



REPUBLIC OF ZAMBIA



**PROGRESS REPORT ON THE IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION (1995) AND THE OUTCOMES OF THE TWENTY-THIRD SPECIAL SESSION OF THE GENERAL ASSEMBLY (2000)**

**IN THE CONTEXT OF THE TWENTY FIFTH (25TH) ANNIVERSARY OF THE FOURTH WORLD CONFERENCE ON WOMEN AND THE ADOPTION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION**

**2019**

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## REPUBLIC OF ZAMBIA

**Progress Report on the Implementation of the Beijing Declaration and Platform for Action (1995) and the Outcomes of the Twenty-Third Special Session of the General Assembly (2000)**

**In the context of the Twenty fifth (25th) Anniversary of the Fourth World Conference on Women and the Adoption of the Beijing Declaration and Platform for Action**

Ministry of Gender  
Lusaka

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**Foreword and  
Acknowledgment**

## Foreword



2020 is a milestone year in the development arena; the global community will mark the 25th anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action. It also marks five years of the 2030 Agenda for Sustainable Development, which aims as one of its Sustainable Development Goals to achieve gender equality and empower all women and girls. The Beijing Platform for Action is a landmark document for advancing the rights of women and gender equality worldwide. It aims to accelerate the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women. The international community came to a consensus and agreed to a comprehensive blueprint of commitments supporting the full development of women and their equality with men in many key areas.

This BPfA+25 report provides an overview of the major achievements and challenges Zambia has faced since the passage of the BPfA in 1995 and provides updates on the 12 critical areas of concern covering the period 2014-2019. Led by the Ministry of Gender, the national machinery on the advancement of women and gender equality, Zambia went through a participatory process in the development of the BPfA+25 Progress Report.

The Government of the Republic of Zambia prides itself in its forward looking efforts at achieving gender equity and equality by formulation of laws and policies which provide a conducive environment for women, girls, men and boys to thrive.



Hon. Elizabeth Phiri, MP  
**MINISTER OF GENDER**

September, 2019

## **Acknowledgment**



The compilation of the National Report on the implementation of the Beijing Declaration and Platform for Action to mark its 25th Anniversary was a result of committed work by the Staff of the Ministry of Gender and participants from other government ministries, quasi government institutions and Non- Government Organizations namely the Ministries of Water Development, Sanitation and Environmental Protection, Youth, Sport and Child Development, Justice, Labour and Social Security, Community Development and Social Services, Department of Community Services of the Zambia Police Service, General Education, Information and Broadcasting Services, Commerce, Trade and Industry, National Guidance and Religious Affairs, Home Affairs, Health, National Development Planning and the Lusaka Province Administration. Other organizations consulted included the Human Rights Commission, National Pension Scheme Authority. Other participants were drawn from Non Governmental Organizations namely Non-Governmental Gender Organizations Coordinating Council, Campaign for Female Education, Zambia National Women's Lobby, Zambia Association of Women in Business, Zambia Association of Persons with Disabilities, Young Women Christian Association and Women and Law in Southern Africa.

The Ministry of Gender wishes to thank them for their valuable contributions. We also thank the UN Women most sincerely for the financial support throughout the process of producing this report.

A handwritten signature in blue ink, appearing to read 'Auxilia Bupe Ponga'.

Auxilia Bupe Ponga, PhD  
**Permanent Secretary**  
**MINISTRY OF GENDER**

September, 2019



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## SECTION ONE: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

### 1. The most important Achievements, Challenges and Setbacks in progress towards gender equality and the empowerment of women over the past 5 years:

#### 1.1 Achievements

In promoting gender equality and the empowerment of women and girls, the State Party has strengthened the legal frameworks and policy. With regards to the legal framework, the Constitution (Amendment) Act No. 2 of 2016 confirms the equal worth of women and men and their rights to freely participate in, determine and build a sustainable political, legal, economic and social order. The Constitution provides for National Values and Principles which include equity, equality and non-discrimination. Further, the enactment of the Gender Equity and Equality Act, No. 22 of 2015, strengthen the legal framework for the elimination of all forms of discrimination against women and girls; empowers women to participate fully in public and private Sector of the country. The National Gender Policy was revised in 2014 to ensure the attainment of gender equality in the development processes by redressing the existing gender imbalances. The Policy further provides for equal opportunities for women and men to actively participate and contribute to national development. In addition, the State Party has established Gender Based Violence Fast Track Courts to increase access to justice for GBV victims and ensure timely disposal of cases.

The country has observed a positive trend in the Gender Inequality Index (GII) which has continued to fall from 0.627 in 2011 to 0.526 in 2015 and 0.517 in 2017. However, the high poverty levels among females in relation to males point to the limited participation of girls and women in political, social and economic activities of the country.

Furthermore, the country made great strides to ensure inclusive and equitable quality education and life learning opportunities for girls and women. The percentage of women with at least secondary school education increased from 25.8 percent in 2015 to 52.3 percent in 2016.

The percentage of women with access to land increased from 14.0 percent in 2014 to 28.3 percent in 2015 and 32.0 percent in 2017. The increase in access to land resulted from the Country's ongoing reforms in service delivery, reinforced by the Presidential directives on land allocation. Women's participation in political and economic spheres continued to increase steadily. The proportion of parliamentary seats held by women increased from 14 percent in 2011 to 18.1 percent in 2018. In addition, there has been an increase in the number of women that have taken up decision making positions including the Vice President, the Chief Justice, Heads of Commissions and Chief Executive Officers of Parastatal Companies. Further, there has been a significant increase in the number of females in key decision making positions in the judiciary. The positions of Chief Justice, Director of Public Prosecutions and Residents of Courts are held by females. Additionally, 31 percent of Supreme Court Judges, 57 percent of Constitutional Court Judges, 42 percent of Courts of Appeal Judges, 56 percent of High Court Judges, 36 percent of Magistrate and 47 percent of Registrars are female.

The Country continues to record significant improvements in the health and wellbeing of women and girls. The Maternal Mortality Rate declined from 398 per 100,000 live births in 2014 to 278 per 100,000 live births in 2018.

The number of GBV cases reported in the country increased from 15,153 in 2014 to 22,073 in 2018. This can be attributed to increased confidence by members of the public in the GBV response mechanisms as a result of increased awareness about GBV, availability of support services and increased capacity of law enforcement agencies and Judiciary to respond to and prosecute GBV cases. In addition, the multi-sectoral coordination of GBV has tremendously improved response to GBV.

## **1.2 Challenges and Set-Backs**

### ***Entrenched Cultural Values***

The State Party has both the matrilineal and patrilineal lineages. However, the culture is based more on patriarchal values across tribes and are highly conservative. Therefore, headship is conferred on men and this perpetuates women's subordination in ownership, inheritance of assets and decision making in public and private spheres. The pace to attainment of gender equity and equality in the country has therefore been negatively affected by the deep-rooted culture and mindset to embrace women and girls as equal partners in national development.

### ***Feminization of Poverty***

Poverty remains predominantly a rural phenomenon where most of the women and girls reside, with poverty levels at 76.6 percent compared to 23.4 percent in urban areas. According to the 2015 Living Conditions Monitoring Survey, the proportion of the population living below the poverty line was 54.4 percent. The Report further indicates that male headed households continued to have higher levels of mean monthly income of \$200 compared to female headed households with \$130. At National level 53.8 percent of the male headed households were poor compared to 56.7 percent female headed households. The high poverty levels among women and girls has continued to disadvantage them from participating fully in the development of the country.

### ***Dual legal system***

The State Party has a dual legal system consisting of the statutory law and customary law. Many citizens especially in rural areas follow the customary law observed by their particular tribal group. Customary law is the legal system which is most familiar to them and is thus most often employed particularly as it pertains to access to land, inheritance, property, marriage and conflict resolution. Often, the operation of customary law perpetuates discrimination against women.

### ***Low levels of education among Women***

The State Party is yet to reach education attainment levels that are commensurate with sustainable development. An estimated 22 percent of the population has had no formal education. 25 percent

have completed lower primary (Grades 1 to 3), 27 percent upper primary (Grades 4 to 7), 13 percent junior secondary (Grades 8 and 9) and 11 percent senior secondary (Grades 10 to 12). Only 2 percent of the population has completed a bachelor's degree or above.

### ***Low gender mainstreaming***

Gender mainstreaming has been negatively affected by patriarchy. Therefore there has been slow progress made in mainstreaming gender across all sectors of the economy. While the legal and policy framework has been adequately articulated, there has been inadequate capacity building and financial resources to enable implementing officers mainstream gender in their programming. There is also a general lack of appreciation for the importance of gender issues by people working in the public and private sectors which translates into a reluctance to properly implement gender mainstreaming strategies and participate in gender and development programmes.

### ***Climate change***

The effects of climate change stemming from extreme changes in weather patterns, such as drought and flooding, have negatively affected the supply of safe and clean water, supply of energy and productivity of the small-scale farmers resulting in household food insecurity. It has impacted negatively on the energy sector leading to reduction in productivity in most sectors. This has increased the burden of unpaid care work mostly performed by women and girls.

### ***Inadequate monitoring and evaluation system***

There has been inadequate monitoring and evaluation mechanisms to track progress in the implementation of gender mainstreaming activities and anti-Gender Based Violence interventions. This is largely due to a weak National Gender Information Management System and inadequate capacity at provincial and district levels, making it difficult to collect gender disaggregated data.

### ***Inadequate access to the media***

The high cost of media services limits access by women to fully participate in public life. Further, media houses have often ignored coverage of gender related and women's issues. The poor coverage of women is worsened during campaigns for Presidential, Parliamentary and Local Government elections.

### ***Financial illiteracy***

As stated above, the illiteracy and poverty levels in the State Party are high, leading to a lack of set of skills and knowledge for citizens to make informed and effective decisions with regards to financial resources. The absence of basic financial literacy among the majority of women has made it difficult for women to make financially sound decisions thereby perpetuating their poverty and subordinate status and hindering their access to finance and credit.

### ***Inadequate Human Resources***

Implementing gender and development programmes is being hampered by inadequate Human Resource with capacity to mainstream Gender at provincial and district levels. Further, there is inadequate personnel employed to specifically focus on gender issues in most government institutions.

