



**Republic of Zambia**

**MINISTRY OF GENDER AND CHILD  
DEVELOPMENT**

**CENTRAL STATISTICAL OFFICE**

**GENDER STATUS  
REPORT - ZAMBIA**

**2012 - 2014**

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Republic of Zambia

**MINISTRY OF GENDER AND CHILD  
DEVELOPMENT**

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# **GENDER STATUS REPORT 2012 - 2014**

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# List of Acronyms

AIDS	Acquired Immuno-Deficiency Syndrome
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CEEC	Citizens Economic Empowerment Commission
CSO	Central Statistical Office
CPR	Contraceptive Prevalence Rate
FISP	Farmer Input Support Programme
GBV	Gender Based Violence
GER	Gross Enrolment Rate
GFPPs	Gender Focal Points Persons
GIDD	Gender in Development Division
GII	Gender Inequality Index
GPI	Gender Parity Index
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
LCMS	Living Conditions Monitoring Surveys
LIMS	Land Information Management Systems
M&E	Monitoring and Evaluation
MESVTEE	Ministry of Education, Science, Vocational Training and Early Education
MEWD	Ministry of Energy and Water Department
MDGs	Millennium Development Goals
MoF	Ministry of Finance
MoCTA	Ministry of Chiefs and Traditional Affairs
MCDMCH	Ministry of Community Development, Mother and Child Health
MGCD	Ministry of Gender and Child Development
MLNREP	Ministry of Lands, Natural Resources and Environmental Protection
MTWSC	Ministry of Transport, Works and Supply Communication
NGMEP	National Gender Monitoring and Evaluation Plan
NGOs	Non-Governmental Organisations
PWAS	Public Welfare Assistance Scheme
RDA	Road Development Agency
SADC	Southern African Development Community
SNDP	Sixth National Development Plan
TEVET	Technical Education and Vocational Training
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNPIN	United Nations Population Information Network
UMR	Under Five Mortality Rate
VSU	Victim Support Unit
ZDHS	Zambia Demographic and Health Survey
ZICTA	Zambia Information Communication and Technology Authority
ZILMIS	Zambia Integrated Land Management Information System





# Foreword

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The 2012 - 2014 Gender Status Report is an update of the 2011 Baseline Report and is a reflection of the progress being made towards attaining gender equity and equality as measured by the indicators set out in the National Monitoring and Evaluation Plan 2010-2015. The document is an instrument that is aligned to the five year planning cycle with special focus on the achievement of the Millennium Development Goals (MDGs) from a gender perspective.

This report is aimed at providing a clear picture of what is happening in the Gender sector and responds to some of the most important questions that need answers in addressing the developmental challenges that the nation is facing today. Therefore, this report measures the progress in relation to the 2011 Baseline with regard to the causes, effects, impacts and possible mitigation measures in key areas including education, health, decision - making, skills and economic participation.

Furthermore, the report examines situations in various sectors from a gender perspective with a view of influencing policy and decision-making at various levels of implementing programmes and projects. These policies and decisions are aimed at serving women and men, girls and boys. It was imperative that the 2012-2014 Gender Status Report be produced following developments in the gender landscape during the period including issues such as the general increase in negative vices, for example, increasing cases of gender based violence, emerging health issues affecting mostly women, negative impacts of some cultural practices and gender disparities in positions of decision-making.

The availability of sex disaggregated data is critical in ensuring that results are brought forth for the consumption of various stakeholders given the huge public demand recorded in the 2011 report. The periodic update of the Gender Status Report serves as an excellent, timely and informative tool that communicates the impact of policies, decisions and actions as well as changes brought about by the interventions in various sectors in the society. It will also assist in the development of an efficient and effective National Gender Management Information System (NGMIS). It is only through deliberate investment in statistics that the nation will know how much progress, or lack thereof, is being made in various sectors.

In this regard, I wish to pay special tribute to the Ministry of Science, Technology, Vocational Training and Early Education (MSTVTEE) for the enormous effort made in collecting and making available sex-disaggregated data in the education sector through the Education Statistical Bulletin. This determination must be emulated by all sectors if gender issues are to be addressed in a timely manner.

The Ministry of Gender and Child Development (MGCD) as the Government agency responsible for coordinating all sectors on gender matters will ensure that this exercise is enhanced, with the collaboration of the CSO and the partnership of other stakeholders.

Finally, it must be acknowledged that financing this exercise remains a priority that the MGCD and the CSO must continue to address so that the vision and purpose of this important tool is sustained. Therefore, there is a need to collaborate with all stakeholders, including Cooperating Partners, for technical and financial support.

I am confident that the coordinated efforts made by all stakeholders to bring about this document will even be more pronounced as we prepare to report progress on the MDGs after 2015. This effort is in line with the





theme, “Challenges and Achievements in the Implementation of MDG for Women and Girls,” which was adopted at the 58th Session of the United Nations Commission on the Status of Women (UNCSW 54) held in New York, USA in March 2014. All stakeholders can, therefore, count on the Ministry to ensure that this document is not only produced, but also remains relevant to the cause of gender mainstreaming through the entrenchment of equity and equality principles in national development.

Hon. Prof. Nkandu Luo, MP

**MINISTER**

**MINISTRY OF GENDER AND CHILD DEVELOPMENT**





## Acknowledgements

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This second edition of the Gender Status Report was produced by the Technical Working Group (TWG) which comprises stakeholders from the public and private sectors as well as from Research, Faith-Based and Civil Society Organisations under the coordination of the Central Statistical Office (CSO). The process follows the institutional framework outlined in the National Monitoring and Evaluation Plan 2010 – 2015 which gives the CSO the responsibility to coordinate the process. In this regard, I wish to commend the CSO for taking this important role seriously, despite the challenges inherent in coordinating multiple and multicultural stakeholders to provide the data required for production of this document.

The demand from stakeholders following the release of the 2011 Baseline Gender Status Report, encouraged the Ministry to undertake this task. Also, the overwhelming response from students, researchers, development practitioners and policymakers has given impetus to the MGCD and the CSO to forge ahead knowing that there is a great need for gender statistics. It is worth noting that the report covers statistics from 2011 to 2014.

The 2012 -2014 Gender Status Report would not have come about without the support from our Cooperating Partners who have consistently shown great enthusiasm in promoting gender equity and equality as part of the broader social and economic development strategy for Zambia. In addition, it is worth mentioning the roles that the officers from my Ministry and the CSO, particularly the subject specialists, have played in producing this document.

In conclusion, I wish to pay tribute to all other stakeholders, organisations and individuals whose input though not specifically mentioned, contributed to shaping this document in one way or the other.

Thank you all for the contributions.

Edwidge K. M. Mutale (Ms.)  
**PERMANENT SECRETARY**  
**MINISTRY OF GENDER AND CHILD DEVELOPMENT**





# Executive Summary

This report outlines the gender status covering the period 2012 to 2014 as guided by the National and Evaluation Plan 2011-2015 in Zambia. It gives an update on the gender indicators in the 2011 Gender Status Report and targets set for monitoring of gender mainstreaming in socio-economic development.

The report presents the 2012 to 2014 sex disaggregated statistics on the indicators in the Monitoring and Evaluation Plan as well as other related statistics that show the participation of males and females in various sectors up to provincial level. As a way of opening up to future improvements, the report brings out the existing limitations in the definitions of gender indicators and availability of data sources.

## Summary of Findings:

### Population

- According to the 2010 Census of Population and Housing, the Zambia's population was 13, 092,666, with females accounting for 50.7 percent of the total population and males accounting for 49.3 percent.
- Of the total number of households (2,513,768), 77.5 percent were headed by males, while 22.5 percent were headed by females.

### Gender Inequality Index

- The UNDP Gender Inequality Index (GII) reflects gender-based inequalities in three dimensions namely reproductive health, empowerment, and economic activity. Zambia has a GII value of 0.611, ranking the country number 133 of 149 countries in the 2013 index assessment. This high-level of gender inequalities arise because only 11.5 percent of parliamentary seats are held by women and only 25.7 percent of adult Zambian women have reached at least a secondary level of education compared to 44.2 percent of Zambian men. For every 100,000 live births, 440 women die from pregnancy-related causes; and the adolescent birth rate is 125.4 births per 1000 live births. Female participation in the labour market is 73.2 percent compared to 85.7 percent for men.

### Extreme Poverty

- The status on this indicator included in this report as available data is only for 2006 and 2010. No statistics are available for the period under review.

### Education and Skills Development

- Overall, the Gross Enrolment Rate (GER) is higher in primary and basic schools than in secondary schools. Primary and basic schools have recorded an increase in GERs while secondary schools have recorded a decrease from 2010 to 2013. The Net Enrollment Rates (NERs) are generally higher among females than males in all the grades.
- The national dropout rate for Grades 1-9 reduced from 1.9 to 1.8 percent from 2012 to 2013. In Grades 10-12 it increased from 1.0 to 1.2 percent for the same period but reduced to 1.1 percent in 2014. The dropout rates in all the Grades are higher for females than males especially in grades 7 to 9 where they are more than double that of males.
- The overall Gender Parity Index (GPI) for grades 1-9 has fluctuated since 2010 but has remained between 0.97 and 0.99. There was less parity in high school where the GPI ranged between 0.86 and 0.84 from 2010 to 2013. However, there was an increase in the parity from 0.84 in 2013 to 0.85 in 2014.





- Completion rates at grade 9 increased for males and females from 53.2 percent in 2011 to 64.2 percent in 2013 but recorded a decrease in 2014 (57.9). At Grade 12 there have been some fluctuation, but largely the completion rate has remained the same at 31 percent. There are wide variations between females and males, however, with many more males completing than females at both grade categories.
- Pregnancy and re-admittance to school is a different picture at primary/basic level than at high school levels. In grades 1-9, the highest number of girls falling pregnant in 2011 was 13,929 and the figure has decreased to 13,275 in 2014. However, more girls were readmitted in 2014 (5,322) as compared to 4,492 in 2013, representing 18.5 percent increase. The reverse is true for grades 10-12, where in 2011 1,778 girls fell pregnant but decreased in 2014 to 3,103. However, more girls were readmitted between 2011 and 2014 rising from 924 to 2,069, respectively, representing 54.7 percent increase.

## Health

- Statistics from the 2013-14 Zambia Demographic and Health Survey (ZDHS) show that Infant Mortality and Under-five Mortality have declined by 58 percent and 61 percent, respectively, over nearly two decades.
- The 2013-14 ZDHS shows that Childhood mortality has been declining over the years. The child mortality rate in the period 2001-2 to 2013-14 has generally been lower for females. The pattern was similar in both infants and Under-five children with males recording higher mortality rate.
- The maternal mortality ratio (MMR) was 398 maternal deaths per 100,000 live births during the seven years preceding the 2013-14 ZDHS. This is lower from the MMR reported in the previous ZDHS reports, indicating that maternal mortality ratio has decreased overtime.
- The use of any method of contraception by currently married women has increased from 15 percent in 1992 to 49 percent in 2013-14.
- A comparison of the HIV prevalence estimates from the 2001-02 and 2013-14 ZDHS reports indicates that the HIV prevalence among adults in Zambia has decreased over time from 16 percent in 2001-02 to 13 percent in 2013-14. The rates are higher in women than men for both urban and rural.
- HIV prevalence increases with age, peaking at 23 percent in the 40-44 age group and declines thereafter.
- The 2013-14 ZDHS revealed that 2 in 3 (64 percent) births were assisted by a skilled provider.

## Employment

- Statistics shows that employment in Zambia is dominated by the informal sector with females being the majority. There has been an increase in the percentage of persons in formal employment from 11.0 percent in 2008 to 15.4 percent in 2012.
- The percentage of females in the formal sector increased from 6.0 percent in 2008 to 8.7 percent in 2012 while that of males increased from 15.0 percent to 22.3 percent.
- There are more females (52 percent) than males (48 percent) employed in the Agriculture, forestry & fisheries industry.

## Gender based Violence

- There was an increase in the number of Gender Based Violence (GBV) cases taken to court from 3,186 cases in 2012 to 4,318 cases in 2013. The number decreased to 3,380 cases in 2014.







