



Women Economic Empowerment and Gender Responsive Budgeting

Zambia

Total Population mid-2018	16,887,000
	50.5% women
	49.4% men
Population Annual Growth Rate	2.9%
Adult Literacy	83% women
	90.6% men
Maternal Mortality Rate	224/100,000 live births
Infant Mortality Rate	42/1,000 live births

Total Fertility Rate, per woman	5.5
HIV incidence (new infections) 15-59 years	0.61%
	0.93% women
	0.29% men

HIV prevalence (% of people living with HIV)	12.0%
	14.6% women
	9.3% men

Annual GDP (2018)	US\$25.177 million
GDP Annual Growth Rate (2018)	3.7%

Socio-Economic Empowerment of Women

Women with account at financial institution or mobile money	40.3%
Mandatory paid maternity leave	84 days
Proportion of:	
Women household heads engaged in farming	23.7%
Parliamentarians who are Women	18%

Zambia is party to a number of international and regional gender frameworks, notable among them are the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1985, the Beijing Declaration and Platform for Action signed in 1995, the Declaration of Gender in Africa (2004) and the SADC Protocol on Gender and Development. The 2014 National Gender policy gives the overarching policy directives on gender mainstreaming and women empowerment in Zambia drawing from the above mentioned frameworks. At the legislative level, the Government passed the Gender Equality Bill in 2015, which provides the requisite legal framework for promotion of equality between men and women, this is also enshrined in the Zambian Constitution and the proposed Bill of Rights.

With regards to the SADC Protocol on Gender and Development, Zambia has made some efforts in the domestication of the regional protocol in relation to economic empowerment in order to ensure gender responsive policies and laws. Through the policy, a number of programmes that promote the advancement of women have been developed, these include the Programme for the Advancement of Girls' Education, (PAGE), and the re-entry policy for pregnant girls that spurred up progress of girl education, the emphasis on early child education, the introduction of ICT studies in schools and a revised curriculum. All the programmes are aimed at increasing the literacy levels of girls and women so they can participate in the economic development of the country. One exemplary case study is the Early Marriages legislation that has helped to put back girls into school, thereby increasing their chances for a more economically secure future.

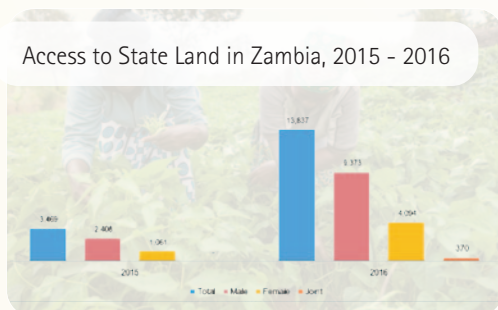
Productive Resources and Property

Zambia has set up specific policies that relate to equal access to productive resources and property for women and men. Women in Zambia are free to own land in their own right and jointly with a male spouse or child as they choose. Zambia has a number of programmes aimed at economically empowering its citizens and these include the Citizen's Economic Empowerment Programme which is a state run programme that has provisions for women to access loans and grants. In this regard, access to productive resources has improved due to policies and programmes that advocate for equal access to land for women and men, a deed which is in conformity with the revised

SADC Protocol on Gender and development. The table shows a notable increase in the number of women individually attaining title to land between 2015 and 2016.

The number has significantly gone up with the new Housing Policy and Act of 2016, and the Land Policy with its related legislation that encourage women acquiring property and land.

Access to State Land in Zambia, 2015 - 2016



Source: Ministry of Lands and Natural Resources (MLNR 2015 - 2016) Zambia Integrated Land management Project.

Mining

Most women miners in Zambia are artisanal and small scale miners. Which is mining by individuals, groups, families or cooperatives with minimal or no mechanisation and are often in the informal or illegal sector of the market. According to the 2017 Zambia Labour Force Survey, women make up only 6.6 percent of the 58,007 people working in the formal mining sector, an increase from 0.4 percent in 2012. Women do not have equal employment and leadership opportunities in the mining sector as compared to their male counterparts, yet women often play a significant role in reducing poverty at the household and community level. In response to the inequalities faced by women in the sector, the Government of Zambia has in the past put together a gender policy to ensure the participation of women and men in mining through the provision of equal opportunities for employment to both women and men. As a result, a number of women in mining associations are on the increase to stand for women rights in the sector and advocate for better working conditions and remuneration.