## **2. Top five priorities for accelerating progress for women and girls over the past five years through laws, policies and/or programmes**

- ***Equality and non-discrimination under the law and access to justice***

The Constitution (Amendment) Act No. 2 of 2016 guarantees equality between women and men as it recognizes that every person in the country is entitled to all fundamental rights and freedoms as contained in Part III of the Constitution. Article 8 of the Constitution provides for National Values and Principles which include non-discrimination. In addition, the Gender Equity and Equality Act No. 22 of 2015 mandates public and private bodies within their ambit of responsibility to promote gender equity and equality in all spheres of life. The Act requires them to implement special measures which actively seek to eliminate all forms of discrimination, afford both sexes equal representation and participation in all spheres of life and eliminate the exploitation of both sexes in the labour market.

- ***Quality education, training and life-long learning for women and girls***

The Gender Equity and Equality Act no 22 of 2015, in Section 30 provides for the elimination of discrimination in education and vocational guidance. Further, other measures have been put in place for example enrolment into first grade is based on gender parity; reservation of 30 percent of state offered bursaries to support women's and girls' education at tertiary level; support to girls in vulnerable households with school requisites to enable them complete secondary education under the Girls Education and Women's Empowerment and Livelihoods (GEWEL) project. The project seeks to increase access to secondary education for 25,000 adolescent girls in extremely poor households and has supported 19,486 girls through payment of secondary school fees.

- ***Poverty eradication, agricultural productivity and food security***

In Section 27. (1) of the Gender Equity and equality Act no 22 of 2015 discrimination against women in economic and social life is forbidden. In section (2) the Act places duty on the Minister of Gender to, in consultation with the Ministers responsible for Finance and Commerce, take appropriate measures in the social and economic fields, especially in the access to and control of resources by women, to ensure the full development and advancement of women on an equal basis with men; 50 percent of statutory land on offer for titling is reserved for women.

The country's Citizens Economic Empowerment Commission (CEEC) was established through the enactment of the Citizens Economic Empowerment Act no 9 of 2006. The Commission allocates 30 percent of the fund to the women and 40 percent of the total fund to the youth.

The State Party has further put in place support measures to Women and youth Cooperatives with grants in form of agricultural equipment in order to increase productivity at household level and ensure food security. This is done through the Agricultural Development Value Chain Enhancement (ADVANCE) Project targeting the women and youths in 288 Chiefdoms of the country. The goal of the ADVANCE project is to empower women and the youth through increased agricultural production and enhanced value chains for agro-products in order to improve livelihoods. So far 51 Tractors and 94 Tillers have been distributed to Women Cooperatives in 120 Chiefdoms. It is anticipated that this project will have sustainable impact especially among the women and youth in rural areas.

The Cashew Infrastructure Development Project (CIDP) is another initiative that aims at reviving the cashew sub-sector and is one of the priority projects. The objective of the CIDP is to contribute to poverty reduction and improved household incomes through improved cashew production and processing. The Project is targeting 60,000 small holder farmers of which 30,000 (50 percent) are expected to be women and 7,000 youths. The Project has already achieved 30 percent women participation in project activities. The Project will further create 6,000 full time jobs of which 3,000 are expected to be for women and 1,000 youths along the cashew value chain from production, processing to marketing.

Food security pack (FSP) is a national safety net programme that promotes the provision of farming inputs to low capacity households. In the 2018/2019 farming season, 33,892 women and 20,772 men benefited from the programme.

- *Access to health care, including sexual and reproductive health and reproductive rights*

The Gender Equity and Equality Act no 22 of 2015 has provided for the protection and promotion of sexual and reproductive health rights of women and states as follows in section 21. (1): “A woman has a right to adequate sexual and reproductive health, which includes the right to— (a) access sexual and reproductive health services; (b) access family planning services; (c) be protected from sexually transmitted infection; (d) self-protection from sexually transmitted infections; (e) choose the number of children and when to bear those children and (f) control fertility.

- *Changing negative social norms and gender stereotypes*

The state party is implementing the Advocacy and Communication Strategy on Ending Child Marriage. The Strategy is addressing the human rights violations as well as development challenges associated with child marriage as a result of negative cultural and social norms in communities. The objective is to facilitate positive changes in prevailing negative attitudes, behaviors, beliefs and practices in order to reduce the incidence of child marriage.

Further, the state party is implementing the ‘HeForShe Campaign’ aimed at harnessing high level male leaders that will take a stance and raise their voices on gender equality. The campaign is contributing to increased recognition of the centrality of gender equality in development as a means of achieving sustainable development. In addition, traditional leaders and their spouses as custodians of customs and traditions, are being engaged to effectively champion, and act as agents of change

towards eliminating negative social norms, values and gender stereotypes. Other initiatives to influence positive attitude towards women and girls include; I Care About Her, Men's Network, Good Husband Campaign and Count Her In Campaigns.

### **3. Specific measures taken over the past five years to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination**

The State Party has put in place legal provisions as contained in the Constitution (Amendment) Act No. 2 of 2016, and the Gender Equity and Equality Act No. 22 of 2015. The Constitution has placed a responsibility on the Republican President to report once in every year, to the National Assembly the progress made in the application of National values and Principles contained therein. The National Values and Principles include, inter-alia morality and ethics; ; democracy and constitutionalism; human dignity, equity, social justice, equality and non-discrimination; good governance and integrity and sustainable development.

Further, the Gender Equity and Equality Act No. 22 of, 2015 has provisions for the elimination of all forms of discrimination against women, empower women and achieve gender equity and equality by giving effect to the Convention on the Elimination of all Forms of Discrimination against Women, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and the SADC Protocol on Gender and Development. In addition, the Act has outlawed harassment in all its forms, victimization and harmful social, cultural and religious practices..

The Act has further provided for measures and empowered specialized institutions to make strategic decisions in all spheres of life in order to ensure gender equity, equality and integration of both sexes in society. The measures target all women, men, boys and girls in State Party irrespective of geographical location, racial, ethnic or religion, disabilities, health status and age.

### **4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?**

#### **YES:**

Extreme weather has affected the implementation of the BPfA in the Country. The Country has been experiencing the effects of climate change resulting in extreme weather conditions, such as droughts, rising temperatures and unpredictable rainfall patterns. The frequency and intensity of climatic events has had negative impact on food security, health and availability of water for domestic use and consequently affecting the livelihoods of women, girls, men and boys.

The fall in the country's hydro-power generation in the recent period by about 600 MW has hampered growth prospects of productive sectors of the economy, including agriculture, manufacturing, mining, water and sanitation. Other adverse effects have led to increased costs of treating climate-related diseases such as malaria, the loss of natural environments damage to infrastructure and disruption of biodiversity leading to food insecurity.





In an effort to adapt and mitigate the effects of climate change, the Country is promoting the adoption of agricultural environmentally-friendly practices such as conservation farming, agro-forestry, crop rotation, agricultural intensification, less use of chemical fertiliser and creating public awareness on the adverse effects of climate change. Furthermore, a Climate Change Gender Action Plan (ccGAP) was developed to ensure that the National Policy on Climate Change, programming and funding processes effectively mainstream gender to guarantee that women and men can have access to, participate in, and benefit equally from climate change adaption and mitigation initiatives.

## **5. Top five priorities for accelerating progress for women and girls for the coming five years through laws, policies and programmes**

- *Quality education, training and life-long learning for women and girls*

Within the broad framework of the Country's Seventh National Development Plan, strategies in education will focus on enhancing inclusion and participation of all citizens taking into account their age, gender, disability and other factors. In addition, emphasis will be placed on improving the quality and relevance of education to national development needs. Therefore, the key programmes will include; infrastructure development, teacher training, recruitment and deployment improvement, equitable and inclusive education enhancement, as well as youth and adult literacy expansion and improvement.

To further support the development of practical skills in science, technology, engineering and mathematics, the State Party will ensure the provision of training equipment, support the upgrading of lecturer qualifications and establish centres of excellence in science, technology engineering and mathematics (STEM). To ensure that learners from poor households have access to life skills, the State Party has established and will continue implementing a vocational skills bursary scheme.

Other specific measures will include strengthening re-admission of teenage girls who drop out due to pregnancy; raise awareness amongst girls and boys to prevent incidences of teenage pregnancies, child, early and forced marriages; provide support to improve completion rates amongst girls; ensure educational institutions have adequate toilet and water facilities particularly for female staff and learners and increase ICT skills and facilities to enable continued education for girls and women.

- *Poverty eradication, agricultural productivity and food security*

The focus will be to eradicate poverty through accelerating implementation of the integrated framework of basic social protection programmes and support the establishment of referral systems and a single-window approach at district and community level. In addition, efforts will be made to expand coverage of social assistance programmes to address income insecurity of the poor and vulnerable, as well as support access to health and education, improved nutrition and human capital investment.

Other key programmes that will be enhanced include; the Farmer Input Support (FISP) Programme, Food Security Pack (FSP), Home Grown School Feeding, Public Welfare Assistance Scheme (PWAS),

informal sector social security coverage and introduction of National Health Insurance Scheme. With regard to agricultural production and productivity, improvement will be undertaken along the entire product value chain from farm to agro-processing and manufacturing at the sector and enterprise levels. The increase in production will be achieved through intensified agricultural mechanization, increasing the area under cultivation and the number of farmers participating in production, driven by enhanced extension service delivery and increased private sector participation, among others.

Attention will also be on addressing risk reduction through improved farming systems, a better market environment, secure land rights and adequate provision of public goods, reduced price of processed grain products for better food security situation in households and social protection among others.

- ***Access to affordable quality health care, including sexual and reproductive health and reproductive rights***

The State Party will focus on investments in primary health by strengthening fundamental components of the health system. Primary health will be central to preventing epidemics; improving women's and children's health; controlling major infectious diseases such as malaria, tuberculosis, and HIV and AIDS. Further, efforts will be exerted towards reducing and managing the incidences of non-communicable diseases. Public health will be strengthened by implementing programmes aimed at promoting maintenance of a clean, healthy environment and good nutrition.

Other areas of focus will be water and sanitation and food safety regulation to ensure safe drinking water and sanitary conditions. The legal and regulatory framework for public health will be revised with a view to harmonise and update it to meet the emergent issues and also encourage disease surveillance and public health research for preventive purposes.

Therefore, the key programmes of focus in line with the country's Seventh National Development Plan will be; health education promotion, school health promotion, maternal child health care, family planning promotion, infectious diseases immunization, epidemic preparedness and control enhancement, nutrition promotion, physical exercise promotion, legal and regulatory framework review and enhancement and public health research promotion.