## Decision Making

- The proportion of female MPs increased from 11.4 percent in 2011 to 13.3 percent in 2014.
- The total number of female cabinet ministers as at 2011 was 2 (11.7 percent) and increased to 4 (20 percent) in 2014.
- The number of female deputy ministers reduced from 6 in 2013 to 4 in 2014.
- Of the total ten (10) provincial deputy ministers, 90 percent were male and 10 percent were females. The proportion for the female provincial deputy ministers remained the same from 2012 to 2014.
- There were 23 female Judges and 22 male Judges in the judiciary.

## Women Empowerment

- According to the ZDHS 2013-14, 8.4 percent of women aged 15-49 years compared to 3.7 percent of men of the same age group had never attended any level of formal Education.
- More males compared to females were literate, 82.7 percent and 67.5 percent, respectively.
- 48.8 percent of the total number of women aged 15-49 years were currently employed compared to 72 percent of men in the same age category.
- 34.7 percent of married women with Cash earnings decided how their earnings were used, 49 percent decided jointly with their husbands, 16 percent said that their husbands decided how their earnings were used.
- The men (22.5 percent) were more likely than women (9.4 percent) to have sole ownership a house. 30.4 percent of women owned assets jointly. 58.0 percent of men and 53.8 percent of women did not own a house.

## Chiefs

- Zambia has had 288 chiefs of which 258 are males and 30 are females.

## Population in Mining

- More males (85.9 percent) than females (14.1 percent) were employed in the mining and quarrying sector.

## Population in Transport, Construction and Communication

- Following the Country wide road construction project the Road Development Agency (RDA) is currently undertaking, it employed a total of 16,445 persons as of 31 March, 2015. Of which 1,494 were females and 14,951 were males from all the 10 provinces.
- The Communication Industry creates a basis for both personal and national development by allowing the passing on and receiving of the much needed information for decision making at different levels of governance and business information.
- This industry is comprised of different types of establishments which have been recording increased number of employed persons over the years. The number of employed persons has increased from 1100 persons in 2011 to 2,166 persons in the first quarter of 2015. 734 were females.





## Land Ownership

- Land is the most fundamental resource in any given society as it is a basis for human survival. It is also an important factor in the promotion of gender equality and empowerment of women.
- There was a decrease in the number of women owning land from 25.1 percent in 2011 to 23.8 percent in 2012 and an increase in 2013 with 24.1 percent.
- The decrease can be attributed to a number of factors such as Cultural constraints and Procedures of acquiring land.

## Social Protection

- Social Protection is aimed at protecting and promoting livelihoods and welfare of people suffering from critical levels of poverty and deprivation and/or are vulnerable to risks and shocks.
- The Zambian Government is committed to reducing poverty and vulnerability. In order to do this, its poverty reduction efforts cannot side-line social protection programmes.
- Some of the Social programmes implemented by Government of Zambia include; Public Welfare Assistance Scheme (PWAS) AND Social Protection.
- PWAS targets clients such orphans and vulnerable children, households affected by HIV/AIDS and the aged. Its funds provides Education, Health and Social Support.
- Statistics on the performance of PWAS indicated that from the year 2011 to 2014, there were more female beneficiaries than males.
- The Social Cash Transfer is being implemented in 50 Districts by using the Inclusive Model of Targeting the poor and incapacitated households.
- The Social Cash Transfer Scheme in 2011 indicated that male beneficiaries constituted 7,424 while female beneficiaries were 25,219; in 2012, male beneficiaries comprised 8,741, while female beneficiaries comprised 42,365; in 2013, male beneficiaries constituted 10,381 while females beneficiaries were 50,671; in 2014, male beneficiaries were 56,527 while female beneficiaries were 89,171.

## Approved Projects by CEEC, 2011-2014

- The social distribution of approved projects decreased between 2012 and 2013 by 1.7 percent from 1,445 to 1,420 respectively to a drastic decline in 2014 of about 74 percent (1,420 to 366).
- Women and the youth showed the significant improvements in the annual share of approved projects between 2012 and 2014. However, men exhibited a decrease trend in the share of approved projects, accounting for 74 percent in 2012, 35 percent in 2013 and 27 percent in 2014.
- There are various constraints women are facing in relation to empowerment include; Cultural constraints, Skills development and challenges in accessing available markets.
- Guided by its administrative policy and legal framework, which stipulates that 30 percent of the loans are disbursed to women. CEEC has been working to improve access to finance by women.
- In 2013, a total of 554 projects were approved for women compared to a total number of 648 that were approved for men. In 2014, 113 and 118 projects were approved for women and men respectively.





### *Farmer Input Support Programme*

- Access to FISP has been dominated by the male-headed households. This gap has remained the same over the past five years. Out of the 1,540,390 households involved in Agriculture in Zambia, 662,566 are supported by FISP, 17.6 percent accounting for female headed households compared to 82.4 percent of male headed households.
- The major factor for this gap is the requirement to qualify for FISP (households are required to contribute 50 percent of the cost of the inputs) which disadvantages female-headed households due to their lack of resources.





# Chapter 1: Background

## 1.0 Introduction

The Government of the Republic of Zambia established the Ministry of Gender and Child Development on 12th March, 2012 to ensure that gender issues are well articulated at Cabinet level. The mandate of the Ministry is to coordinate the mainstreaming of gender in Government policies and programmes, and monitoring their implementation by all players in the gender sector.

In achieving this mandate, the Ministry has revised the Gender Policy of 2000 and produced the 2014 National Gender Policy which has taken into account emerging gender issues. The general aim of the Policy is to ensure that gender is mainstreamed throughout government operations by all government institutions. It sets out priority areas of action at national, provincial, district and community levels in terms of planning and resource allocation for promotion of gender equity and equality.

As part of its obligations, the Ministry is expected to inform the general public, partners and associates on the status of gender mainstreaming in the country through the production of the Gender Status Report annually. The Gender Status Report provides information on the developments and results that have occurred following interventions by all stakeholders over a particular period. The report forms one of the major outputs of the implementation of the National Gender Monitoring and Evaluation Plan of 2010-2015.

The National Gender M&E Plan provides guidelines for the collection, analysis, dissemination and use of information to enable the tracking of progress made in achieving gender equality and empowerment of women for enhanced and informed decision-making. The Plan further articulates the linkages, reporting relationships, and indicators used to measure outputs, outcomes, and impact of national gender mainstreaming interventions. It provides a comprehensive framework for assessing and comparing national gender gaps and revealing sectors or areas that are role models in sharing resources equitably between males and females, serving as a catalyst for achieving gender equality.

The 2012-2014 Gender Status Report is the second edition after the 2011 report which was used as the baseline for national statistics on gender. Unlike the 2011 Gender Status Report, this edition has endeavored to produce sex disaggregated data from key sectors at provincial level. The importance of sex-disaggregated data cannot be over-emphasized because the true reflection of the gender status in the country is mirrored in the statistics that have to be used by policy makers for making major decisions to foster development. The purpose is to build a good understanding of the gender issues in the country and to uncover data gaps.

## 1.1 Concepts and Definitions

In this report, gender indicators, gender-related indicators and gender-sensitive indicators are terms used interchangeably. The concepts and definitions used in this report are as follows:

**Indicator:** Indicators are criteria or measures against which changes can be assessed. They may be pointers, facts, numbers, opinions or perceptions used to signify changes in specific conditions or progress towards particular objectives (Demetriades, 2007).

**Performance indicators** show results relative to what was planned at each level of the results chain — inputs, processes, outputs, outcomes, impacts.

**Impact Indicator** (Long Term Results): measures the quality and quantity of long-term results generated by programme outputs (e.g. measurable change in quality of life, reduced incidence of diseases, increased income for women, reduced mortality).



**Outcome Indicator** (Medium-term results): measures the intermediate results generated by programme outputs. They often correspond to any change in people's behaviour as a result of programme.

**Output Indicator** (Short-term results): measures the quantity, quality, and timeliness of the products, goods or services that are the result of an activity/project/programme.

**Input Indicator:** measures the quantity, quality, and timeliness of resources - human, financial and material, technological and information provided for an activity/project/programme.

**Gender Indicator:** measures gender-related changes over time. Gender indicators can refer to quantitative indicators based on sex disaggregated statistical data which provides separate measures for men and women on literacy, for example. Gender indicators can also capture qualitative changes for example, increases in women's levels of empowerment or in attitude changes about gender equality.

Measurements of gender equality might address changes in the relations between men and women, the outcomes of a particular policy, programme or activity for women and men, or changes in the status or situation of men and women, for example levels of poverty or participation.

**Sex disaggregated data:** is the collection and separation of data and statistical information by sex to enable comparative analysis, sometimes referred to as gender disaggregated statistics.

**Target:** is a specific, planned level of result to be achieved within an explicit time frame.

**Maternal Death:** Maternal death is the death of a woman while pregnant or within 42 days of termination of pregnancy, irrespective of the duration and size of the pregnancy, from any cause related to/or aggravated by the pregnancy or its management but not from accidental or incidental causes.

**Maternal Mortality Ratio (MMRatio):** Maternal mortality ratio is the number of maternal deaths during a given time period per 100,000 live births during the same time period.

Calculated as:

**MMRatio** = Number of maternal deaths/Number of live births to women aged 15 – 49 years x 100,000

**Under Five Mortality Rates (UMR):** refers to the number of deaths among children aged below the age of 5 years per 1,000 live births occurring during a specified reference period, in this case taken to be one year prior to the census. UMR therefore, constitutes both the infant and child mortality.

**Life Expectancy at Birth (e0):** Average number of years expected to be lived by a birth cohort, based on prevailing age specific mortality rates.

**The Gender Inequality Index (GII):** is a new index for measurement of gender disparity that was introduced in the 2010 Human Development Report 20th anniversary edition by the United Nations Development Programme (UNDP). According to the UNDP, this index is a composite measure which captures the loss of achievement, within a country, due to gender inequality, and uses three dimensions namely; reproductive health, empowerment, and labour market participation.

**Gender Parity Index (GPI):** Is a measure that assesses and compares the level of participation of women and men in particular development undertaking, e.g. a ratio of female to male pupils.

**Gender Based Violence (GBV):** This is any physical, mental, emotional, social or economic abuse against the person because of that persons' gender and includes sexual or psychological harm or suffering to a person, threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.





**The Human Development Index (HDI)** is a composite statistic of life expectancy, education, and income index used to rank countries into four tiers of human development.

**Contraceptive Prevalence Rate (CPR)** is defined as the percentage of currently married women using a method of contraception.





## Chapter 2: Methodology

### 2.0 Introduction

The methodology used to update this report was collection of secondary data from various sources for the period 2011 to 2014.

The desk review required an assessment of the Core Indicator Matrix for External and Internal Monitoring and Evaluation of gender equality in Zambia. This was done to ensure that the values in the matrix are accurate and reliable.

The main objective was to establish information that will enable the government and other stakeholders learn about the progress made against set targets and impacts of gender mainstreaming.

Specific objectives of the study are:

- To enable tracking of progress made in achieving gender equality and empowerment of women; and
- To assess how well Zambia is addressing gender issues and comparing gender gaps by revealing areas where resources are equitably shared between women and men.

The study coverage extended to various institutions namely; Ministry of Education, Science, Vocation and Early Education; Health; Agriculture and livestock; Lands Natural Resources and Environmental Protection; Mines, Energy and Water Development; Works, Transport, Supply and Communication; Commerce, Trade and Industry; Labour and Social Security; Tourism and Arts; Local Government and Housing; Cabinet Office; Finance; NGOs and Civil Societies.

### 2.1 Core Matrix Indicator Review

Gender indicators were extracted from documents produced by the respective institutions. To establish the targets for all indicators from 2011 to 2014, the exercise involved understanding the processes used in establishing the targets with regards to the originator as well as reviewing them for correctness of value as reported in the National Gender M&E Plan.

To establish the indicators, the study first reviewed the Core Indicator Matrix sector by sector. For each sector reviewed, the following were considered: type of indicator, its origin in terms of which need it was responding to such as global requirements (e.g. the Millennium Development Goals) and regional and international protocol (e.g. SADC Gender Protocol). Each indicator was further examined for its data source, data collection methods used and the frequency of production. Once established, the indicator's definition was assessed for its true measure and the findings are discussed in Chapter 3.

### 2.2 Data Collection

Data collection included visits to government ministries and departments. During this process, contact was in most cases established through persons or units in charge of statistics or information systems. Data was collected, compiled and analysed on specific gender issues. An attempt was made to collect sex-disaggregated statistics for the years 2011 to 2014 on all indicators in the National Gender M&E plan. However, there is some exception in cases where indicator data emanate from censuses and surveys such as current indicators from the Living Conditions and Monitoring Survey and Labour Force surveys, among others.