Trade and SMEs

Trade, particularly informal cross-border trade supports livelihoods, creates jobs and contributes to food security for the majority of the unemployed in Zambia. Trading informally exposes women to several risks including the confiscation of merchandise, sexual harassment and other abuses. United Nations Conference on Trade and Development (UNCTAD) research finds that in most cases the women's trading activities and capacity to diversify and upgrade, is limited. Under the Seventh National Development Plan 2017–2021, the Government of Zambia emphasizes the creation of a credit guarantee scheme for issuance of low-interest, long-term loans to Zambian traders and Small and Medium-sized Enterprises (SMEs), as well as initiatives to accelerate informal sector formalization, foster skill development, create urban industrial



clusters, strengthen value-chain linkages and provide business development services to SMEs. Although women are not trading at significant levels, women are a priority in the trade facilitation programmes as they are active in the high-value market commodities.

Employment and Benefits

The formal sector in Zambia is shrinking and employment opportunities available for women are in the informal sector and lower end of the formal sector. Low literacy rates among women lead to their participation in lower levels of the formal sector. Labour force participation in Zambia is still higher for men than for women although the gap is gradually being covered. In the formal sector, for example, men make up 47.6 percent of the employed while women make up 52.4 percent. Women are largely confined to the informal sector. According to the 2014 Labour Force Survey, about 84 percent of the working population was employed in the informal sector.

Distribution of Employed Persons by Occupation, Zambia 2014

Percentage Distribution of Employed Persons by Occupation and Sex, Zambia 2014 Industry

Occupation	Total Employed		Male		Female	
	Number	%	Number	%	Number	%
Total	5 859 225	100	2 789 012	47.6	3 070 213	53.4
Managers	24 409	100	18 180	71.5	7 229	28.5
Professionals	212 708	100	118 982	55.9	93 726	44.1
Technicians and Associate Professionals	75 228	100	53 169	70.7	22 059	29.3
Clerical Support Workers	34 152	100	17 235	50.5	16 917	49.5
Service and Sales Workers	816 377	100	415 360	48.2	446 016	51.8
Skilled Agricultural, Forestry and Fisheries Workers	3 445 803	100	1 343 874	38.9	2 111 929	61.1
Craft and Related Trades Workers	386 542	100	313 986	81.2	72 574	18.8
Plant and Machine Operators and Assemblers	183 596	100	175 764	95.7	7 832	4.3
Elementary Occupations	600 471	100	319 709	53.2	280 762	46.8
Others	23 939	100	12 771	53.3	11 169	46.7

Source: CSO 2015, Labour Force Survey 2014

Proportion of Labour Force in Formal and Informal Employment, 2005–2014

Year		Formal Employment (%)	Informal Employment (%)	Employed Persons
2005	Both Sexes	12	88	4 131 531
	Male	17	83	1 941 820
	Female	6.0	94	2 189 711
2008	Both Sexes	11	89	4 606 846
	Male	15	85	2 391 785
	Female	6	94	2 215 061
2012	Both Sexes	15.4	84.6	5 499 673
	Male	22.3	77.7	2 702 410
	Female	8.7	91.3	2 797 263
2014	Both Sexes	16.10	83.9	5 859 225
	Male	24.2	75.8	2 789 012
	Female	8.8	91.2	3 070 213

With regard to employment benefits, 12 week maternity leave is granted with full pay to employees who have provided service for at least two years in one given place. Women are also granted leave with full pay to nurse a sick child. In addition, the Employment Act, provides that every female employee shall be entitled to one day's absence from work every month without having to produce a medical certificate. This day has come to be widely known as "Mothers' Day" in Zambia. Paternity leave is not provided for in Zambia.

ICT

Zambia to date has managed to implement a significant number of developments towards the growth of its Information and Communication Technology (ICT) sector. Zambia's government began the development of a national ICT Policy in 2001, guided by an extensive consultation process inclusive of



academics and civil society organisations. The ICT policy was finalised in 2005 and adopted by the government in 2006. The policy establishes a trajectory set for ICTs and ICT for Development (ICT4D) within Zambia. The aim of this consultative build up was to help engage and spread ICT knowledge and use in areas such as agriculture, education, health as well as in human capacity development. Section 6.11 of the ICT4D Policy focuses on mainstreaming youth and women issues through the use of ICT. On the ground, initiatives to help educate people about ICT were established through LinkNet Information Technology Academy (LITA). This is a rural based ICT training centre in Zambia set to provide vocational training to facilitate the nurturing of ICT engineers in rural Zambia. By 2012, intake within these vocational centres stood at 90 percent being rural dwellers and 10 percent being those from urban Zambia. However, the number of women who enrol in these academies tends to outweigh that of male participants. This shows a notable rise in the number of women taking interest in the field of ICT development. Subsequently, more women are being employed in technological development within Zambia and across the SADC region.

Multiple Roles of Women

Although studies undertaken in Zambia have recognised the multiple roles that women play and how these roles restrict them from entering into livelihood enhancing activities, laws that recognise the multiple



roles of women are yet to be enacted. In addition, time use surveys have not been carried out to assess the time women spend on daily tasks. However, employment benefits such as the one day off every month for women employees can be said to be a step towards the recognition of the other multiple roles that women have to play outside of work.