The country will further, focus on expanding capacity to increase access to quality health care by improving infrastructure, equipment, transport and medical commodities supply. In addition, State Party will enhance food security and nutrition through supplementary and school feeding enhancement; micro-nutrients fortification and supplementation; nutritious foods and household food security promotion; food and nutrition legislation reforms; food and nutrition research promotion as well as health and nutrition advocacy.

- ***Political participation and representation***

The State Party will create platforms for engagement to ensure government decision-making processes allow all citizens to participate. Particular attention will be paid to promoting inclusive participation of women, the youth and other special groups in governance. Civic engagement for women and the youth networks and organizations will be promoted. Further, equitable and gender sensitive, social, economic and cultural barriers affecting women and the youth will be removed through inclusive civic engagement and public awareness promotion.

Other specific measures to strengthen capacities of women to take up leadership roles will include: training women and girls in leadership; developing mentorship programmes for girls and young women; organizing training for women to participate effectively in local governance; undertaking sensitization campaigns for women to participate in decision making; undertake review of the electoral laws to include participation of women and introduce a quota system of allocation of seats to disadvantaged groups during local government and parliamentary elections.

- ***Basic Services and Infrastructure (Water, Sanitation, hygiene, energy, transport)***

The State Party recognizes the fact that women spend a lot of time fetching water for the families' domestic use and will accelerated implementation of programmes to ease the burden on women and girls. The vision of the State Party in the water and sanitation sector is to provide 100 percent access to water supply and 90 percent sanitation services by the year 2030. To realise this vision, the State Party will build on the achievements of the last five years and accelerate implementation of key programmes to improve water and sanitation in the country. The key interventions include Water Resource Development and Management where water infrastructure will be constructed, rehabilitated and maintained in order to harness water resources. Other programmes include National Urban Water Supply and Sanitation Programme (2015-2030) whose aim is to provide adequate, safe and cost-effective water supply and sanitation services to the urban population. To ensure that no one is left behind in the development process, the State Party has developed a National Rural Water Supply and Sanitation Programme (2016-2030) with the aim of accelerating water supply and sanitation services to the rural population where majority of the poor women reside.

It was envisaged that other sources of energy which included geothermal, wind, solar and coal would grow to about 15 percent by 2030. To increase supply, there will be additional investment in hydro, geothermal, wind and solar energy generation. This is to ensure that there is increased access to energy by vulnerable groups.

The transport sector constitutes mainly four modes namely; rail, aviation, road and maritime. A well-functioning transport system has the potential to reduce the overall cost of doing business in the country, thereby contributing to the attainment of a diversified and resilient economy for sustained growth and socio-economic transformation. The emphasis will be to improve transport infrastructure within the four modes of transportation to grow the economy and improve socio-economic opportunities across the country.



## SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

### *Inclusive development, shared prosperity and decent work*

#### **Critical areas of concern:**

- A. **Women and poverty**
- F. **Women and the economy**
- I. **Human rights of women**
- L. **The girl child**

#### **6. Actions taken in the last five years to advance gender equality in relation to women's role in paid work and employment?**

- *Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation*

The Constitution (Amendment) Act, No.2 of 2016, Article 1, provides for the affirmation of the principle of constitutional supremacy and invalidates law or conduct that is inconsistent with the Constitution to the extent of the inconsistency. This provides that no law shall make any provision that is discriminatory either in itself or in its application to members of a particular race, tribe or system of customary law. Further, the Constitution provides for, merit as the basis of appointment and promotion as well as adequate and equal opportunities for appointment, training and advancement of members of both gender and members of all ethnic groups.

Article 266 provides for the new definition of discrimination which includes directly or indirectly treating a person differently on the basis of that person's birth, race, sex, origin, colour, age, disability, religion, conscience, belief, culture, language, tribe, pregnancy, health, marital, ethnic, social and economic status.

Further the Gender Equity and Equality Act, No.22 of 2015, Section 24, provides for equal representation and participation of both sexes in decision making by formulating and implementing policies, strategies and programmes. The Act further provides for the elimination of all forms of discrimination against women in public and political life and elimination of discrimination in economic and social life for women.

Further Section 31 of the Gender Equity and Equality Act No 22 of 2015 largely adopts the provisions of Article 11 of the CEDAW and provides measures to eliminate discrimination against women in the field of employment in order to ensure the same rights on the basis of equality with men.

Further, the following measures were put in place:

- Revision of the 2005 National Employment and Labour Market Policy to create adequate and quality jobs under conditions that ensure adequate income, protection of workers and basic human rights;
- Implementation of the HIV Workplace Policy which does not allow discrimination of employment on the basis of one's HIV status;
- Employment of more labour inspectors to intensify countrywide labour inspection to ensure total compliance with legislative measures;
- Engagement of the private sector through consultative labour councils to create awareness on any changes in legislation;
- Implementation of the decent work country programme aimed at promoting improved, gainful, secure and right-based employment for youths, women and men.
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

The Gender Equity and Equality Act specifically under section 25 and 26 provides for special measures that promote gender equity and equality in education and provides for measures that target women in rural and peri urban areas. Further, Section 30 of the Act provides for elimination of discrimination in education and vocational guidance. This provision applies to both public and private bodies.

In order to promote universal access to education for girls, the State Party is implementing the Re-entry Policy (1997) which gives opportunity for girls who fall pregnant to return to school after giving birth, on average about 50 percent of the girls who fell pregnant were readmitted into the school system. Further, the State Party implemented lower admission points for girls entering tertiary institutions in Science, Technology, Engineering and Mathematics (STEM) and payment of school fees for vulnerable girls.

- ***Measures taken to prevent sexual harassment, including in the workplace***

The State Party has put in place a legal framework to outlaw sexual harassment including in the place of work. Both the Anti-Gender based Violence Act, 2011 and the Gender Equity and Equality Act, 2015 contain provisions that prohibit sexual harassment. Further, the Penal Code (Amendment) Act No. 15 of 2005, introduced the offence of sexual harassment and made indecent assault a felony. This Act also provides a custodial minimum sentence of 15 years for rape, statutory rape and incest. In addition, a number of institutions have put in place sexual harassment prevention and child protection policies, strategies and programmes.

- ***Strengthened land rights and tenure security***

The State Party is currently undertaking reforms to improve service delivery in the management of Land through integration of ICTs and strengthening the legal framework. The State Party has since operationalized the Integrated Land Management Information System (ZILMIS) and commenced the review of the Land Policy, Lands Tribunal Act No. 39 of 2010, the Land Survey Act and the Lands and Deeds Registry Act in order to improve efficiency in land administration and access. These reforms were reinforced by a Presidential directive on land allocation which stipulated that a minimum of 30 percent of land should be allocated to women. This threshold of 30 percent was later revised to 50 percent in 2017.

- ***Improved financial inclusion and access to credit, including for self-employed women***

The State Party has prioritized the integration of ICTs in provision of financial services. This effort has resulted in a significant increase in terms of access to electronic money transfer services and savings services. Access to electronic money transfer services increased from 15.5 percent (1.0 million) among adults in 2009 to 36.8 percent (3.0 million) in 2015. Access to savings services increased from 17.1 percent (1.1 million) adults in 2009 to 32.5 percent (2.7 million) in 2015. Access to credit services also increased. In 2009, 17.9 percent (1.2 million) adults had access to credit services; this proportion increased to 22.3 percent (1.8 million) in 2015. Overall, access to finance increased from 33.9 percent in 2009 to 57.4 percent in 2015 among females.

The strategy has been to enhance access to affordable finance. Special focus has further been on vulnerable groups, such as women and the youth through provision of productivity grants and empowerment funds. In addition, there has been support given to self-help efforts in particular Savings and Investment Groups (Village Banking). This has improved access to credit by low to medium income women. Further, there has been a deliberate measure put in place to increase mobile banking and money transfer services which has the flexibility of depositing, withdrawing and capturing low income earners especially in rural areas. The uptake of mobile money services rose from almost nil in 2014 to 14 percent in 2019 contributing significantly to the growth of the non-bank formal sector.

- ***Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)***

A programme to construct 1,009 communication towers across the country is on-going and 318 towers have been erected out of which 193 are operational. The increased network coverage will not only promote the use of electronic platforms by the larger population especially in rural areas where most of the women reside, but also enhance efficiency in the service delivery by the private sector and facilitate financial inclusion. Further, a number of electronic platforms which include e-voucher and e-visa were introduced. The introduction of these platforms has started paying dividends as the cost of running business has reduced.

Further, systems are being strengthened to improve access to weather related information to farmers. A significant amount of resources has been invested into capacity building for climate smart technology and training of citizens in climate change adaptation and mitigation. For example, the promotion of conservation farming. Capacity for synthesis, analysis and transfer of climate information for assessment of risks and promotion of climate information services is also being strengthened.

- ***Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment***

According to the 2017 Labour Force Survey, 31.0 percent of the working population was employed in the informal sector of which 61.3 percent were male and 38.7 percent were females. The State Party has therefore put in place measures to accelerate formalisation of the informal sector to promote growth of formal sector enterprises and contribute to enhancing the decent work agenda. Programmes such as tax differentiation, improving access to finance by MSMEs have been put in place. Other initiatives included promotion and extension of social security cover, occupational safety and health protection to the informal sector, supporting equality and empowerment initiatives for women, the youth and the persons with disabilities in the labour market and increasing their respective participation rates in formal sector employment.

It is envisaged that these measures will result in an increase in the share of women in non-agricultural wage employment from 28.6 percent in 2014 to 45 percent in 2021.

- ***Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)***

The State Party has strengthened the legal framework by enacting the Gender Equity and Equality Act, 2015 which has progressive provisions for the equal participation of both sexes in decision making. The Act further provides for all public and private bodies within their ambit of responsibilities, to develop special measures to achieve at least fifty percent representation and attain meaningful participation of women in decision making positions. The number of women in decision making has therefore steadily increased, for instance, at Cabinet level the number of women has increased from 25 percent in 2016 to 34 percent in 2018. .

Out of the 73 Directors of State Owned Companies 16 (22 percent) are women. The number of female Permanent Secretaries in the Public Service currently stands at 15 (26 percent) of the total 57. Further, out of the 18 Executive Directors, two (2) are female, representing 10 percent.

State and non- actors continue to advocate for inclusion of more women in decision making positions. The State Party is considering a proportional representation electoral system in order to increase the number of women participating in decision making positions.