## 2.3 Limitations

There were a number of limitations experienced during the data collection process. These include:

1. Not being in control of feedback from producers of gender related data resulting in delays by the data producers to submit the required data within the given time;
2. Some of the data was not disaggregated by sex as required;
3. In some cases, data was not available resulting in data gaps; and
4. Lack of current statistics on some of the indicators in the Core Indicator Matrix.



## Chapter 3: Findings and Discussions

### 3.0 Introduction

This chapter presents some selected gender statistics and their analyses. The objective of this chapter is to present sex disaggregated findings on key gender indicators. By definition, statistics offer an essential numerical representation of realities and provide an important basis for policy and decision making. At the 4th World Women's Conference held in Beijing in 1995, it was established that the lives and realities of women and men, girls and boys are often shaped very differently. Therefore, it is necessary to collect, compile, analyse and disseminate gender statistics.

The National Gender M&E Plan provided a guide in the selection of gender statistics described and analysed in this chapter. Most of the gender statistics that were included are for the gender indicators outlined in the Core Indicator Matrix for External and Internal Monitoring and Evaluation. Additional gender statistics on population were, however, included in order to enhance the overall analyses of gender inequality in the country. The data was analysed from a gender perspective and the results show prevailing gender gaps mainly in employment, gender based violence crimes and in education.

### 3.1 Population Size and Distribution

To understand the gender based indicators, it is important to show the population of Zambia, from which this data infers.

Table 3.1 presents projected figures for the period 2012 to 2014. Results show that the projected population of Zambia as at 2012 was 14,145,327, of which 7,147,835 were females and 6,997,492 were males. The projected population for 2014 was 15,023,315 of which 7,591,192 were females and 7,432,123 were males.

Table 3.1: Population Distribution by Sex, Rural/Urban and Province, Zambia, 2012, 2013 and 2014									
Province/ Residence	2012			2013			2014		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total Zambia	7,147,835	6,997,492	14,145,327	7,367,642	7,212,648	14,580,290	7,591,192	7,432,123	15,023,315
Rural	4,230,480	4,133,911	8,364,391	4,335,909	4,239,163	8,575,072	4,442,057	4,345,472	8,787,529
Urban	2,917,355	2,863,581	5,780,936	3,031,733	2,973,485	6,005,218	3,149,135	3,086,651	6,235,786
Central	701,763	692,660	1,394,423	721,752	712,108	1,433,860	742,155	731,938	1,474,093
Copperbelt	1,098,417	1,097,461	2,195,878	1,125,660	1,124,164	2,249,824	1,153,673	1,151,585	2,305,258
Eastern	846,525	827,464	1,673,989	869,275	850,528	1,719,803	892,306	873,994	1,766,300
Luapula	530,120	513,121	1,043,241	544,403	526,671	1,071,074	558,788	540,363	1,099,151
Lusaka	1,239,398	1,222,534	2,461,932	1,291,810	1,272,248	2,564,058	1,345,756	1,323,493	2,669,249
Muchinga	399,802	385,498	785,300	418,243	403,321	821,564	436,823	421,356	858,179
Northern	597,557	587,602	1,185,159	617,305	607,138	1,224,443	637,277	626,935	1,264,212
North Western	386,549	381,713	768,262	397,064	392,772	789,836	407,747	403,959	811,706
Southern	859,373	834,997	1,694,370	885,467	861,324	1,746,791	911,709	888,176	1,799,885
Western	488,331	454,442	942,773	496,663	462,374	959,037	504,958	470,324	975,282

Source: CSO - Zambia Census Projections Report 2011- 2035

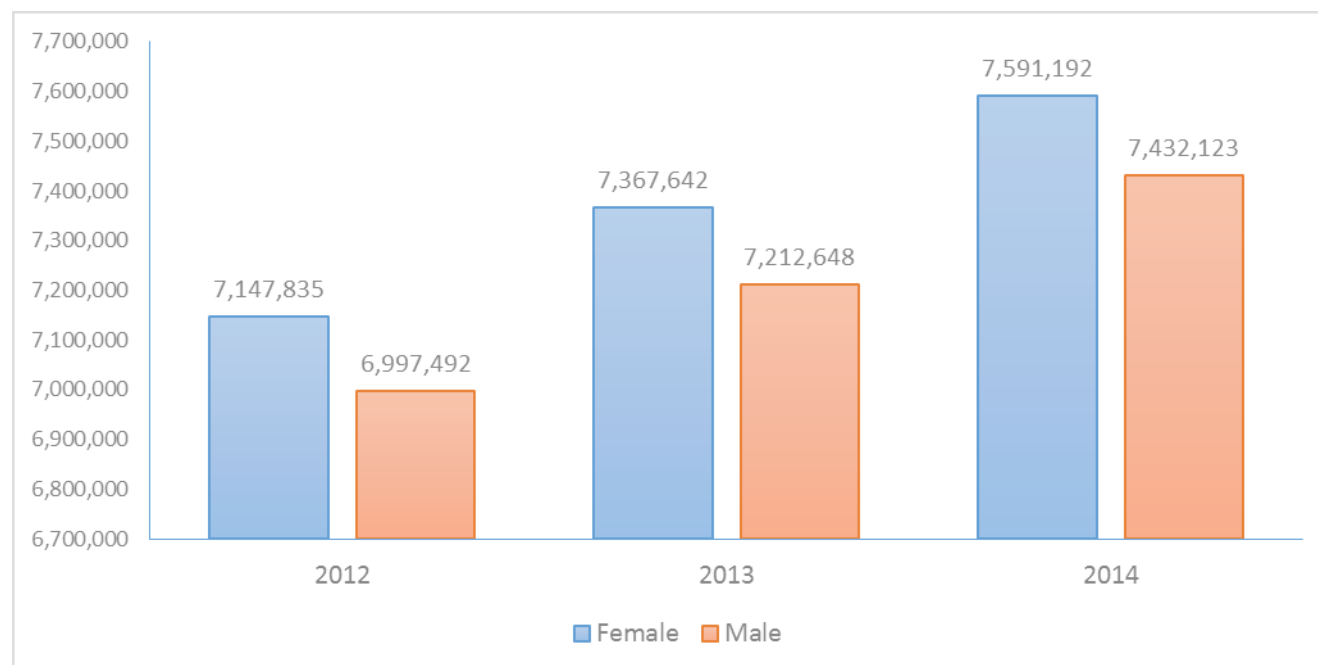






Figure 3.1 shows that Zambia's population has generally increased over the three year period between 2012 and 2014. The female population has continued to be more than the male population in all the years under review.

**Figure 3.1: Zambia's Population Trends by Sex, 2012, 2013 and 2014**



Source: CSO - Zambia Census Projections Report 2011- 2035

### 3.1.2 Gender Inequality Index

Zambia's progress on Gender Equality is being analysed by looking at two international level indices. These are the Gender Inequality Index (GII) and the Human Development Index (HDI).

The Gender Inequality Index (GII) reflects women's disadvantage in three dimensions of reproductive health, empowerment and the labour market. The index shows the loss in human development due to inequality between female and male achievements in these dimensions. It ranges from 0, which indicates that women and men fare equally to 1, which indicates that women fare as poorly as possible in all measured dimensions.

Zambia has a GII value of 0.611, ranking the country 133 out of 149 countries in the 2013 index. This high-level of gender inequalities arise because only 11.5 percent of parliamentary seats are held by women. About 26 percent of adult women have reached at least secondary education compared to 44.2 percent of men. For every 100,000 live births, 440 women die from pregnancy-related causes; and the adolescent birth rate is 125.4 births per 1000 live births. Female participation in the labour market is 73.2 percent compared to 85.7 percent for men.

**Table 3.2: Gender Inequality Index, 2011 - 2013**

Year	Gender Inequality Index	Maternal Mortality Ratio	Adolescent Fertility Rate	Seats In National Parliament (Female)	Population with at least Secondary Education		Labour Force Participation Rate	
					Female	Male	Female	Male
2011	-	-	-	11.5	-	-	-	-
2012	0.623	440	138.5	11.5	25.7	44.2	73.2	85.6
2013	0.611	398	125.4	11.5	25.7	44.2	73.2	85.7

Source: UN Human Development Reports

\*Consultants' own estimates (see Appendix 1 for full calculation)

-- Data unavailable





### 3.3 Education and Skills Development

The education indicators in the National Gender M&E Plan include 2010-2015 gross enrolment, drop-out rate, completion rates, gender parity index (GPI), readmission of girls into school after pregnancy as well as literacy rates. This section gives the status of these indicators for the period 2011-2014.

#### 3.3.1 Gross Enrolment Rates

The purpose of Gross Enrolment Rate (GER) is to show the extent of participation in a given level of education of children and youths belonging to the official age-group corresponding to the given level of education. This indicator measures rates of access to education when considering gender inequality issues as well as regional or rural/urban inequalities. It is of particular interest to the measure of civil liberties of women and girls in a given country or region.

Table 3.3 shows the GER for children in primary, basic and secondary schools from 2011 to 2014. Overall, the GER was higher in Grades 1-9 than in Grades 10-12. The GERs were generally higher among males than females in all the grades.

The GER for males in Grades 1-9 increased from 118.3 percent in 2011 to 121.1 percent in 2012, then decreased to 104.4 percent in 2014. The same pattern was observed for females in the same grade category.

The GER for males in Grades 10-12 increased from 31.8 percent in 2011 to 36.7 percent in 2012 then declined to 35.2 percent in 2014. On the other hand, the GER for females increased from 25.8 percent in 2011 to 29.7 percent in 2013 and decreased to 29.5 percent in 2014.

**Table 3.3: Gross Enrolment Rate by Level of School Education and Sex, 2011-2014**

Years	Grade 1 - 9			Grade 10 - 12		
	Male	Female	Total	Male	Female	Total
2011	118.3	115.6	117.0	31.8	25.8	28.8
2012	121.1	120.4	120.8	36.7	29.2	32.9
2013	116.0	115.1	115.5	35.5	29.7	32.6
2014	104.4	103.7	104.0	35.2	29.5	32.3

Sources: Educational Statistical Bulletins, 2011, 2012, 2013 and 2014, MESVTEE

#### 3.3.2 Dropout Rates

Table 3.4 shows the dropout rates for Grades 1 to 12. The dropout rates for males in primary school decreased from 1.7 percent in 2011 to 1.4 percent in 2013, then increased to 1.5 percent in 2014.

The dropout rates for females in primary school decreased from 2.6 percent in 2011 to 2.1 percent in 2013 and remained the same at 2.1 percent in 2014.

In the secondary school grades, the dropout rates for males decreased from 0.9 percent in 2011 to 0.5 percent in 2012 and increased to 0.7 percent in 2013 and then decreased to 0.6 percent in 2014. The same pattern was observed for females in the same grade category.