Gender Responsive Budgeting

The National Gender Policy (2014) creates an enabling environment for gender mainstreaming in all national policies, programmes and legislation in order to achieve gender equality programming and to facilitate gender responsive planning, budgeting and implementation. To date gender responsive plans and budgets as well as periodic reviews (and revisions) for the implementation of gender equality plans and budgets is being done. There is evidence of implementation of (GRB) in national planning and budgets. The centralised planning, budgeting, monitoring and evaluation framework which the national government has put in place allows for the implementation of GRB. Government launched the GRB programme to ensure equality in the budgetary process. The initiative is implemented in conjunction with the United Nations Development Fund for Women (UNIFEM) with four main areas of activities which are gender citizen report cards, budget tracking from the gender perspective, budget statements, and gender-aware policy appraisals.

As part of a longer term process, the Ministry of Gender and Child Development, with the support of co-operating partners, conducted training workshops in GRB in 2015 and 2016, involving civil society organisations and 21 sectors of the government. This follows on the action of the Ministry of Finance and National Planning through its budget and economic affairs division, in engendering the Budget Call Circular in 2011 to express commitment to the promotion of gender equality, equity and empowerment of women and to place emphasis on gender-sensitive budgets during budget hearings. Ministries were advised to address sector-specific gender concerns, and take account of gender concerns in recruitment and deployment processes. However, despite all these initiatives, in the 2016/17 budget, the Ministry of Gender and Child Development was granted only 0.02 percent of the K71.6 billion national budget.

References

- Central Statistical Office 2016. *Living Conditions Monitoring Survey Report*
- Central Statistical Office 2015. *Labour Force Survey 2015*. Lusaka
- Central Statistical Office 2015. Ministry of Health (MOH) and ICF International. 2015. *Zambia Demographic and Health Survey 2013-14*. Central Statistical Office, Ministry of Health, and ICF International
- Central Statistical Office 2015. *Monthly Bulletin, November 2015*. Ministry of Finance and National Planning: Lusaka
- Central Statistical Office 2014. *Monthly Bulletin, December 2014*. Ministry of Finance and National Planning: Lusaka
- Central Statistical Office 2013. *Population and Demographic Projections 2011 – 2035*
- Central Statistical Office 2012. *Living Conditions Monitoring Survey Report 2006–2010*. Central Statistical Office, Lusaka
- Central Statistical Office 2012. *Zambia 2010 Census of population and Housing / Population Summary Report*. Lusaka: Government of the Republic of Zambia
- Central Statistical Office 2010. *Living Conditions Monitoring Survey*. Ministry of Finance and National Planning: Lusaka
- GRZ 2014, Ministry of Finance, *National Planning and Budgeting Policy. Responsive, Transparent, Accountable and Result Oriented Development Planning and Budgeting Process*. Lusaka
- GRZ 2014, 2013, 2012, 2011. Ministry of Education's Annual Work Plan and Budget: Lusaka
- GRZ 2012(b). National Implementation Framework (NIF III). 2011 – 2015. GRZ. Lusaka
- GRZ 2010, Ministry of Education, *Review of the Re- Entry Policy*. Lusaka
- SADC, 2018. *SADC Selected Social and Economic Indicators, 2018*. SADC Secretariat, Gaborone
- SADC, SARDC. 2018. *SADC Gender and Development Monitor 2018*. SADC, SARDC. Gaborone, Harare
- SADC, SARDC 2016. *Efforts and Benefits of Mainstreaming Gender in the SADC Renewable Energy Sector*. Gaborone, Harare
- SADC, SARDC. 2016. *SADC Gender and Development Monitor*. SADC, SARDC, Gaborone, Harare
- UNICEF 2012. The H4+ partnership and Every Woman Every Child
http://www.unicef.org/partners/Partnership_profile_2012_Every_Women_every_Child.pdf
- UNICEF 2014. *Situation analysis of women and children*. Lusaka: Zambia
- United Nations (2016) *The Sustainable Development Goals Report*. United Nations, New York
- United Nations Development Programme 2013. *Millennium Development Goals Progress Report 2013*. Lusaka, Zambia: United Nations Development Programme
- United Nations Development Programme 2008. *Millennium Development Goals Progress Report 2008*. Lusaka, Zambia: United Nations Development Programme

THIS FACTSHEET is produced by the Beyond Inequalities Gender Institute (BI) of the Southern African Research and Documentation Centre through a project on tracking implementation of the SADC Protocol on Gender and Development funded by the Austrian Development Agency. The factsheet and related information are available on www.sardc.net. Responsibility for the content lies entirely with the authors. The information and analysis do not reflect the official opinion of the Austrian Development Agency. *September 2019*