## 7. Actions taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- *Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)*

Persons who normally assisted in the family business or farm but did not receive any pay or profit for work performed are regarded as employed in line with the assessment for living conditions in State Party. In the year 2017, contributing family member accounted for 8.5 percent of which 30.2 percent were male and 69.8 percent were female.

In 2017, there were more females than males in own use production work at 64.3 percent and 35.7 percent, respectively. In both rural and urban areas, the percentage of females in own use production work was higher than that of males. However, the State Party has not included unpaid care and domestic work in national statistics and accounting.

- *Expanded childcare services or made existing services more affordable*

The State Party has introduced a number of programmes under ECD to enhance access to childcare services that had limited reach such as early childhood education, birth registration and health related services.

The State Party is implementing routine childhood vaccines that include BCG vaccine (tuberculosis), DPT-HepB-Hib or pentavalent vaccine (diphtheria, tetanus, pertussis, hepatitis B and Haemophilus influenzae type B), oral polio vaccine or OPV (poliomyelitis), PCV vaccine (pneumococcal), rotavirus or RV vaccine, and measles and rubella or MR vaccine to all children in the country at zero cost. In 2018 it was reported that 75 percent of children 12-23 months received all basic vaccinations and only 46 percent received all age-appropriate vaccinations.

In addition, the State Party is promoting Appropriate Infant and Young Child Feeding (IYCF) practices which include early initiation of breastfeeding within the first hour of life, exclusive breastfeeding in the first six (6) months of life, continued breastfeeding up to age 2 or beyond, introduction of a range of safe solid and semisolid foods at age 6 months, and gradual increases in the amount of food given and frequency of feeding as the child gets older. It is also important for children to receive a diverse diet to ensure macronutrient and micronutrient requirements are met.

Further, Government is implementing the School Feeding Programme to enhance children's nutritional status and cognitive development as well as increase enrolments and reduce absenteeism. The programme currently covers 38 districts targeting learners at early childhood and primary education levels. In 2018, over 956,000 learners benefited from the programme.

The 2018 ZDHS showed that the three nutritional status indices (stunting, wasting, and underweight) improved in the last 5 years. In this period, stunting decreased from 40 percent to 35 percent, wasting decreased from 6 percent to 4 percent, and the proportion of underweight children decreased from 15 percent to 12 percent. The proportion of overweight (weight-for-height above +2 SD) children has remained relatively stable from 2013-14 to 2018 (6 percent and 5 percent, respectively).

- ***Expanded support for frail elderly persons and others needing intense forms of care***

Government has been implementing social protection programmes to ensure that the most vulnerable including the elderly in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack.

Under the Social Cash Transfer scheme, the number of beneficiary households had increased from 242,000 in 2016 to 632,000 in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty-five (65) years and above.

In addition, Government is also providing agricultural inputs to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries was 80,000 households.

- ***Introduced or strengthened maternity/paternity/parental leave or other types of family leave***

The Government has strengthened the legal framework by enacting two pieces of legislation which complement each other with regard to parental leave. The Gender Equity and Equality Act, 2015 provides that “an employer shall not discriminate against a woman by dismissing or demoting the woman on the basis of sex, marriage, disability, pregnancy or maternity leave or subject the woman to any other disadvantage in employment”. The Act further provides that women are to be awarded maternity leave with pay, mother’s day and comparable social benefits without loss of employment, seniority or social allowances.

The Employment Code, 2019 states that “Subject to an agreement between an employer and an employee which is more favourable to the employee than the provisions of this section or a written law providing for maternity benefits, a female employee is, on production of a medical certificate, entitled to fourteen weeks maternity leave to be taken”. With regard to men, the Code provides that subject to an agreement between an employer and an employee which is more favourable to the employee than the provisions of this section, a male employee who remains in continuous employment with the same employer for a period of twelve months immediately preceding the beginning of leave under this section is entitled to at least five continuous working days paternity leave.

- *Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women*

Government is implementing the Link Zambia 8,000 and the Rural Connectivity road Projects. This action is opening up the rural parts of the country to ease the movement of women and men in aiding trade. Further, Government is implementing a programme to construct 1,009 communication towers across the country. To date, 318 towers have been erected to improve communication especially in the rural parts of the country.

In the electricity sub-sector, a number of projects are currently being undertaken to increase electricity generation as well as diversify the energy mix. These projects include, among others, coal-fired thermal power plant to produce 300 megawatts and Hydro Power Stations with capacity to produce 750 megawatts. The preparation process towards the construction of 2,400 megawatts hydro power plant is also underway. The Scaling Solar Initiative has commenced with a target to generate 600 megawatts. This initiative is being supported with the provision of tax incentives on importation of solar energy equipment. The rural electrification has continued to make available electricity in rural areas through construction

In the water and sanitation sector, the vision is to provide 100 percent access to water supply and 90 percent sanitation services to the people by the year 2030. In that regard, the State Party has put in place programmes to improve water and sanitation systems across the country. The key interventions include the National Urban Water Supply and Sanitation Programme (2015-2030), National Rural Water Supply and Sanitation Programme (2016-2030) and the Open Defecation Free State Party Strategy (2018-2030) which is supposed to guide the State Party to end open defecation by the year 2030. These programmes are focused on construction and rehabilitation of bulk water supply infrastructure, small dams and drilling of boreholes and promotion of good hygiene practices.

These programmes have accelerated progress in service delivery such that by the end of 2018, access to clean and safe water supply in urban areas increased from 83 percent in 2014 to 86.4 percent while access to sanitation increased from 59.7 percent in 2014 to 63.6 percent in 2018. In rural areas, water supply service was at 56 percent and access to sanitation was at 57.6 percent.

- *Promoted decent work for paid care workers, including migrant workers*

In line with its Seventh National Development Plan, the State Party is implementing the Decent Work Country Programme. This is aimed at ensuring that all workers have decent employment that guarantees them social protection and protects their rights at places of work. This is being done through intensified labour inspections to ensure compliance with the labour laws and the protection of workers' rights.

- ***Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work***

The State Party is implementing the “HeForShe” campaign which is part of a global solidarity movement initiated by the United Nations in September 2014. The campaign is aimed at sensitising boys and men to integrate and accept girls and women as equal partners in fostering political, social and economic development. It is expected that cultural and social myths that perpetuate gender inequality and gender-based violence at household and community levels will reduce in the long run. Other programmes implemented to tackle negative masculinity included: Trusted Men Campaign, Good Husband Campaign, I Care about Her National Men’s Network and Parliamentary Men’s Network.

- ***Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women’s unpaid contribution to the family during marriage***

A review of the Marriage Act Chapter 50 of the Laws of Zambia commenced in order to align it to international standards and take into account various emerging social and economic aspects. This review will ensure that women and men enjoy human rights irrespective of the type of marriage they entered into namely customary or statutory marriage. It will also reinforce the Gender Equity and Equality Act in allowing women to own, acquire, manage, administer, enjoy and dispose of property.

**8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

**YES:**

The State Party has been implementing austerity measures for fiscal consolidation starting from the year 2016. However, there has not been a study undertaken to determine the impact of the measures on women and men.

***Poverty eradication, social protection and social services***

**Critical areas of concern:**

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- J. The girl child

**9. Actions taken in the last five years to reduce/eradicate poverty among women and girls**

- ***Promoted poor women’s access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures***

In line with the Country’s Seventh National Development Plan, Government implementing the Decent Work Country Programme. This is aimed at ensuring that all workers have decent employment that guarantees them social protection and protects their rights at places of work. This is being done through intensified labour inspections to ensure compliance with the labour laws and the protection of workers’ rights. In addition, government is implementing the Support to Women’s livelihoods under the GEWEL project where 75,000 women are to be trained in life and business skills. By the end of 2018, 34,626 women had been supported.

The Ministry of General Education( MOGE) has introduced a two tier career pathway; Vocational and Academic. The vocational pathway empowers learners both male and female with a trade test level 3 certificate which they can utilize to further their education or get employment. The table indicates the number of grade 9 learners that have been entered for the trade test level 3 certificate exams in various occupations:

YEAR	BOYS	GIRLS	TOTAL
2015	875	491	1,366
2016	946	341	1,287
2017	3,359	2,469	5,828
2018	4,707	4,383	9,090
	8,137	7,684	17,571

- ***Broadened access to land, housing, finance, technology and/or agricultural extension services***

The State Party is currently undertaking reforms to improve service delivery in the management of Land through integration of ICTs and strengthening the legal framework. The State Party has since operationalized the Integrated Land Management Information System (ZILMIS) and commenced review of the land Policy, Lands Tribunal Act No. 39 of 2010, the Land Survey Act and the Lands and Deeds Registry Act. These reforms were reinforced by a Presidential directive on land allocation which stipulated that a minimum of 30 percent of land should be allocated to women. This threshold of 30 percent was later revised to 50 percent in 2017. The percentage of women with access to land increased from 14.0 percent in 2014 to 32 percent in 2017.

The State Party has prioritized the integration of ICTs in provision of financial services, this effort has resulted in a significant increase in terms of access to electronic money transfer services and savings services. Access to electronic money transfer services increased from 15.5 percent (1.0 million) among adults in 2009 to 36.8 percent (3.0 million) adults in 2015. Access to savings services increased from 17.1 percent (1.1 million) adults in 2009 to 32.5 percent (2.7 million) adults in 2015. Access to credit services also increased. In 2009 17.9 percent (1.2 million) adults had access to credit services; this proportion increased to 22.3 percent (1.8 million) adults in 2015. Overall, access to finance increased from 33.9 percent in 2009 to 57.4 percent in 2015 among females.

The Government's strategy has been to enhance access to affordable finance. Special focus has further been on vulnerable groups, such as women and the youth through provision of productivity grants and empowerment funds. Under the Girls Education and Women Empowerment and Livelihoods (GEWEL) project Government is providing productivity grants of \$200 to each of the 75,000 beneficiaries to engage in a business of their choice. Further, Government under the Citizens Economic Empowerment Commission (CEEC) has reserved 30 percent of the fund to women entrepreneurs for increased participation.

Women Savings and Loans Schemes also referred to as Village Banking, enable them to access credit at a low interest rate and share out the profits. The Bank of State Party (BOZ) has acknowledged the role of village banking to facilitate access to finance for women and especially those in lower incomes. In addition, there has been a deliberate measure to increase mobile banking and money transfer services which has the flexibility of depositing, withdrawing and capturing low income earners especially rural areas. The uptake of mobile money services rose to 14.0 percent contributing significantly to the growth of the non-bank formal sector.