**Table 3.4: Dropout Rates for Primary and Secondary School Level of Education by Sex, 2011-2013**

Dropout Rate	2011	2012	2013	2014
Grades 1-7				
Male	1.7	1.6	1.4	1.5
Female	2.6	2.3	2.1	2.1
Total	2.2	1.9	1.8	1.8
Grades 8-12				
Male	0.9	0.5	0.7	0.6
Female	2.2	1.6	1.7	1.8
Total	1.4	1.0	1.2	1.1

Sources: Educational Statistical Bulletins, 2014, MESVTEE

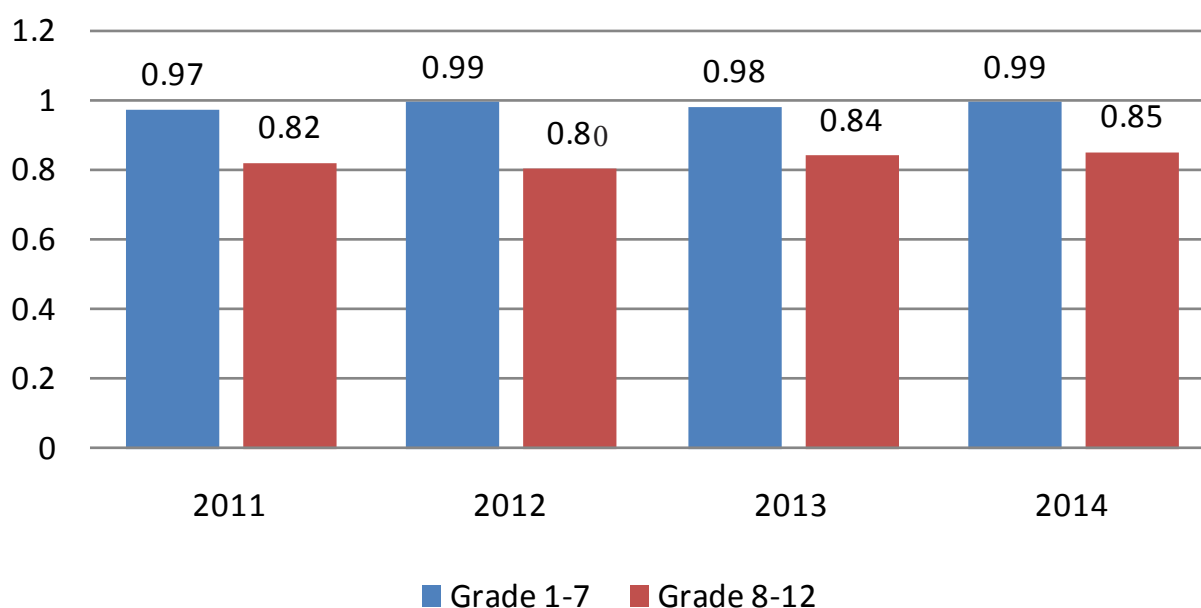




### 3.3.3 Gender Parity Index (GPI)

The Gender Parity Index (GPI) is the ratio of female to male pupils. It is a measure of equity within the education system. A GPI less than 1 means that there are more males than females in school, while a GPI greater than 1 means that there are more females than males in school. A GPI of 1 means that there are an equal number of males and females in school. The overall GPI for Grades 1-7 has fluctuated since 2011 but has remained between 0.97 and 0.99. There is less equity in high school (Grade 8-12) where the GPI has ranged from 0.80 to 0.85 between 2011 and 2014.

**Figure 3.4: Gender Parity Index for Grades 1-7 and Grades 8- 12, Zambia, 2011-2014**



### 3.3.4 Completion Rate

Completion rate monitors education system coverage and student progression. It is intended to measure human capital formation and school system quality and efficiency. Various factors such as low quality of schooling, discouragement over poor performance as well as the direct and indirect costs of schooling may lead to a reduction on the completion rate.

Table 3.5 shows completion rates for Grade 9 and Grade 12. Completion rates for Grade 7 have not been included as the related data is not routinely collected in Zambia. The table shows that the total completion rates for Grade 9 increased from 53.2 percent in 2011 to 64.2 percent in 2013, then reduced to 57.9 percent in 2014. The completion rate for males in Grade 9 increased from 51.9 percent in 2011 to 68.9 percent in 2013 and decreased to 60.5 percent in 2014. On the other hand, completion rates for females increased from 54.2 percent to 59.6 percent in 2013, then decreased to 55.4 percent in 2014.

The total completion rate for Grade 12 decreased from 31.7 percent in 2011 to 26.8 percent in 2012 and then increased to 31.7 percent in 2014. The completion rates for both males and females decreased between 2011 and 2012 and increased in 2014.





**Table 3.5: Completion Rates for Grade 9 and Grade 12 by Sex, 2011-2014**

Year	Grade 9			Grade 12		
	Male	Female	Total	Male	Female	Total
2011	51.9	54.2	53.2	35.7	27.8	31.7
2012	67.8	55.9	61.9	30.4	23.3	26.8
2013	68.9	59.6	64.2	34.7	27.4	31.1
2014	60.5	55.4	57.9	34.8	28.6	31.7

Source: Educational Statistical Bulletins, 2014, MESVTEE

### 3.3.5 Re-admission of Girls into School after Pregnancy

In 1997, the Zambian Government through the Ministry of Education introduced the Re-entry Policy for girls who became pregnant while at school. This was a positive decision as it affords girls an opportunity to continue their education even after having fallen pregnant.

Table 3.6 shows the number of girls who fell pregnant as well as the number of girls who were readmitted in school. In primary grades, the number of girls who fell pregnant decreased from 13,929 in 2011 to 12,500 in 2013 and increased to 13,275 in 2014. However, the number of girls readmitted increased from 5,106 in 2011 to 5,322 in 2014.

The number of pregnancies recorded among secondary school going girls increased from 1,778 in 2011 to 3,103 in 2014. The girls readmission into grade 10 - 12 over the same period, showed an increase from 924 in 2011 to 2,069 in 2014.

**Table 3.6: Number of Pregnant Girls and Number Readmitted After Falling Pregnant, 2011-2014**

	Year				Percent (%) Increase
	2011	2012	2013	2014	
<b>Primary Schools</b>					
Pregnancies	13,929	12,753	12,500	13,275	6.2
Re-admissions	5,106	4,915	4,492	5,322	18.5
<b>Secondary Schools</b>					
Pregnancies	1,778	2,096	2,428	3,103	27.8
Re-admissions	924	1,086	1,337	2,069	54.7

Source: Educational Statistical Bulletins, 2011, 2012 2013 and 2014, MESVTEE

Table 3.7 shows that Muchinga Province had the lowest number of girls who fell pregnant and re-admitted in schools in Grades 1-7, 8-12 and 1-12. However, Northern Province had the lowest number of re-admittance in Grades 8-12 with 97 percent. Southern Province had the highest number of pregnancies in Grades 1-7 accounting for 2,357 out of which only 718 were re-admitted. For Grades 1-12, 2,713 girls got pregnant with 972 re-admittance, while in Grades 8-12 Copperbelt had the highest number of pregnancies (620), with 328 re-admittance.

The table further shows the number of pregnancies and re-admittances in both rural and urban areas. For Grades 1-7 Southern Province had the highest number of pregnancies accounting to 2,130 in rural areas while Muchinga Province had the lowest number of pregnancies with 447. Lusaka Province had the highest number of 480 pregnancies in urban while Muchinga Province was the lowest with 57. For Grades 1-7, in rural North-western had the highest number of girls being re-admitted with 833 while Muchinga Province was the lowest. Lusaka Province had the highest re-admittance with 266 while the lowest province was Muchinga with 26.

For Grades 8-12 in rural, North-Western Province had the highest number of girls falling pregnant with 279 and the lowest was Muchinga Province with 60. For urban Copperbelt was the highest with 521 while the lowest was North-Western Province with 44. For re-admittance North-Western was the highest with 265 while the lowest province was Central with 38 in rural. In the urban, the highest cases of re-admittance were in Copperbelt Province and Luapula Province was the lowest with 30.





**Table 3.7: Number of Pregnancies and Re-admissions by Grade Groups, Location and Province**

Provinces	Grade 1-7				Grade 8-12			
	Pregnancies		Re-Admits		Pregnancies		Re-Admits	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
Central	1,218	258	419	59	115	161	38	67
Copperbelt	612	513	232	180	99	521	91	237
Eastern	1,626	140	560	53	148	88	125	55
Luapula	888	60	392	56	186	44	105	30
Lusaka	509	480	180	266	60	279	55	156
Muchinga	447	57	158	26	90	81	71	42
North Western	1,587	140	833	57	279	42	265	38
Northern	714	111	306	73	101	102	58	39
Southern	2,130	227	608	110	178	178	113	141
Western	1,440	118	697	57	140	211	100	243
Total	11,171	2 104	4 385	937	1 396	1 707	1 021	1 048

### 3.3.6 Literacy Rates

About seven in ten women aged 15-49 years (68 percent) in Zambia are literate, an increase from 64 percent reported in the 2007 ZDHS.

Table 3.8 shows literacy rates among females and males aged 15-49 years. The table shows that males are literate than females (82.7 percent and 67.5 percent) respectively. Literacy among females was highest in the age group 15-19 years at 78.8 percent and lowest in the age group of 35-39 years at 58.7 percent. Literacy rates for males was highest in the age group 20-24 years at 88.6 percent and lowest in the age group 25-29 years at 81.0 percent.

**Table 3.8: Literacy Rates Among Women and Men Aged 15- 49**

Background Character- istics	Women		Men	
	Percent Literate	Number	Percentage Literate	Number
<b>Age Group</b>				
15-24	77.3	6,631	84.9	5,672
15-19	78.8	3,625	82.3	3,337
20-24	75.4	3,006	88.6	2,335
25-29	63.2	2,813	81.0	1,944
30-34	60.4	2,475	80.4	1,927
35-39	58.7	2,009	80.3	1,664
40-44	60.4	1,464	82.6	1,984
45-49	60.5	1,018	81.5	970
<b>Residence</b>				
Urban	82.8	7,585	93.2	6,326
Rural	54.3	8,826	73.4	7,235
Total	67.5	16,411	82.7	13,561

Source: cso, Zambia Demographic and Health Survey





### 3.4 Health

The health section seeks to monitor six (6) health indicators. These are infant, child and under-five mortality, maternal mortality, life expectancy at birth, HIV prevalence rate, and the percentage of women of reproductive ages accessing family planning.

#### 3.4.1 Infant, Child and Under-Five Mortality Rates

Information on infant and child mortality is an important indicator of a country's socio-economic development. Statistics on infant, child and under-five mortality presented in this chapter are obtained from the 2013-14 Zambia Demographic and Health Survey (ZDHS). These results can be used to monitor the impact of major national child health interventions, strategies and policies. The primary cause of mortality changes as children age – from biological factors to environmental factors – childhood mortality rates are expressed by age categories and are customarily defined as follows:

- Infant mortality: the probability of dying between birth and the first birthday.
- Child mortality: the probability of dying between exact ages 1 and 5 years.
- Under-five mortality: the probability of dying between birth and the fifth birthday.

Table 3.9 shows the trend in infant, child and under-five mortality rates from 1992 to 2013-14.

Infant Mortality rate declined from 107 deaths per 1000 live births in 1992 to 45 deaths per 1000 live births in 2013-14.

Furthermore, the Child and Under-five Mortality rates declined from 94 and 191 deaths per 1000 live births in 1992 to 31 and 75 deaths per 1000 live births in 2013-14, respectively.

<b>Table 3.9: Trends in Childhood Mortality Rates,</b>			
<b>Survey</b>	<b>Infant Mortality</b>	<b>Child Mortality</b>	<b>Under-five Mortality</b>
ZDHS 1992	107	94	191
ZDHS 1996	109	98	197
ZDHS 2001-02	95	81	168
ZDHS 2007	70	52	119
ZDHS 2013-14	45	31	75

**Sources:** CSO, 2001-02, 2007 and 2013-14 Zambia Demographic and Health Survey

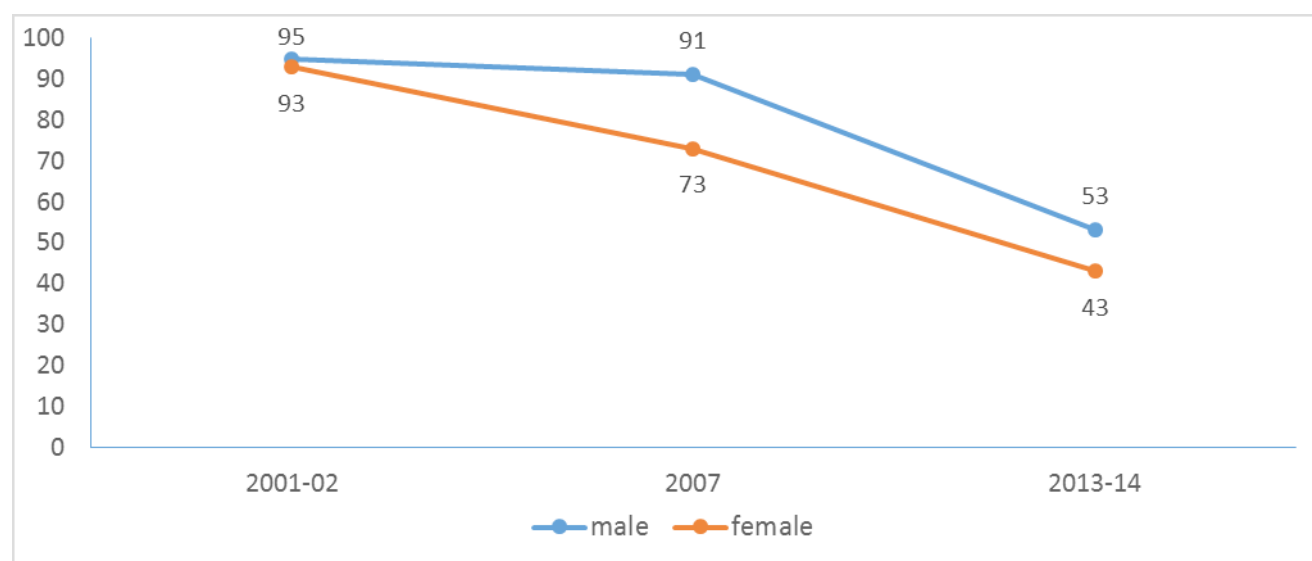
Figure 3.6, Figure 3.7 and Figure 3.8, shows childhood mortality rates. Analysis by sex shows a general decline in childhood mortality rates. Results further show that the Infant, Child and Under-five mortality rates for males was higher than that of females. The infant mortality rate for males was higher (53 deaths per 1000 live births) than that of females (43 deaths per 1000 live births) in 2013-14. The pattern was similar in both Child and Under-five children with males recording higher mortality rate than females.





