has shown that there is political will towards achieving the targets of the SADC Gender Protocol. In the last week, the Ministry of Gender and Child Development held a validation meeting on 21 March, to show that the country is stepping up efforts in the implementation of the 28 targets to be met by 2015, also the deadline for achieving Millennium Development Goals (MDGs).

The high number of participants in the 2013 is evidence of how Gender Links and partner organisations can reach more people by decentralising the summits and giving visibility to local level initiatives through the various in-country summits.

“With barely two years remaining before we give an account of what we have achieved in terms of the targets under the MDGs we can double our efforts and score more goal, ”says Sata.

- Coverage of summit by partners e.g. newsletters and website links
- Summary of interviews for summit participants and GL staff
- Summary of coverage by print, radio and television media
- Media coverage tracking sheet as an annex

Summit Outcomes

- The 2013 saw different organisation coming together to show case their good practices on different categories, what was more prominent and evident in the summit as that the organisations are getting more enlightened on the SADC protocol and the 28 targets. Though we challenges to define their role, they were able to align their work to the different clusters and they gave prominence to the fact that as a country we have signed and ratified and that these actions need to be implemented at community level to effect positive change. We also had 34 women presenters from the 54 entrants.
- GL had an opportunity to create more partners during the summit and also during the summit preparatory meetings. The involvement of the alliance was a clear evidence of good synergies existing at country level.
- Though we did not sell any publications there was high demand of the Barometer and SADC pamphlets. GL publications has continued to create high profile of the organisation.
- COE cascading models – I an excellent model which gives basis on how gender mainstreaming should strengthened with evidence of the baseline and progress scores collected through a collective model were COE takes responsibility of their own actions and progress. The COE felt this exercise should be done regularly as a way of holding the councils accountable especially in the awake of decentralisation.
- All the GC and GFP were present at the summit and during the summit proceedings agreed to take the process forward and give more support to the cascading process for improved best practices for the next summit.
- Excellent media coverage gave prominence to the summit. The summit was televised on the national broadcasting network on the prime news.
- Recognition of the summit by donors like UNICEF, GIZ and NCA, and also government involvement through the ministry of gender is a positive achievement.
- Participant did not only learn and share information they also created networking links. We provided a gender link between partners and peers in different themes.
- The judges comments and inputs through their citations provided a learning experience for the participants. They were able to improve their cases studies through this process. Before they left the summit they all had improved presentation skills and improved best practices and case studies for replication.
- The participants had increased knowledge on the SADC protocol and the run up to 2015 agenda, moving forward with the agenda of campaigns to make government domesticate the SADC protocol.
- Lobby for the need to Sign MOUs with key partners to pave way for new ways of working and partnering especially with the ministry of gender

Lessons Learned

The summit was held in a convenient and unique space. The 2013 was well organised and attracted more participants, however, the following are some of the lessons learnt

- Through this process more information was shared with limited time, parallel sessions need more time as this gave participants more insights on GBV and what organisations are doing to halve the levels of GBV by 2013, this is a critical learning process and information sharing.
- The streams were well organised, it was a unique blend of media, alliance and local government, though we need more partners and donors on board.
- The plenary sessions were very educative the economic empowerment and the I story was practical and real.
- Participants need to be accommodated in one place need for resource mobilisation to start early.
- Need to build capacity in power point presentations and facilitation skills, participants need to engage more with their presentations before presenting.
- Need to be more strategic and have more man power at the actual event. See detailed SWOT analysis of the Summit as an Annex

Next Steps

With the response from the participants and partners in the involvement and organising of the summit, it would be a great idea:

- To have the Back to Back ToT and entrepreneurship today's before the actual summit as people get tired. This would help to have the intended attention we need for these trainings and action planning. The trainings will also help participants to build their facilitation skills and engage more with their presentations and also help in the final input in the summit preparations.
- Signing of MOUs to be done now with relevant participation, advertising of the summit cluster themes to be done by alliance focal network.
- COE cascading-engage 10 new councils for 2013/2014
- Begin to mobilise resources for in country Alliance partnership meetings
- Strengthen Media training and incorporate more media institutions
- Begin to lobby funding and campaigns now for the Women in Politics and civic education training
- Begin to make final arrangements for the Regional Summit to be held in Johannesburg.
- Begin to mobilise resources for the 2014 national summit.