The State Party is also providing agricultural inputs and extension services to vulnerable but viable farming households through the Farmer Input Support Programme and the Food Security Pack. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached. In the 2018/2019 farming season, the target number of beneficiaries was 80,000 households under the Food security Pack scheme. Further, agriculture extension officers are employed by government to provide extension services to farmers in the rural areas in order to increase their technical proficiency.

- ***Supported women's entrepreneurship and business development activities***

The Zambia Development Agency (ZDA) is implementing the Business Linkage programme aimed at creating synergies in industry and market access for micro, small and medium enterprises. So far, 1,059 small and medium enterprises have been linked to markets while 1,274 enterprises were provided with business development services. Further, women farmers are currently benefiting from supplying barley, cashew nuts, ground nuts and cassava for industrial use.

The State Party in collaboration with the African Development Bank (AfDB) embarked on a project to revitalize the Cashew Nut project in Western Province of the country. The Project is targeting 60,000 small holder farmers of which 30,000 (50 percent) are expected to be women and 7,000 youths. The Project has already achieved 30 percent women participation in project activities. The Project will further create 6,000 full time jobs of which 3,000 are expected to be for women and 1,000 youths along the cashew value chain from production, processing to marketing.

Government launched the 50 Million African Women Speak (50MAWS) project in 2018. This is a digital platform app which is available via web and on mobile devices. The platform is intended to empower millions of women in Africa to start, grow, and scale up businesses by providing a one-stop shop for their specific information needs. This project is anchored under the Common Market For Eastern And Southern Africa (COMESA).

- *Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)*

The State Party has been implementing social protection programmes to ensure that the most vulnerable in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack. Under the Social Cash Transfer scheme, the number of beneficiary households has been increasing from 242,000 in 2016 to 632,000 (71 percent were female) in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty -five (65) years and above.

In addition, Government is providing agricultural inputs to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 beneficiaries were reached out of 40,000. In the 2018/2019 farming season, the target number of beneficiaries was 80,000 households and the actual beneficiaries were 33,891 women and 20,774 men.

- *Introduced/strengthened low-cost legal services for women living in poverty*

Government has put in place various measures to increase access to legal services among women and the poor. The measures include: development of simplified Rules of Court for the mode of commencement of actions and procedures under the Anti-Gender Based Violence Act No 1 of 2011; Establishment of the Gender Based Violence Fast Track Courts; removal of fees for medical and police reports for GBV Survivors; Trainings of community paralegals to increase access to justice and provision of legal aid services to GBV survivors; and establishment of the GBV specialized unit under National Prosecution Authority (NPA) to enhance GBV prosecution services. In addition, the National Prosecution Authority (NPA) has decentralised its services to all the Provinces and 53 Districts to ensure access to justice. Further, provision of legal aid services for women by the Law Association of Zambia (LAZ) under the National Legal Aid Clinic for Women is free of charge. Further, a witness fund in GBV cases has been established under the NPA to assist witnesses to attend court proceedings when required. The Paralegal policy has been put in place to formalize and guide the operations of the paralegals. This has improved access to legal services.

## **10. Actions taken in the last five years to improve access to social protection for women and girls**

- *Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)*

The State Party has been implementing social protection programmes to ensure that the most vulnerable in our society are not left behind. The programmes include Social Cash Transfer Scheme, Public Welfare Assistance Scheme and the Food Security Pack. Under the Social Cash Transfer scheme, the number of beneficiary households has increased from 242,000 in 2016 to 632,000 (71

percent were female) in 2018, with a target of reaching 700,000 beneficiary households in 2019. The scheme targets incapacitated and destitute households to include households with at least one child under the age of five or disabled child under 14 years and individuals who are sixty -five (65) years and above.

In addition, agricultural inputs were being provided to vulnerable but viable farming households. In the 2017/2018 farming season, a total of 27,650 households benefited. In the 2018/2019 farming season, 54662 (62 percent female and 38 percent male) households benefited.

- ***Introduced or strengthened non-contributory social pension***

The Social Cash Transfer (SCTs) programme is one of the non-contributory schemes based on social assistance in form of cash stipend of K90 (\$7) per month provided to incapacitated individuals to reduce extreme poverty. The Social Cash Transfer scheme is designed to supplement household incomes. The number of beneficiaries of the Social Cash Transfer programme increased from 51, 106 in 2012 to over 600,000 in 2018. The scheme has been scaled up to reach all the 116 districts . In terms of gender disaggregation, data from the programme shows that in 2018, 71 percent of the beneficiaries were female.

The Food Security Pack (FSP) programme is another non-contributory programme. This programme is in line with SDG Goal 2 which appeals to the nation to end hunger, achieve food security and improve nutrition and promote sustainable agriculture.

- ***Reformed contributory social protection schemes to strengthen women's access and benefit levels***

The contributory schemes are relatively stable and reliable with regards to providing the envisaged benefits as and when they fall due. The estimated employed population in 2017 was 2,971,170 persons, of which 24.1 percent were formally employed while 75.9 percent were informally employed. Overall, there were more employed males than females estimated at 1,797,957 (60 percent) and 1,173,213 (40 percent) persons respectively. In 2016 a Constitutional amendment made pension non-taxable increased the benefit levels. The contributory component typically includes the pensions, maternity, health insurance and workers compensation schemes for the employed by means of requisite contributions by both the employee and employer while in employment. The State Party is in this regard reforming contributory social protection schemes to include the informal sector.

- ***Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)***

Programmes and appropriate legal and regulatory reforms have been put in place to tailor social security schemes to the needs and characteristics of workers in the informal sector. In addition to extending coverage to the informal sector to cover taxi drivers, domestic workers, marketeers ,among others. , efforts are being made to improve the targeting and performance of social protection programmes through the use of ICTs to ensure that the intended poor and vulnerable beneficiaries are able to benefit. In order for the citizens to leverage on ICT, the general education curriculum has introduced ICT as a compulsory subject from ECE to grade 9.



## **11. Actions taken in the last five years to improve health outcomes for women and girls in the country**

- *Promoted women's access to health services through expansion of universal health coverage or public health services*

The State Party is implementing specific health programmes that are targeting women and girls. The programmes include among others, family planning, early childhood care and maternal care services, child health and nutrition of children and women, diagnosis, and prompt treatment of fever among children, HIV/AIDs awareness, knowledge, and behavior change services including comprehensive knowledge of HIV prevention among young people.

- *Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services*

The State Party is implementing specific health programmes that are targeting women and girls. The programmes include among others, increased to HRHS, early childhood mortality maternal care services, child health and nutrition of children and women, diagnosis, and prompt treatment of fever among children, HIV/AIDs awareness, knowledge, and behavior change services including comprehensive knowledge of HIV prevention among young people.

Also introduced is the Adolescent Health Unit which falls under the Public Health Department which is meant to strengthen the services provided to adolescent girls. The adolescent health spaces are found in health centres and communities to cater for both in and out of school youths. Government has appointed provincial, district and facility focal persons to enhance adolescent health.

The State Party participated in the development of the SADC Sexual Reproductive Health Rights (SRHR) strategy (2018-2030) and Score Card with measurable indicators to track the 2030 SDG targets. As a follow up to this strategy, country specific targets were developed.

Further, the Government has been providing free contraceptive services through the public health institutions. In order to increase knowledge and access to affordable contraceptive methods throughout the country, the State Party has put in place the following measures: Integrated age appropriate Comprehensive Sexuality Education in the school curriculum; Comprehensive Sexuality Education to out of school adolescents and young people; Community based action groups to sensitize the community members on contraceptives; Institutionalized Youth Friendly sexual reproductive health Services which include provision of family planning services; and Training programmes for health care providers and peer educators in adolescent friendly sexual reproductive health services in districts. Gardasil, a vaccine to prevent cervical cancer in girls aged between 9 and 13 was introduced.

Interventions aimed at promoting maternal and child health to reduce maternal, neonatal and child mortality and morbidity in line with SDGs and the National Health Strategy are being implemented. Despite these efforts, there are still gaps in access and availability of quality health services especially

for children and women in rural areas. Youth focused health services are still limited in most rural areas. The 2018 ZDHS Report indicates that Maternal Mortality Ratio (MMR) reduced drastically from 398 in 2014 to 252 in 2018, infant mortality stood at 42 deaths per 1,000 live births and under-five mortality rate stood at 61 deaths per 1,000 live births. Further, neonatal mortality rate stood at 27 per 1,000 deaths. Life expectancy has increased to 61.9 percent Assistance at delivery by a skilled provider is far higher in urban (93 percent) than rural (73 percent) areas. 2018 ZDHS also shows that 84 percent of births occurred in health facilities. This is an increase from the 2013-14 ZDHS, when only 67 percent of births took place in a health facility. There is variation in percentage of facility deliveries across residence and province. Overall, urban areas have a greater percentage of facility deliveries than rural areas (93 percent compared with 79 percent, respectively)

The Total Fertility Rate (TFR) for rural areas (5.8 births per woman) is more than two children higher than that for urban areas (3.4 births). Across the various age groups, fertility is consistently higher among rural than urban women. However, while TFR peaks among rural women in the 20-24 age group, urban women's fertility peaks slightly later, in the 25-29 and 30-34 age groups. The overall fertility rate in State Party has declined over the past 26 years, falling from 6.5 births per woman in 1992 to 4.7 births in 2018. Childbearing is also most common among women in the lowest wealth quintile (46 percent). In trends at the national level, there is a decline in overall adolescent fertility, particularly between the 2001-02 ZDHS and the 2018 ZDHS.

HIV and Aids prevalence among adults has not changed over the last decade despite decreasing infection rates. Life expectancy among People Living with HIV has improved significantly. However, women are still disproportionately affected with young women being infected more than double that of young men. Annual incidence of HIV among adults, aged 15 to 59 years is 0.66 percent where 1.0 percent is among females and 0.33 percent is among males. This corresponds to approximately 46,000 new cases of HIV annually among adults ages 15 to 59 years in State Party. Prevalence of HIV among adults ages 15 to 59 years is 12.3 percent: 14.9 percent among females and 9.5 percent among males.

Knowledge of how HIV is transmitted is crucial to enabling people to avoid HIV infection particularly for adolescents and young people who may have shorter relationships with more partners or engage in high risk behaviours. The 2018 ZDHS report showed that 43 percent of young women and 41 percent of young men had comprehensive knowledge of HIV prevention. These results are similar to those in 2014.