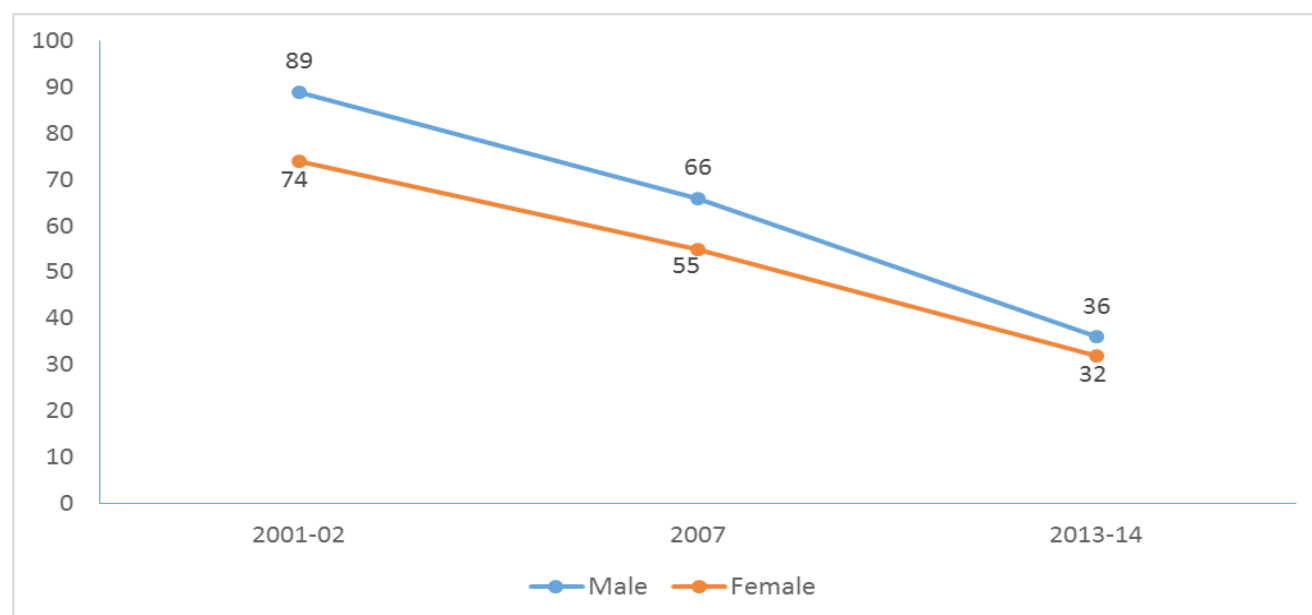


**Figure 3.6: Trends in Infant Mortality Rate by Sex, Zambia, 2001-2014**



**Sources:** CSO, 2001-02, 2007 and 2013-14 Zambia Demographic and Health Survey

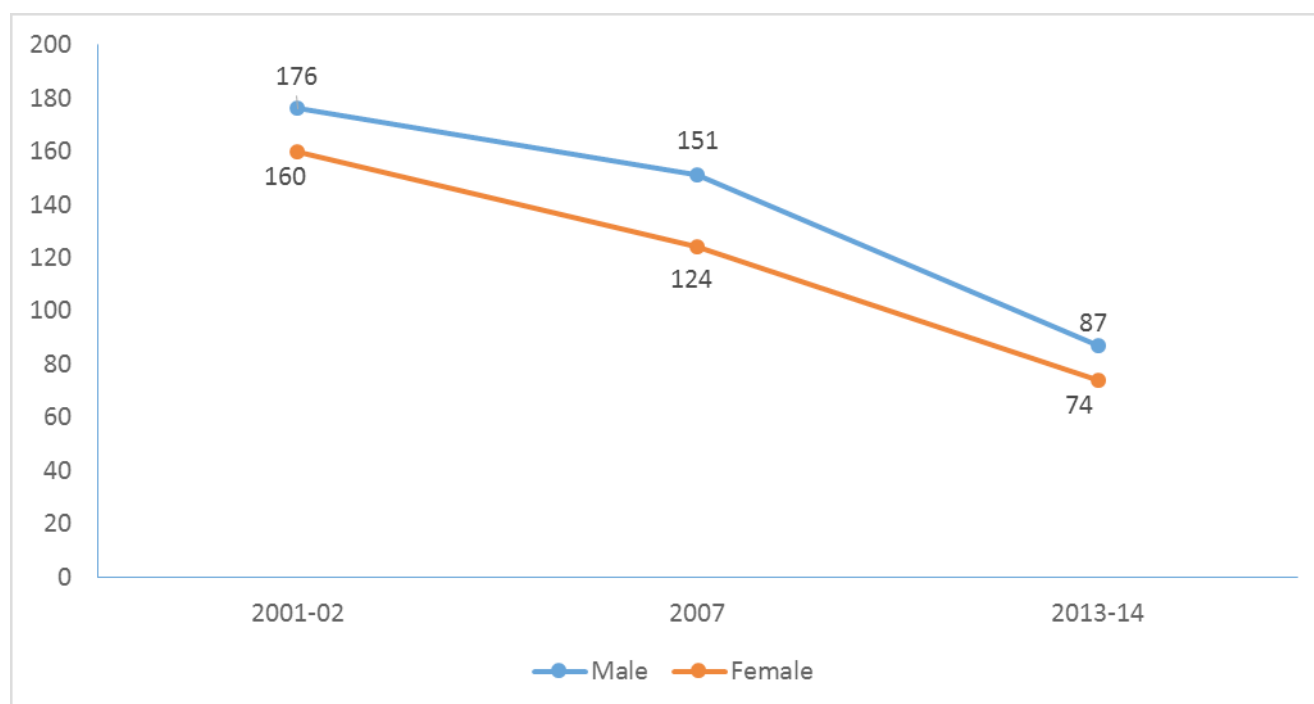
**Figure 3.7: Trends in Child Mortality Rate by Sex, Zambia, 2001-2013-14**



**Sources:** CSO, 2001-02, 2007 and 2013-14 Zambia Demographic and Health Survey



**Figure 3.8: Trends in Under-five Mortality Rate by Sex, Zambia, 2001-2013-14**



Source: CSO, 2001-02, 2007 and 2013-14 Zambia Demographic and Health Survey

### 3.4.2 Maternal Mortality Ratio

Maternal mortality in the developing world has gained increased recognition as an urgent public health matter and Zambia is not an exception.

A number of different indicators have been developed for the measurement of maternal mortality. The most commonly used indicator is the maternal mortality ratio (MM Ratio) which refers to the number of maternal deaths per 100,000 live births. The MM Ratio should not be confused with the maternal mortality Rate (MM Rate) which is an indicator of the risk of maternal death among women of reproductive age.

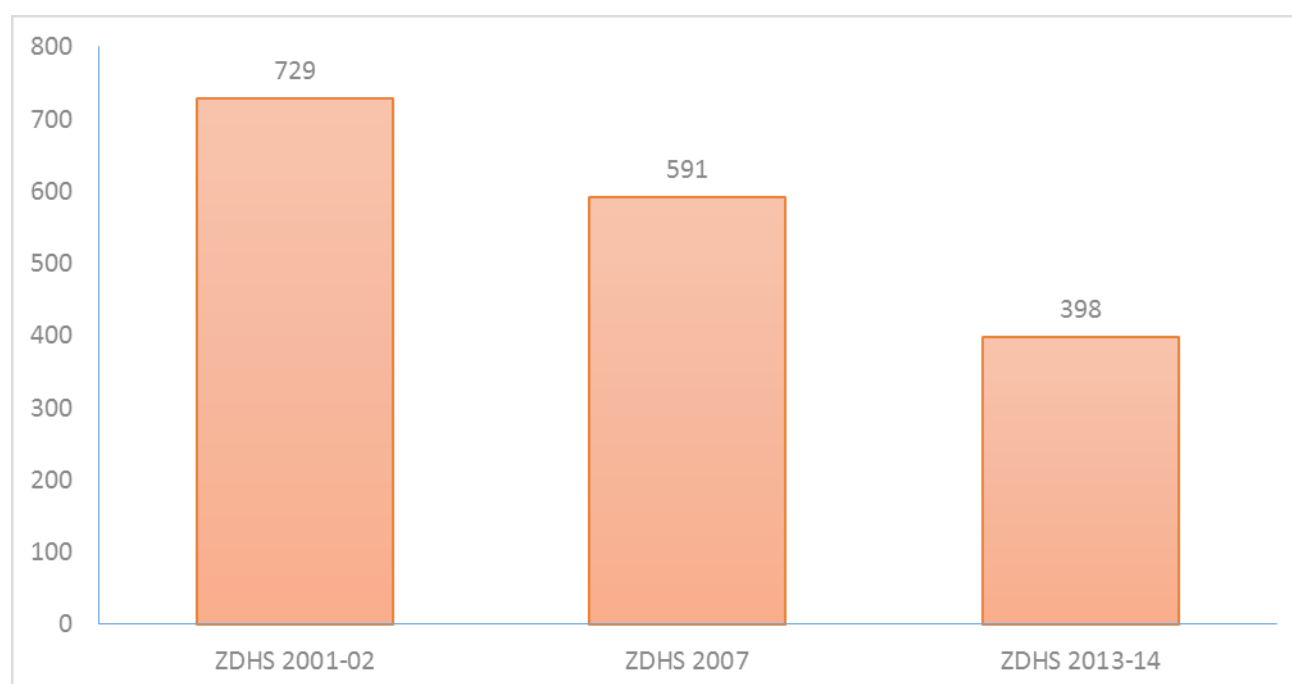
MM ratio is one of the indicators for the Millennium Development Goals. Goal No. 5 of the MDGs talks about improving maternal health. Specifically Target 5A talks of reducing the MM ratio by three quarters between 1990 and 2015.

The figure 3.9 below shows the trend of the MM ratio from 2001 to 2013-14. There has been a decline in the MM ratio from 729 deaths per 100,000 live births in 2001-02 to 398 deaths per 100,000 live births in 2013-14.





**Figure 3.9: Maternal Mortality Ratio (MM Ratio), Zambia, 2001-02 to 2013-14**



**Source:** CSO, 2001-02, 2007 and 2013-14 Zambia Demographic and Health Survey

The national target is to reduce maternal mortality ratio per 100,000 live births from 591 in 2007 to 159 by 2015; compared to the MDG target of 162. Although maternal mortality in Zambia has been declining, the decline rate is insufficient to reach the 2015 target of 162.3 deaths per 100,000 live births (Zambia MDG Report, 2013). Thirty eight mothers die each month due to complications of pregnancy or child birth, however, the number of women dying during pregnancy and child birth has decreased from 649 per 100,000 live births in 1997 to 483 in 2010. It decreased further to 440 by 2012 (World Development Report, 2013). According to the 2013-14 ZDHS maternal mortality ratio has further declined to 398 per 100,000 live births indicating a positive downward trend.

The decrease has been attributed to increase in expectant women delivering in health facilities as well as advocacy against early marriages, improved referral system, provision of and access to Emergency Obstetric Care and the deployment of more trained midwives and birth attendants providing medical health care services.

The 2013-14 ZDHS indicates that 64 percent of births in Zambia are delivered by skilled health personnel. The proportion of deliveries that take place in health facilities is 67 percent. Younger women are more likely to be assisted by skilled health personnel during delivery.