The State Party promoting the Test and Treat initiative in which the infected are immediately put on Anti-Retroviral Therapy (ART). Further, all health facilities are implementing the Prevention of Mother to Child Transmission of HIV (PMTCT). These interventions have made it easier for women to access diagnosis and treatment and prevented infection of babies. The State Party recognized that mental health problems and mental disorders are a major disease burden within the community. The National Health Policy indicates that the mental health situation is driven by factors such as family systems, poverty, rising rates of urbanisation, unemployment, alcohol and substance abuse (including tobacco), child abuse, HIV and AIDS, and violence against women. The common mental disorders are acute psychotic episodes, schizophrenia, mood disorders, alcohol and substance abuse-related problems and organic brain syndromes.

The State Party also recognises that though no comprehensive epidemiological studies have been undertaken to determine the extent of mental illnesses in the population, it is estimated that 20-30 percent of the general population has mental health problems.

Tackling mental health issues has been strengthened by enacting the Mental Health Act no 6 of 2019 which has entailed expanding preventive, promotional, diagnostic, curative and rehabilitative mental health services, including reduction of stigma. Also, a special day has been set aside for people leaving with autism as one way of giving it special attention. To address Mental Health issues related to alcohol, an Alcohol Policy and Implementation Plan were developed.

- *Undertaken gender-specific public awareness/health promotion campaigns*

The State Party has implemented programmes to sensitize the public on the availability of gender responsive health services and at the same time build the capacity in health workers on how to provide such services. For example, there is a programme to encourage partners to seek Reproductive, Maternal, Child and Adolescent Health services such as giving preferential attention to women who come for antenatal services with their spouse, and males who take their children for child health services. Additionally, trainings for various service providers such as health personnel, Judiciary, Law enforcers, paralegals and Psycho-social counselors were undertaken. This has resulted in improved competencies and skills for GBV case management

## **12. Actions taken to improve education outcomes and skills for women and girls in the last five years**

The State Party increased access to Early Childhood Education (ECE) by ensuring it is part of the mainstream education system provided by government while in the past it was a premise of the private sector. In that regard, an ECE curriculum was developed. Free Primary Education from Grade 1-7 is being implemented to ensure inclusive and equitable quality education and promote lifelong learning for all.

Further, the curricula examinations, teaching staff, school premises and procurement of equipment were standardised. The State Party has continued to implement the co-education system which aims at providing standardized educational curriculum and the teaching materials have been revised to remove gender stereotypes. Government is constructing 82 low cost secondary schools under the Zambia Education Enhancement Project (ZEEP), this has brought the service nearer to the learners which is more beneficial to the girl child.

In addition, the State Party has established the Higher Education Loans and Scholarships Board whose aim is to provide grants, scholarships and loans to students in higher education government institutions. Further, a skills development fund under Ministry of Higher Education has been introduced to improve the provision of skills training with a bias towards women.

The Ministry has a budget line for Orphan, Vulnerable Children (OVCs) in schools. In 2016, out of a total of 85, 132 bursaries, 45,250 bursaries were allocated to girls. Further, State Party is implementing a number of programmes aimed at keeping girls in school such as the Girls Education Women Empowerment and Livelihood (GEWEL) project where 16, 160 girls are being supported through payment of secondary school fees with a projected increase to 20,000 beneficiaries in 2019. The gender parity index improved from 1.0 in 2016 to 1.08 in 2017 for primary schools, while, the gender parity index for secondary schools improved from 0.86 in 2016 to 1.02 in 2017.

The Re-Entry Policy introduced in 1997 continued to be implemented. The Policy allows girls that fall pregnant whilst in school to go back to school. The proportion of girls that go back to school after weaning their children has continued to increase from 45.1 percent in 2014 to 55.6 percent in 2017.

Further, one of the measures put in place to ensure consistency in school attendance by adolescent girls was the Menstrual Hygiene Management (MHM) programme. As of 2016, the number of schools offering MHM education had risen to 45.8 percent and those teaching Water Sanitation and Hygiene (WASH) was at 76 percent. There are initiatives by State Party and Non-state actors to provide sanitary services to girls in school. The services are provided as an emergency, currently to 24.3 percent of schools. Due to poor sanitary conditions in most schools, many girls tend to be absent 3-5 days every month whenever they are menstruating. Education system affords equal participation in sports and physical education for both males and females. The school Curriculum has included Comprehensive Sexuality Education which is age appropriate, including information on family planning for all students.

### *Freedom from violence, stigma and stereotypes*

#### **Critical areas of concern:**

- D. Violence against women**
- I. Human rights of women**
- J. Women and the media**
- L. The girl child**

### **13. Forms of violence against women and girls, in specific contexts or settings, that were prioritized for action in the last five years**

- Intimate partner violence/domestic violence, including sexual violence and marital rape;
- Sexual harassment and violence in public places, educational settings and in employment;
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking);
- Violence against women in politics;
- Child, early and forced marriages;

- Trafficking in women and girls.

#### **14. Prioritized Actions to address violence against women and girls in the last five years**

The State Party has continued to implement various strategies aimed at eradicating GBV. The strategies implemented include creation of One Stop Centres in health facilities. The centres facilitate the provision of essential services in an integrated manner. The essential services include health, psychosocial counselling, legal support and access justice. Other measures include Referral Mechanism Guidelines, National Strategy on Ending Child Marriage and the National Multidisciplinary guidelines for the Management of Gender Based Violence Survivors. the State Party has also adopted the WHO clinical handbook on intimate partner violence and sexual violence for health care providers; there is a sectoral Training Manual on Violence against Children.

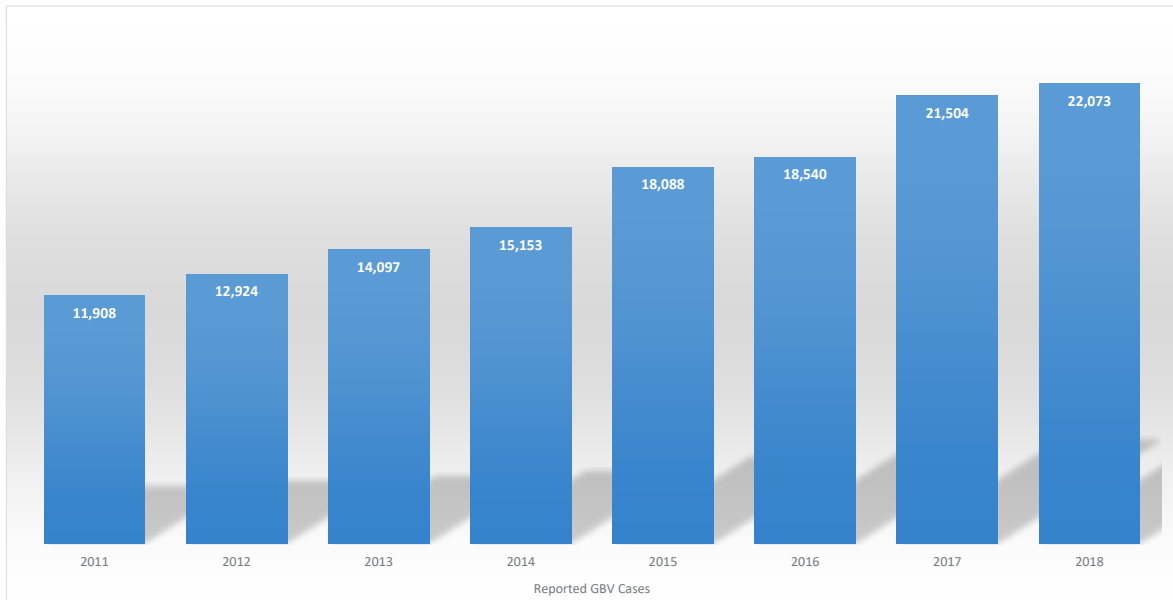
The State Party has further established a Gender Based violence Unit under the National Prosecutions Authority (NPA) to ensure the provision of specialized investigation and prosecution of GBV cases. Under the Zambia Police Service, a Gender Unit has been established whose mandate is to mainstream gender in all police procedures and systems in line with national, regional and international conventions on gender. In addition, six (6) Fast Track Courts on GBV have been established and simplified the Rules of Court put in place to enable survivors of GBV access remedies under the Anti GBV Act No 1 of 2011. Further, a Witness Fund under the NPA has been created to address the challenges that witness face in attending to court processes when required. Further, the Legal Aid Policy 2018 has developed to provide for legal aid services to the indigent in society. This has also facilitated the establishments of legal desks at police stations, prisons and subordinate courts. Further, the State Party has operationalised the Anti Gender Based Violence Fund. In 2019 the fund was allocated K62,528.02 which was disbursed to 237 beneficiaries of which 52 were male and 185 were female.

In order to improve the collection of statistics on Gender Based Violence, a Gender Based Violence Management System (GBVIMS) was developed and has been installed in thirty (30) One Stop Centres (OSCs) across the country in selected districts on pilot basis. This system will help to generate disaggregated statistics on reported cases of GBV.

Trainings for various service providers such as health personnel, Judiciary, Law enforcers, paralegals and Psycho-social counselors were undertaken. This has resulted in improved competencies and skills for GBV case management.

Due to extensive sensitization undertaken countrywide, there has been a corresponding increase in the number of GBV cases reported to the police. Government has also partnered with Non-State actors in providing shelters for GBV survivors.

## Reported GBV Cases - Zambia Police VSU



### 15. Strategies used to prevent violence against women and girls in the last five years

The strategies implemented include:

- Development and implementation of the National Strategy on Ending Child Marriage and its costed National Plan of Action;
- Development and implementation of the National Multi-sectoral Training Manual on Violence against Children;
- Initiated the development of Training Modules on GBV and Child Protection to provide guidance to all police training colleges;
- Development and implementation of simplified Rules of Court to enable survivors of GBV to access legal remedies;
- Establishment of Witness Fund under the NPA to address the challenges that witnesses face such as mobility during trial;
- Development and implementation of the legal Aid Policy to provide legal aid services to the vulnerable in society;
- Gender Based Violence Information Management System (GBVIMS)
- Adapted the WHO clinical handbook on intimate partner violence and sexual violence for health care providers.
- Implementation of the Life skills based comprehensive sexuality education curriculum.
- Promotion of rights of the child through the establishment of Child Rights Clubs and Safe Spaces.
- Intensified sensitization on GBV by State and Non-State actors.

- Intensified engagement with traditional leaders which has resulted in most chiefdoms prohibiting cultural practices that promote discrimination of women and girls.
- Intervention to promote economic empowerment of women.

**16. Actions taken to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images) in the last five years**

The State Party formed a Cyber Crime Crack Squad to tackle cybercrimes and digital platforms Abuse. The team has been ensuring that public digital platforms including social media are not used as vehicles for illegal and harmful activities. The Gender Equity and Equality Act No. 22 of 2015 prohibits sexual harassment in all its forms.

**17. Actions taken to address the portrayal of women and girls, discrimination and/or gender bias in the media in the last five years**

The National Gender Policy has provided for development of guidelines for media coverage on positive portrayal of women and girls. The Ministry of Information and Broadcasting Services has the mandate to ensure gender mainstreaming in media institutions. In addition, the Ministry continues to mobilise the public and private media institutions to facilitate countrywide public education and awareness on gender equality as well as dissemination of gender responsive information and advocacy on various gender and development issues. Further, training was undertaken of media personnel in gender mainstreaming resulting in the formation of media gender network. In addition, monthly and quarterly monitoring of the media on the negative portrayal of women was undertaken which has resulted in Gender responsive media reporting.

**18. Has your Country taken action specifically tailored to address violence against specific groups of women facing multiple forms of discrimination in the last five years**

**YES.**

The Gender Equity and Equality Act No. 22 of 2015 in section 31(3) prohibits employers from discriminating against a woman by dismissing or demoting the woman on the basis of sex, marriage, disability, pregnancy or maternity leave or subject the woman to any other disadvantage in employment. The Mental Health Act No. 6 of 2019 in section 6. (2) prohibits subjecting a mental patient to abusive, violent or degrading treatment including gender based aspects. Further, the State Party continues to implement the Person with Disabilities Act, 2012 to ensure that disability is mainstreamed into service provision, employment, social protection and education. In addition, the National Ageing Policy of 2015 provides for the amendment and enactment of laws to protect Older Persons against abuse, neglect and violence. Further, the Legal Aid Policy of 2018 recognizes paralegals as legal aid practitioners. This measure has facilitated the provision of quality and affordable legal services to women living in rural areas.

*Participation, accountability and gender-responsive institutions*

**Critical areas of concern:**

- G. Women in power and decision-making**
- H. Institutional mechanisms for the advancement of women**
- I. Human rights of women**
- J. Women and the media**
- L. The girl child**

**19. Actions and measures taken to promote women's participation in public life and decision-making in the last five years**

The State Party has implemented practical measures aimed at promoting women in decision making positions. To this effect, Article 45(1)(d) of the Constitution provides that the electoral systems shall ensure gender equity in the National Assembly or Councils.

Further, Article 69 (2) of the Constitution requires the President to consider gender equality when nominating Members of Parliament. Article 259 of the Constitution mandates an appointing authority to ensure that 50 percent of each gender is nominated or appointed from the total available positions unless it is not practicable to do so. In addition, Section 17 (1) of the Gender Equity and Equality Act places a duty on all public bodies to promote gender equity and equality. Section 29 of the Act provides that a woman has, on an equal basis with a man, the same rights to be eligible for elections, participate in public decision making and formulate and implement Government policies and programmes. Further, Section 26 of the Act provides for special measures on gender equity and equality to meet particular challenges facing women living in rural and peri-urban areas and recognize the significant role that such women play in the economic survival of their families, especially in the non – monetized sectors of the economy.

There are deliberate efforts to sensitize political parties to adopt female candidates for elective positions. Several trainings on the promotion of women in decision making with parliamentarians and political party structures have been undertaken. In addition, Non-state Actors have been lobbying political parties to ensure equal representation of men and women in both political parties and elective public positions. These interventions also include capacity development of women and mentorship programmes for prospective women candidates for elective positions.

In 2016, the women's movement facilitated the establishment of the Male Members of Parliament Parliamentary Network on Gender Equality which has become an official body of State Party's Parliament. The Network has been ensuring the male voice is enhanced in Parliament on issues of gender equity and equality.



The State Party held a National Dialogue Forum for various stakeholders whose outcomes included a recommendation for a Mixed Member Electoral System of electing Members of Parliament. This system would work to enhance the inclusion of minority groups like women, youth and persons with disabilities as Members of Parliament.

The Employment Code Act No. 3 of 2019 has enhanced the rights and unique needs of women in places of work and further supports their participation in public life and decision making. Section 41 (2) of the Act provides that, in the case of a multiple birth, maternity leave shall be extended by four weeks. The Act further provides, in Section 45(1) that a female employee who is nursing her unweaned child, is entitled each working day, to at least a one-hour nursing break for a period of six months post the date of delivery.

**20. Actions taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT) in the last five years.**

The State Party has trained media personnel in gender mainstreaming and profiling of women leaders which has culminated into the formation of the Media Gender Network. The introduction of Annual Media Awards for journalists reporting on women's issues has contributed to providing information and incentives for journalists to pursue stories that portray women's contribution to national development and promote gender equity and equality. Further, women in influential positions, have been trained on how to utilise social media and deal with some of its negative aspects such as cyber bullying.

Media, information and communication are considered important mechanisms to deliver the social and economic needs of development. The State Party has developed gender sensitive ICT and Media Policies that are buttressed by the provisions in the Constitution which provides for media freedom. Engendering the media and ICTs planning is a critical commitment as revealed in the international, regional and national frameworks on ICTs. The SADC Protocol on Gender and Development Article 31 encourages State parties to put in place gender sensitive ICT policies and laws in order to ensure women's and girl's access to information and communication technology. The protocol also aims to promote equal representation of men and women in ownership and in decision making structures of media, in accordance with Article 12 (1) that provides for equal representation of women in decision making positions by 2015. Despite efforts to engender policies and ensure universal access and equity in ownership and decision making in media and ICTs, gender parity is yet to be attained

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

**YES.**

The analysis and tracking is undertaken at sectoral level for both government and civil society. The civil society organisations annually make submissions to the Ministry of Finance on the national budget with regards to areas of income and expenditure which are likely to impact on women and girls and further conducts budget analysis and tracking from a gender perspective in selected sectors.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

**NO.** The State Party is not a donor country yet.

23. Does your country have a valid national strategy or action plan for gender equality?

**YES**

The National Gender Policy was revised in 2014 and is further being aligned to the Seventh National Development Plan and SDGs. Further, an implementation plan is being developed pending finalisation.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

**YES:**

The recommendations of the Committee on the Elimination of Discrimination against Women are being implemented through the Ministry of Gender strategic plan which is fully aligned to the Country's Seventh National Development Plan (2017 -2021).

25. Is there a national human rights institution in your country?

**YES:**

The Human Rights Commission (HRC) is a national institution established pursuant to Article 230 (1) of the Constitution (Amendment) Act No. 2 of 2016. Notwithstanding the fact that it does not have a specific mandate which focuses on gender equality or discrimination based on sex/gender, the HRC has a broad mandate to ensure that the Bill of Rights is upheld and protected.

*Peaceful and inclusive societies*

**Critical areas of concern:**

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

**26. Actions taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda in the last five years.**

Following the adoption of UN Security Council Resolution 1325 (2000), women were integrated into peace keeping operations resulting into a shift in policy to consider women for combat roles. Since then women have ventured into male dominated operations such as engineering, infantry and flying.

**27. Actions taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings in the last five years.**

The State Party has taken the following actions:

- Gender Focal Offices have been established in all Defence and Security institutions;
- Expanded the role and contribution of women in the Defence and Security in UN field-based operations. In that regard, women have taken part as military observers and peace keepers at regional and international level. For example in the year 2014, out of the total number of peace keepers, women contributed 3 percent of military personnel and 10 percent police personnel; between 2015 and 2019, of the 846 police officers participating in international peacekeeping missions, 141 were women representing 16.7 percent; and
- Engagement and integration of women into combat duties in Defence and Security so that they do not remain confined to stereotyped and non-combat roles. For example, during the period under review, the State Party appointed the first woman to head the Zambia Police Service as Inspector General of Police.

**28. Actions taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response in the last five years**

- Produced Country Reports on Human Rights that present the situation of human rights in the country;
- Establishment of the Constitutional Court;
- Enactment of the Public Protector Act no 15 of 2016 which establishes the Office of the Public Protector and mandates the Public Protector to investigate any complaint of human rights arising from maladministration or any conduct which the Public Protector has reasonable grounds to believe may be connected with, or conducive to, maladministration; and
- Formalisation of the work of Para-Legal through the Legal Aid Policy of 2018.

## 29. Actions taken to eliminate discrimination against and violations of the rights of the girl child in the last the five years

The State Party has continued to implement laws that prohibit harmful traditional, cultural and religious practices that perpetuate oppression and gender discrimination. Penal Code (Amendments) Act of 2005, 2010 and 2012 Chapter 87 of the Laws of Zambia, criminalises child neglect, incest, rape, defilement, indecent assault and sexual harassment among others. The court has the discretion to sentence the convicted rapists to life imprisonment maximum. The Penal Code Amendment Act No.2 of 2011 also provides for the introduction of a minimum sentence of 15 years imprisonment for sexual offences. Other developments included:

- Enactment of the simplified Rules of Court to facilitate the implementation of the Anti GBV Act No. 1 of 2011;
- Development and implementation of the Strategy to End Child Marriage Strategy (2016-2021);
- Continued to implement the re-entry policy which allows girls who fall pregnant to return to school after weaning their child;
- Development of the National Child Policy 2015 and its National Plan of Action and the National Standards Guidelines for Services and Programmes for Vulnerable children in 2016;
- Rehabilitation of street children through skills training and reintegration into the wider society; and
- Implementation of the Youth Empowerment Fund accessed by both young men and women.

### *Environmental conservation, protection and rehabilitation*

#### **Critical areas of concern:**

- I. Human rights of women**
- K. Women and the environment**
- L. The girl child**

## 30. Actions taken to integrate gender perspectives and concerns into environmental policies in the last five years.

The State Party developed the National Policy on Climate Change in 2016. The policy has provided for gender differentiation and implementation of gender specific measures in relation to climate change. The policy aims to improve participation of women, youth and children in climate change programmes and promote gender equity in accessing finances for climate change adaptation and mitigation activities. The measures are being operationalised in the Climate Change Gender Action Plan (ccGAP). The ccGAP was developed to ensure that climate change, adaptation and mitigation programmes and projects mainstream gender. The State Party has also developed a gender responsive Nationally Determined Contributions (NDC's) in response to the Paris Agreement of 2016. In addition, the National Child Policy of 2015 has addressed the impact of climate change on children by providing specific measures to improve their living conditions.