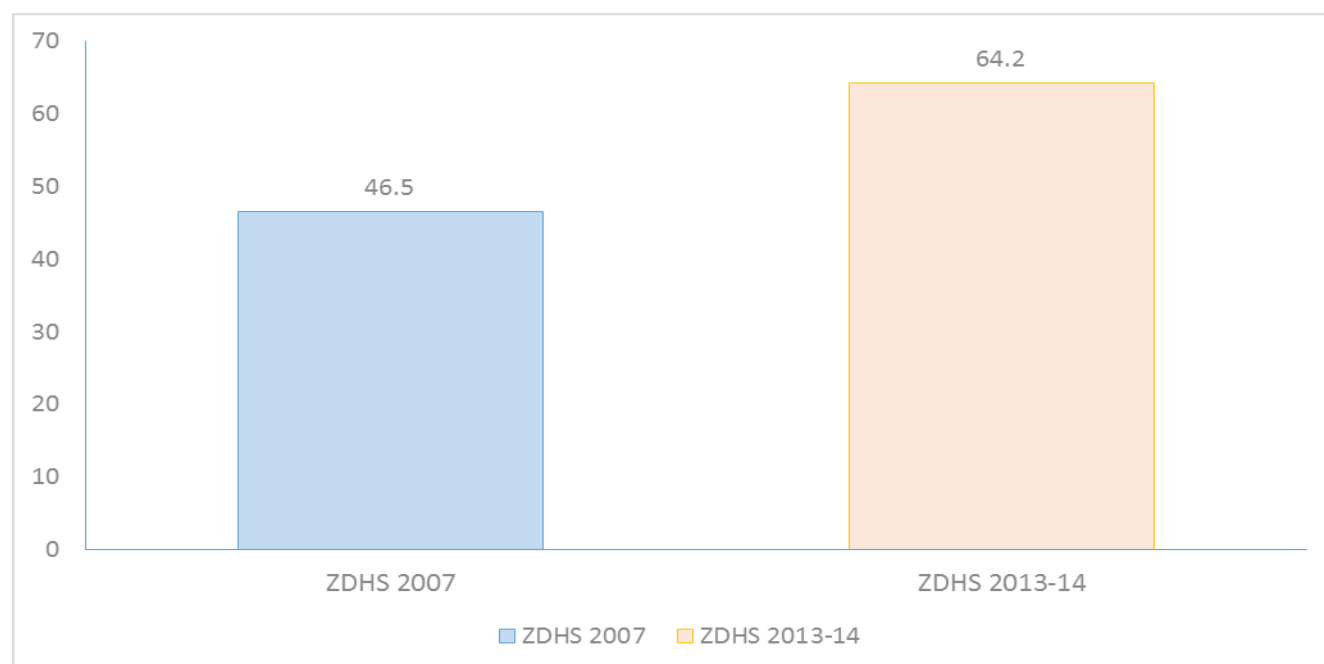


### 3.4.3 Deliveries Assisted by Skilled Health Personnel

The percentage of deliveries by a skilled health person is an important indicator that influences the birth outcome and the health of the mother and infant. This is because the skills and performance of the birth attendant determine whether or not he or she can manage complications and observe hygiene practices. A skilled provider includes doctor, clinical officer and nurse/midwife.

Overall, the percentage of deliveries assisted by a skilled health worker has increased from 46.5 percent in 2007 to 64.2 percent in 2013-14.

**Figure 3.10: Percentage Delivered by a Skilled Health Worker, 2007 and 2013-14**



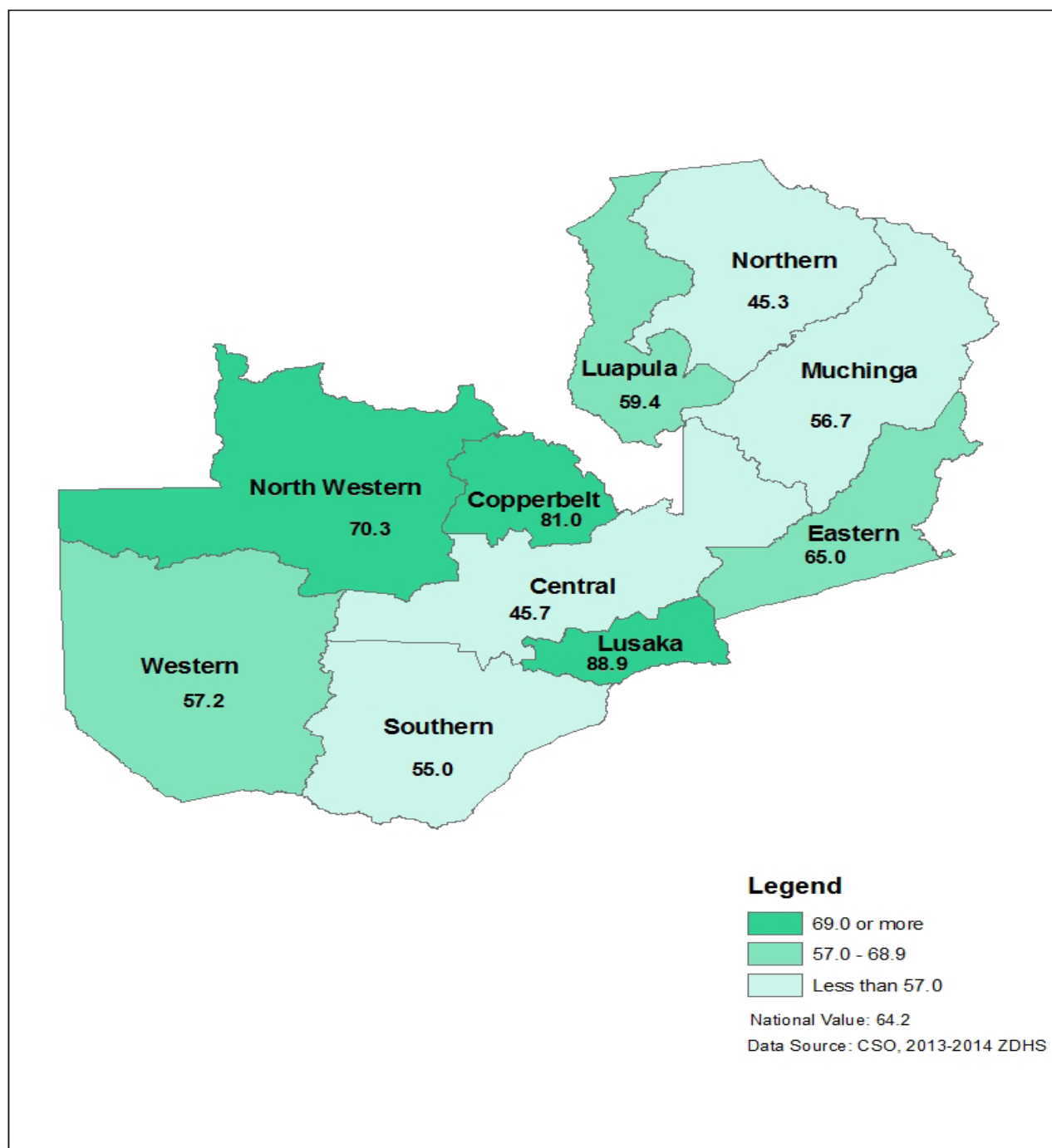
**Source:** CSO, 2001-02. 2007 and 2013-14 Zambia Demographic and Health Survey





Figure 3.11 shows the percentage of deliveries by skilled health personnel by province. Lusaka Province had the highest deliveries assisted by a skilled health work at 88.9 percent, followed by Copperbelt Province with 81.0 percent. Northern Province had the lowest percentage of deliveries with 45.3 percent, followed by Central at 45.7 percent.

**Figure 3.11: Percentage Distribution of Assisted Delivery During Pregnancy by Province, Zambia, 2013/14**





### 3.4.4 Women of Reproductive Age Accessing Family Planning

Family Planning enhances women's health and welfare and prevents premature death and illness especially among the high risk groups of mothers and children. There are a number of methods that can be used for family planning.

Table 3.10 shows that about 35 percent of women aged 15 - 49 reported having used any method of contraceptive. About 33 percent indicated that they used a modern method with another 2.7 percent reporting having used a traditional method. The data also shows that the use of contraceptives was most predominant in the age group 30-34 years.

**Table 3.10: Percentage Distribution of all Women aged 15-49 Years by Family Planning Method Currently Used According to Age, 2013-14**

Age	Any Method	Any Modern Method	Any Traditional Method	Not Currently Using	Total Percent
15-19	10.6	10.2	0.3	89.4	100
20-24	34.6	33.0	1.6	65.4	100
25-29	47.0	43.8	3.1	53.0	100
30-34	48.0	44.5	3.5	52.0	100
35-39	46.0	42.1	3.9	54.0	100
40-44	44.2	38.2	6.0	55.8	100
45-49	26.0	22.1	3.9	74.0	100
Total (15-49)	35.1	32.5	2.7	64.9	100

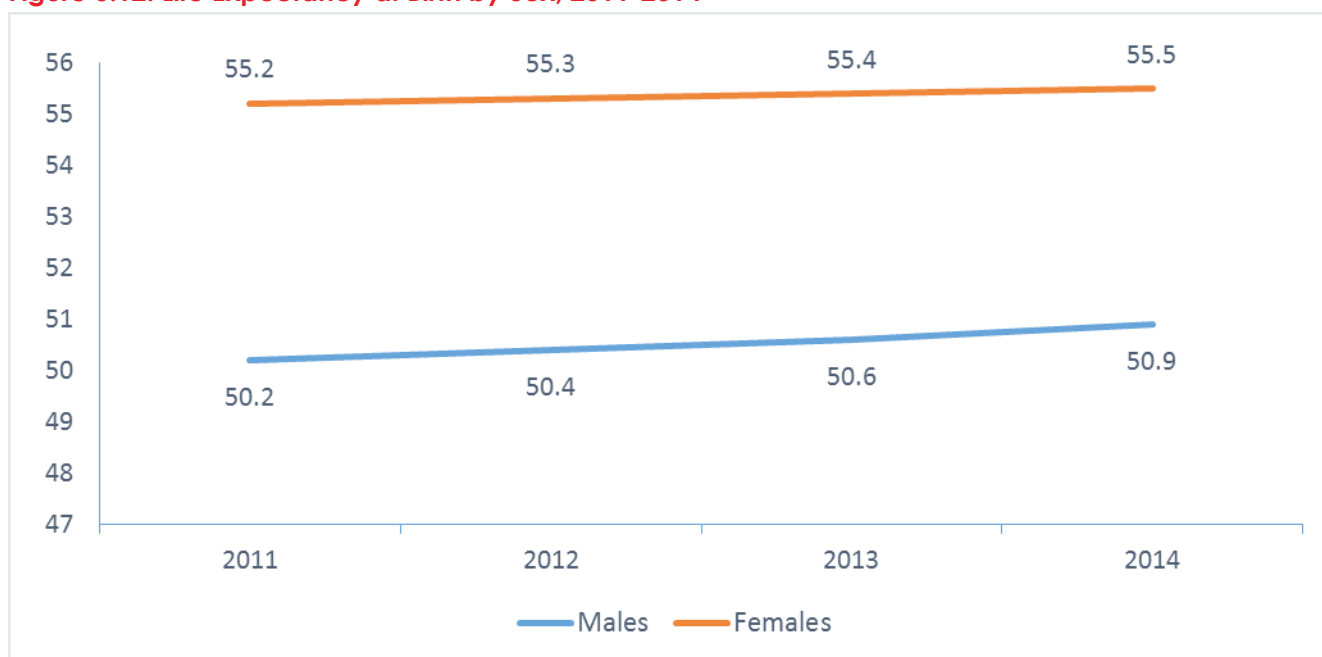
Source: CSO, Zambia Demographic and Health Survey 2013-14

### 3.4.4 Life Expectancy at Birth

Life expectancy at birth is a measure of overall quality of life in a country and summarizes the mortality at all ages. It also indicates the potential return on investment in human capital and is necessary for the calculation of various actuarial measures.

Figure 3.12 shows the Life expectancy at birth by sex from 2011 to 2014. Life expectancy at birth in 2014 was estimated at 50.9 years for males compared to 55.5 years for females. The trend over the years (2011-2014) has been that of females having a more likelihood to live more years than males.