### **31. Actions taken to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation in the last five years**

The State Party has committed to many international and regional instruments aimed at enhancing environmental protection. These include the United Nations Framework Convention on Climate Change, the United Nations Conventions on Biological Diversity, the Kyoto Protocol, Paris Agreement and Nagoya Protocol which outlines objectives for the country to meet in terms of climate change adaptation and mitigation. Specifically, in terms of deforestation, State Party has completed phase one of the REDD+ strategy which includes initiation of national dialogue, facilitation of institutional strengthening, and on-ground demonstration activities related to reducing deforestation and forest degradation throughout the country. The State Party has also completed Phase two of Integrated Land Use Assessment project (ILUA) which was conducted from 2010 to 2016 and was the largest forest inventory undertaken in country. (ILUA Phase II, 2017).

The State Party has also set the targets for Land Degradation Neutrality, a programme under the United Nations Convention to Combat Desertification. In addition, the State Party has signed the Kigali Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer, developed the National Drought Plan intended to facilitate and rehabilitate degraded habitats, reverse and stop land degradation in order to restore the productivity and enhancing food and water security. Further, initiatives such as plant a million trees, promotion of rainwater harvesting, promotion of smart agriculture practices and technologies, and renewable energy are being promoted.

## **SECTION THREE: NATIONAL INSTITUTIONS AND PROCESSES**

### **32. National machinery for gender equality and the empowerment of women, its name and its location within Government.**

According to Government Gazette Notice No. 836 of 2016 (Vol. LII. No. 76) the Ministry of Gender (MoG) is the National Gender Machinery and has the following functions:

- a) Gender Based Violence;
- b) Gender Equity and Equality;
- c) National Gender Policy; and
- d) Women Empowerment.

The State Party has continued to use the Gender Focal Point System in line Ministries, Provinces Districts and Spending Agencies to advance gender and development programmes at various levels. The Ministry is headed by a full Cabinet Minister.

### **33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

#### **YES:**

The administrative head of the Ministry of Gender is a Permanent Secretary and is a member of the Sustainable Development Goals (SDGs) National Committee which is spearheaded by the Ministry of National Development Planning.

### **34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development**

#### **YES**

The State Party has formed consultative and advisory structures to conform to the integrated development approach of the Seventh National Development Plan (7NDP) which has incorporated some of the critical areas of concern of the Beijing Platform for Action and the Sustainable Development Goals. Therefore, Cluster Advisory Groups (CAGs) have been formed to ensure monitoring and reporting on various national interventions contained in the 7NDP in line with international development instruments that include the SDGs and Beijing Declaration and Platform for Action. Further, the National Development Coordinating Committee (NDCC), is at the apex of the national structure for monitoring and providing policy direction for national development in line with the 7NDP. In addition, the Monitoring and Evaluation Framework has been developed as a mechanism to monitor gender and development programmes.

**a) Stakeholders that participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development**

The State Party is actively working with organizations and cooperating partners dealing in gender and other development issues. Civil society organization, cooperating partners and other stakeholders have been incorporated in the Five Cluster Advisory Groups at technical and policy levels under the Seventh National Development Plan. The categories outlined below are all included in these multi-sectoral consultative structures:

<b>Beijing Declaration and PfA</b>	<b>2030 Agenda for Sustainable Development</b>
<ul style="list-style-type: none"> <li>• Civil society organizations</li> <li>• Women’s rights organizations</li> <li>• Academia and think tanks</li> <li>• Faith-based organizations</li> <li>• Parliaments/parliamentary committees</li> <li>• Private sector</li> <li>• United Nations system</li> </ul>	<ul style="list-style-type: none"> <li>• Civil society organizations</li> <li>• Women’s rights organizations</li> <li>• Academia and think tanks</li> <li>• Faith-based organizations</li> <li>• Parliaments/parliamentary committees</li> <li>• Private sector</li> <li>• United Nations system</li> </ul>

**b) Do you have Mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?**

**YES**

Development of various national policies, laws, plans and programmes take a consultative and inclusive approach to ensure ownership in line with the National Planning and Budgeting Policy. Therefore, consultations begin at the lowest level which is the Ward Development Committees (WDCs) to the District Development Coordinating Committees (DDCCs), then to the Provincial Development Coordinating Committees (PDCCs). At the apex of this structure is the National Development Coordinating Committee (NDCC) that receives input from the Cluster Advisory Groups (CAGs).

**c) Stakeholders’ contribution to the preparation of the present national report.**

A technical working group was formed to provide input for the drafting of the report and a wider group was constituted for validation of the national report. The technical working group was composed of representatives from line Ministries, Civil Society Organizations, Women’s Organizations, the Academia, Faith-based Organizations, Private Sector and United Nations Agencies.

### **35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?**

#### **YES**

The Country's Seventh National Development Plan 2017-2021 has prioritized gender equality and the empowerment of women as key to accelerating growth and national development. In the Plan the strategy is to reduce gender inequalities in social and economic sectors of the economy. In line with SDG 5, providing women and girls with equal access to education, health care, decent work and representation in political and economic decision-making processes is the focus during the Plan period.

The State Party is aware that unbalanced power relations between women and men in the domestic, community and public domains remain impediments to the advancement of women. Women have fewer decision-making positions compared to men at all levels and remain the worst victims of the country's high unemployment and poverty. Women also have differentiated access to credit, improved technology, land and extension services, which constrain agricultural productivity and other economic activities.

To address gender inequality, focus is on collaboration and use of a holistic multi-sectoral approach in tackling the problem of the inequality gap by scaling-up women's economic empowerment programmes as well as affirmative action for women, gender mainstreaming and promotion of girl child education. Parliament, through its select committees supports programme implementation by evoking its oversight role to ensure that the Executive and other stakeholders implement commitments on gender. This is to ensure increased accountability on gender equality and empowerment of women.



## SECTION FOUR: DATA AND STATISTICS

### 36. The top three areas in which most progress has been made over the past five years when it comes to gender statistics at the national level

- *Improved administrative-based or alternative data sources to address gender data gaps*

The State Party has continued to produce administrative data relating to education, health, social protection and land administration. Further, improvements have been made in the production and capturing of Gender Based Violence disaggregated data on a quarterly and annual basis. In order to improve the collection of statistics on Gender Based Violence, a Gender Based Violence Information Management System (GBVIMS) was developed and has been installed in thirty (30) One Stop Centres (OSCs) across the country in selected districts on pilot basis. This system helps to generate disaggregated statistics on reported cases of GBV. In addition, the State Party has initiated a process of creating an electronically based occurrence book to capture and process Gender Based Violence and Human trafficking information.

- *Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)*

The State Party has been producing the Gender Status Reports every after two years guided by the Gender Monitoring and Evaluation Plan. The Report measures progress in key areas including GBV, education, health, decision - making, skills and economic participation of women and men. The Report examines situations in various sectors from a gender perspective with a view to influencing policy and decision-making at various levels of implementing programmes and projects to bring about gender equality. The State Party Demographic and Health Survey which has modules to collect information on Gender based violence, women empowerment and health status of women among others is also conducted every after four (4) years, with the latest conducted in 2018. The country also conducts the Labour Force Survey, the Living Conditions Monitoring Survey and produces the State Party in Figures Report which consolidates various statistics including gender.

- *Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)*

The State Party undertook training of staff in the provinces on gender statistics focusing on Gender Based Violence. This is in preparation for the implementation of the Gender Based Violence Information Management System.

### 37. Top three priorities for strengthening national gender statistics over the next five years

In the next five years, the State Party will prioritise the following in order to strengthen national statistics:

- Design of laws, regulations or statistical programmes/strategy to promoting the development of gender statistics;
- Implement the National Strategy for Development of Statistics (NSDS);
- Implement the provision of the Statistics Act, 2018 which is aimed at establishing an integrated National Statistical System, provide for mechanisms for coordination, collection, management and dissemination of statistics; promote the use of statistical data and information at individual, institutional, national and international levels;
- Establish an inter-agency coordination mechanism on gender statistics. The State Party will strengthen statistical units in Ministries, Provinces and other Spending Agencies (MPSAs) through the formulation and implementation of sectoral statistical strategies. As envisaged in the Country's Seventh National Development Plan and the Vision 2030, the State Party will strengthen the National Statistical System, to improve the quality and scope of statistical data to include gender parameters through increased investment in information and communication technology (ICT); and
- Development of a centralized web-based database or dashboard on gender statistics in order to promote use of gender-sensitive data in the formulation of policy and implementation of programmes and projects.

### **38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

#### **YES**

The State Party is monitoring progress on the SDGs through the Implementation Plan (Volume II) for the Seventh National Development Plan (7NDP) which outlines the specific interventions to be undertaken including the results to be generated in order to achieve social, economic and technological progress for transformation.

The Implementation Plan has set out a number of indicators which are aligned to the SDGs. The Rapid Integrated Approach, a tool developed by the United Nations was used to analyse the 7NDP to assess the degree of alignment to the Sustainable Development Goals and other Regional/Global Agenda.

The exercise involved the identification of SDGs, targets and indicators that corresponded to specific development outcomes, strategies and programmes in the 7NDP. The results indicated that 75 percent of the indicators were Fully Aligned, 11 percent were Partially Aligned and 14 percent were Not Aligned.

In line with the 7NDP, an analysis was conducted to identify gender specific indicators. A total of thirty-six (36) indicators were identified to be gender specific.

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

**YES**

The State Party has commenced collection and compilation of data on SDG 5 indicators and on gender-specific indicators under other SDGs through administrative data and other reports like the Gender Status Report. The Gender Status Report measures progress made with regard the advancement of gender equality in the context of the SDGs and the gender targets in the 7NDP.

Some of the indicators that are being monitored include; the sex ratio at birth, teenage pregnancy, extreme poverty, enrolment ratio, completion rate, maternal mortality ratio, life expectancy at birth, labour force participation, Gender Based Violence (GBV) cases, child marriage and decision making.

**40. Which of the following disaggregation is routinely provided by major surveys in your country?**

All major surveys provide disaggregated data by Geographic location, Income, Sex, Age, Education, Marital status, Race/ethnicity, Migratory status, Disability and other characteristics relevant in national contexts in line with the Statistics Act of 2018.

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