**Figure 3.12: Life Expectancy at Birth by Sex, 2011-2014**



Source: CSO, Population and Demographic Projections, 2011-2035

\*Note: Figures are based on projections



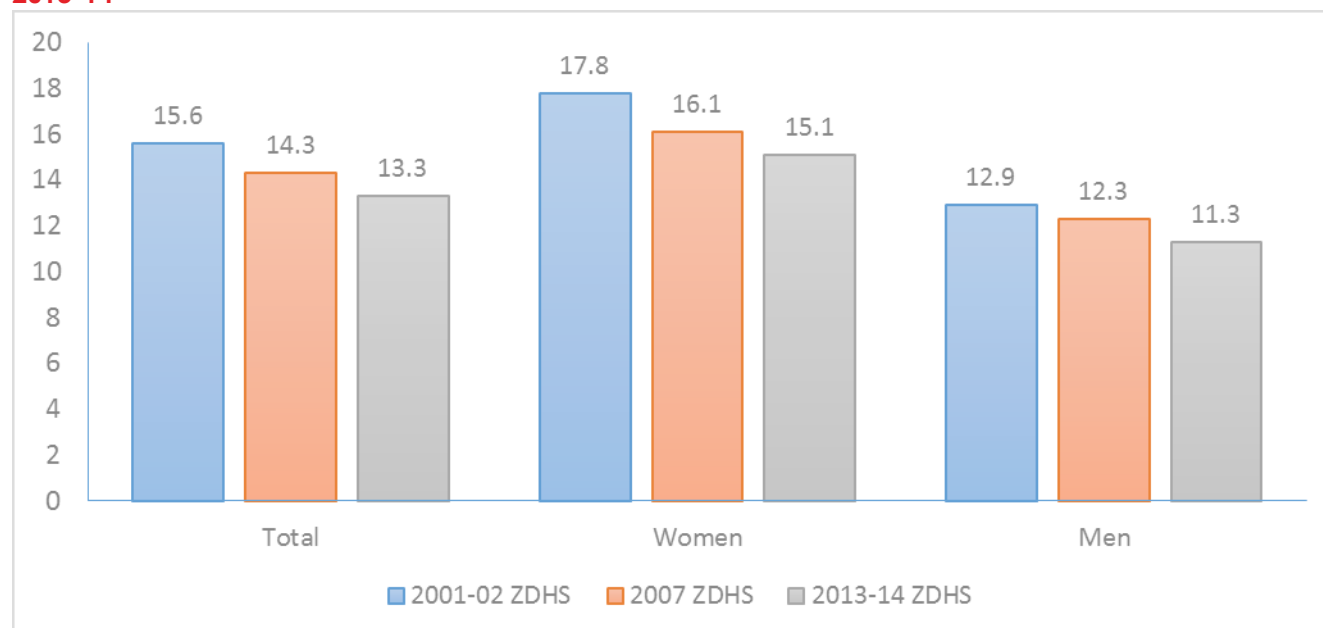




### 3.5 HIV Prevalence

Figure 3.13 shows HIV prevalence among women and men aged 15-49 years. In Zambia, 13.3 percent of adults aged 15-49 years are infected with HIV, (women 15.1 percent and 11.3 percent men). A comparison of the HIV prevalence estimates from the 2001-02 and 2013-14 ZDHS surveys indicates that HIV prevalence among adults in Zambia has decreased over time from 15.6 percent in 2001-02 to 13.3 percent in 2013-14.

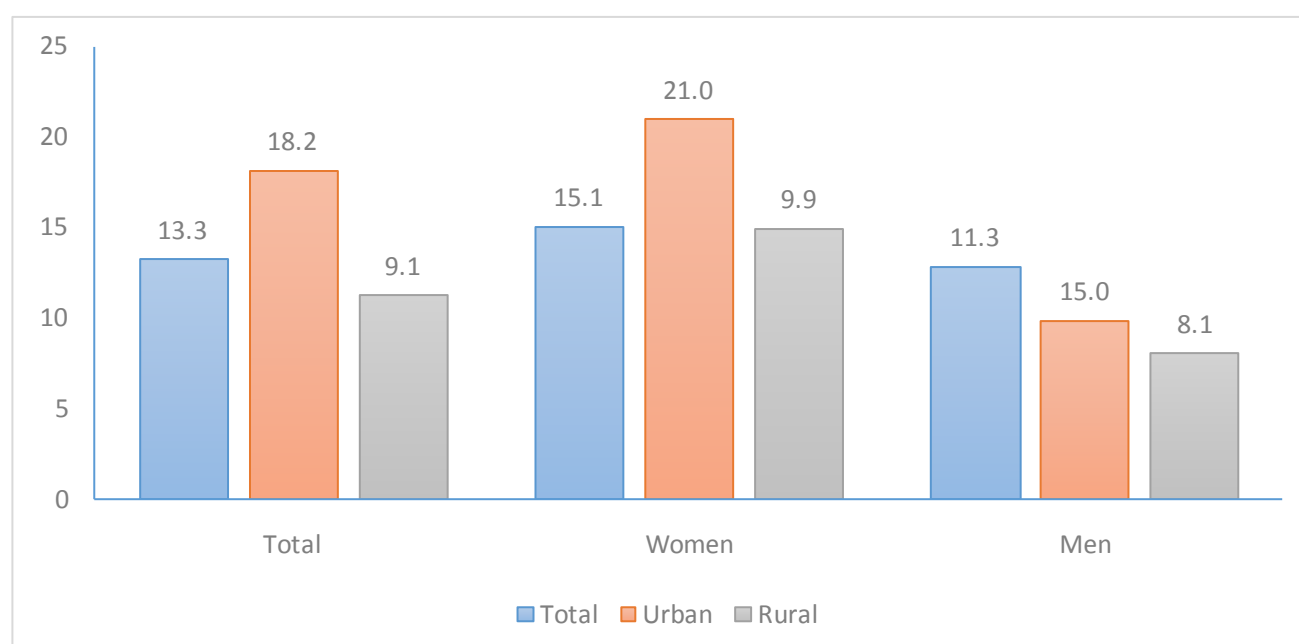
**Figure 3.13: HIV Prevalence among Women and Men aged 15-49 years, Zambia, 2001-02, 2007 and 2013-14**



Source: CSO, Zambia Demographic and Health Surveys 2001-2 to 2007 & 2013-14

Figure 3.14 shows HIV prevalence rates by rural/urban. In the urban areas, 18.2 percent of the population is HIV positive compared to 9.1 percent of the rural population. HIV prevalence rate among women is higher than men nationwide and both urban and rural areas.

**Figure 3.14: HIV Prevalence Rate by Rural/Urban, 2013-14**



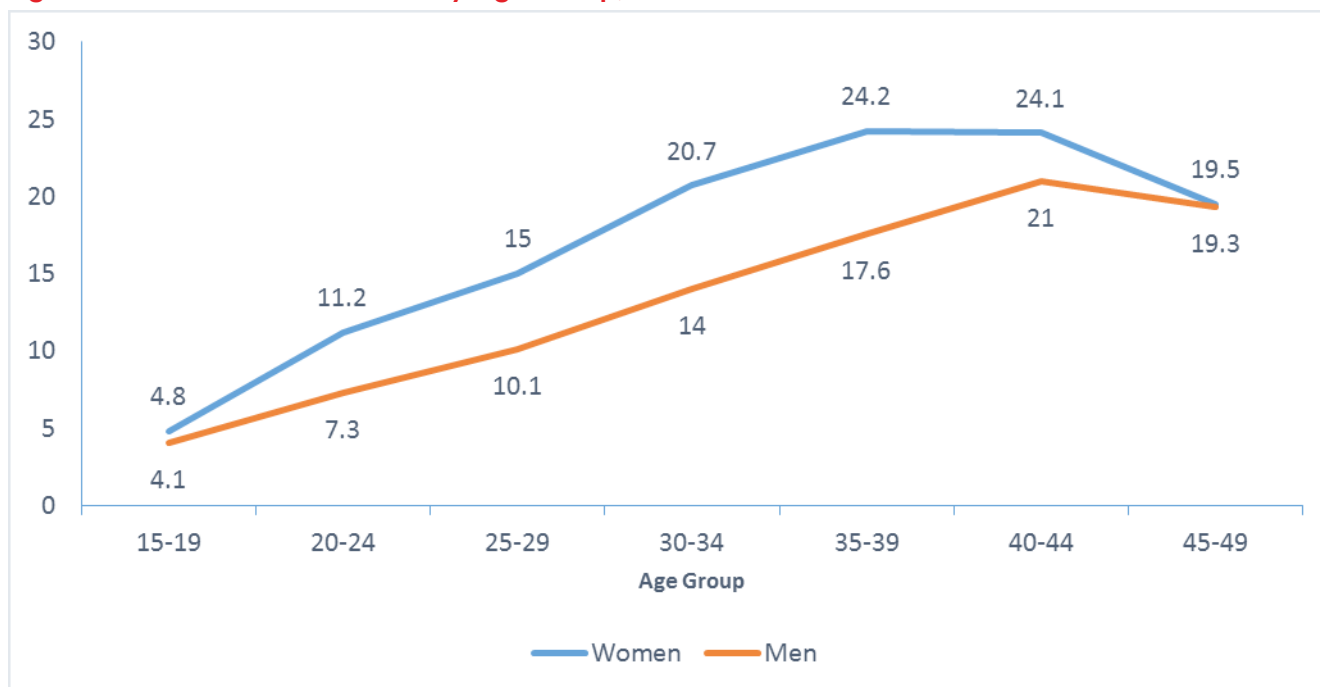
Source: CSO, Zambia Demographic and Health Survey 2013-14





Figure 3.15 shows the HIV Prevalence rate by age group. The prevalence rate amongst women is generally higher than that of men across all age groups. The HIV prevalence for women is highest at age 35-39 years (24.2 percent) and lowest at age 15-19 years (4.8 percent). Among men, HIV prevalence is highest at age 40-44 years (21 percent) and lowest at age 15-19 years (4.1 percent).

**Figure 3.15: HIV Prevalence Rate by Age Group, 2013-14**



Source: CSO, Zambia Demographic and Health Survey 2013-14





### 3.6 Employment

Table 3.11 shows current economically active persons by sex from the 2012 Labour Force Survey (LFS). Of the total 5,966,199 persons aged 15 years or above who were economically active in the last seven days prior to the interview, 48.4 percent were male and 51.6 percent were female.

**Table 3.11: Currently Economically Active Persons by Sex, Age, Residence and Province, 2012**

Province/ Residence	Male		Female		Total		Economically active popula- tion 15 years and above
	Number	Percent	Number	Percent	Number	Percent	
<b>Total</b>	<b>2,885,146</b>	<b>48.4</b>	<b>3,081,053</b>	<b>51.6</b>	<b>5,966,199</b>	<b>100</b>	<b>5,966,199</b>
<b>Region</b>							
Rural	1,666,469	47.5	1,844,930	52.5	3,511,400	100	3,511,400
Urban	1,218,676	49.6	1,236,123	50.4	2,454,799	100	2,454,799
<b>Province</b>							
Central	259,227	48.7	273,437	51.3	532,664	100	532,664
Copperbelt	475,725	50.6	464,919	49.4	940,644	100	940,644
Eastern	336,687	47.0	379,830	53.0	716,517	100	716,517
Luapula	224,459	47.4	248,808	52.6	473,267	100	473,267
Lusaka	548,734	50.2	543,533	49.8	1,083,267	100	1,083,267
Muchinga	158,565	47.5	174,958	52.5	333,523	100	333,523
Northern	234,489	49.1	243,127	50.9	477,616	100	477,616
North Western	139,880	46.6	160,297	53.4	300,177	100	300,177
Southern	325,962	47.8	356,571	52.2	682,533	100	682,533
Western	181,416	43.5	235,574	56.5	416,990	100	416,990

Source: CSO, Labour Force Survey, 2012

Statistics show that employment in Zambia is dominated by the informal sector with females being in the majority. Table 3.12 shows an increase in the percentage of persons in formal employment from 11.0 percent in 2008 to 15.4 percent in 2012.

The percentage of females increased from 6.0 percent in 2008 to 8.7 percent in 2012 while that of males increased from 15.0 percent to 22.3 percent.

**Table 3.12: Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Sex and Form of Employment, 2005, 2008 and 2012**

Year	Sex	Formal Employment	Informal Employment	Employed Persons
2005	<b>Both sexes</b>	<b>12.0</b>	<b>88.0</b>	<b>4,131,531</b>
	Male	17.0	83.0	1,941,820
	Female	6.0	94.0	2,189,711
2008	<b>Both sexes</b>	<b>11.0</b>	<b>89.0</b>	<b>4,606,846</b>
	Male	15.0	85.0	2,391,785
	Female	6.0	94.0	2,215,061
2012	<b>Both sexes</b>	<b>15.4</b>	<b>84.6</b>	<b>5,499,673</b>
	Male	22.3	77.7	2,702,410
	Female	8.7	91.3	2,797,263

Source: CSO, Labour Force Survey, 2012

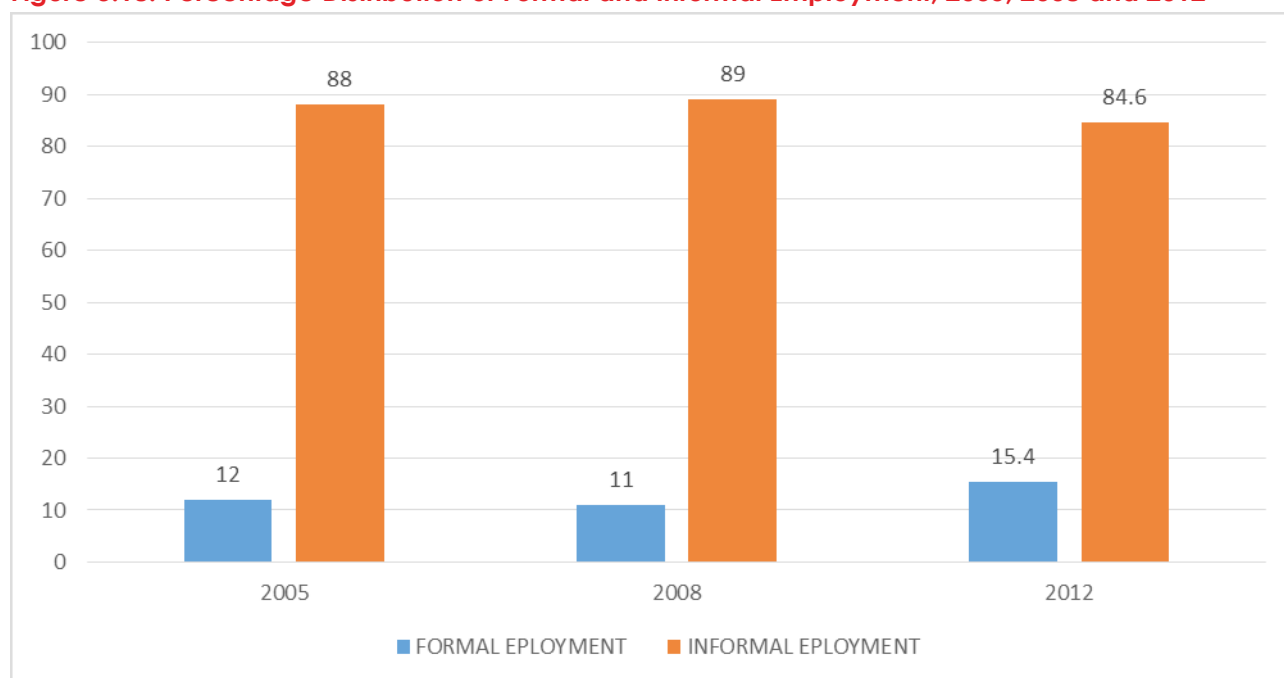






Formal employment accounts for 15.4 percent of economically active population (for employment) as compared to 84.6 for informal employment.

**Figure 3.18: Percentage Distribution of Formal and Informal Employment, 2005, 2008 and 2012**



**Source:** CSO, Labour Force Survey, 2012

Figure 3.19 presents the percentage distribution of employed population 15 years or older in Agriculture, Forestry & Fisheries industry by sex.

In Agriculture, Forestry and Fisheries, women play a critical role in sustaining a productive agricultural sector through the provision of 52 percent of labour as compared to 48 percent of the males. But women continue to be viewed far more as carrying out reproductive roles (unpaid care work) than productive roles.

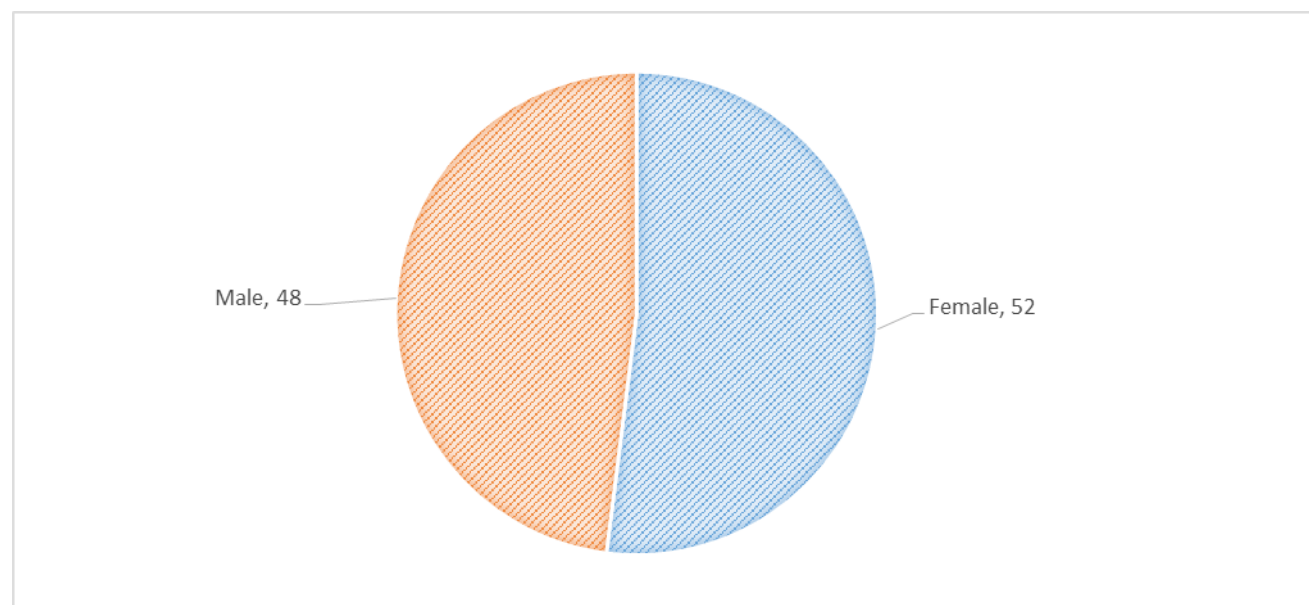
Of the women employed persons, 91.3 percent are in the informal sector compared to 77.7 percent of the males counterpart. This could be attributed to limited access to formal employment, lack of education, skills and capital. In addition, women have difficulties of balancing their reproductive roles with productive roles and men's low participation in reproductive roles.

In the Construction industry, there are fewer women as the sector continues to be perceived as a male dominated field. In addition, there are fewer women who take up construction as a career. According to NCC's records in 2013, 479 men were enrolled in the construction courses as compared to 169 women. This situation is likely to change due to the increase in primary and secondary schools completion rates. According to the 2012 Zambia Labour Force Survey report, 0.3 percent of women were employed in the construction sector compared to 6.7 percent of men.





**Figure 3.19: Percentage Distribution of Employed Population in the Agriculture, Forestry and Fisheries Sector by Sex, 2012**

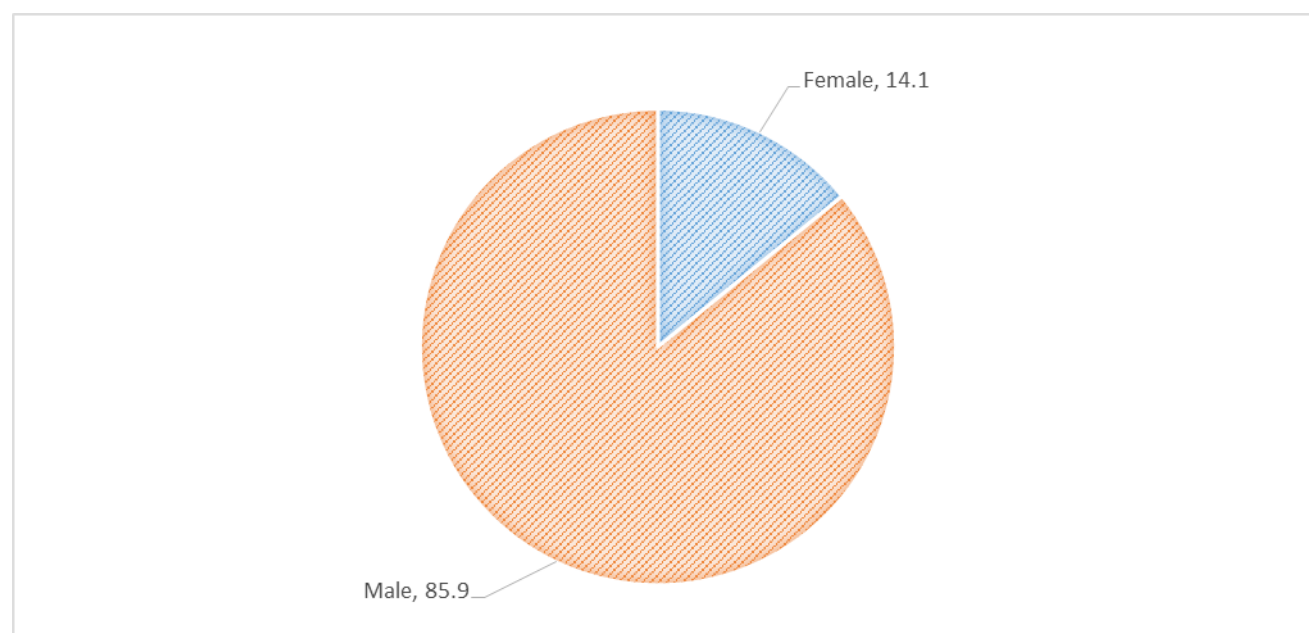


Source: CSO, Labour Force Survey, 2012

### 3.6.1 Employment in the Mining Sector

Figure 3.20 shows that the majority of persons employed in the Mining and Quarrying Industry were males with 85.9 percent and only 14.1 percent were females.

**Figure 3.20: Percentage Distribution of Employed Population in the Mining and Quarrying Sector, 2012**



Source: CSO, Labour Force Survey, 2012



Mining is the mainstay of Zambia's economy and is the second largest employer after the Government. The mining sector is predominantly a male dominated field worldwide. Despite an increase in the number of women working in the mines, they mostly occupy administrative positions. This is because women face a number of challenges which have made it difficult for them to penetrate the sector. The challenges include:

- working under harsh conditions underground where there are no facilities dedicated to them.
- women find it hard to adapt to the mining environment due to the physically demanding and sometimes violent processes that go with working in a mine.
- the influence of physiological factors on safety.
- the impact of shift work on health and family life.
- the design of Personal Protective Equipment (PPE) which is tailored to suit the male physique
- resistance by male colleagues to accept women in mining: Women are not regarded as legitimate workers in the mines by their male counterparts who regard them as intruders. There is a self-reinforcing "mine culture" that does not favour women.
- lack of training in technical skills such as Mining Engineering, Geology, Surveying, Metallurgy etc.
- women in mining are vulnerable to sexual harassment and oftentimes, are afraid to report such cases because men in the sector have more influence as they hold positions of power.

It is worth noting that mining has gendered impacts; it does not impact on men and women in the same manner. Studies have shown that women are more likely to be impacted negatively by mining than men.

### 3.6.2 Ownership of Mining Rights by Women

#### Challenges

- Most women lack the necessary financial resources to undertake mining activities
- Low literacy levels to prepare bankable business plans.

### 3.7 Gender Based Violence

Gender Based Violence (GBV) in Zambia has long been recognised as a problem that needed to be addressed. It is a hindrance to the attainment of gender equality as well as the realisation of social and economic goals of its victims/survivors. The Government has realised the extent of the problem and made it a priority to facilitate the review of the National Gender Policy and the enactment of the Anti-Gender Based Violence Act, No.1 of 2011.

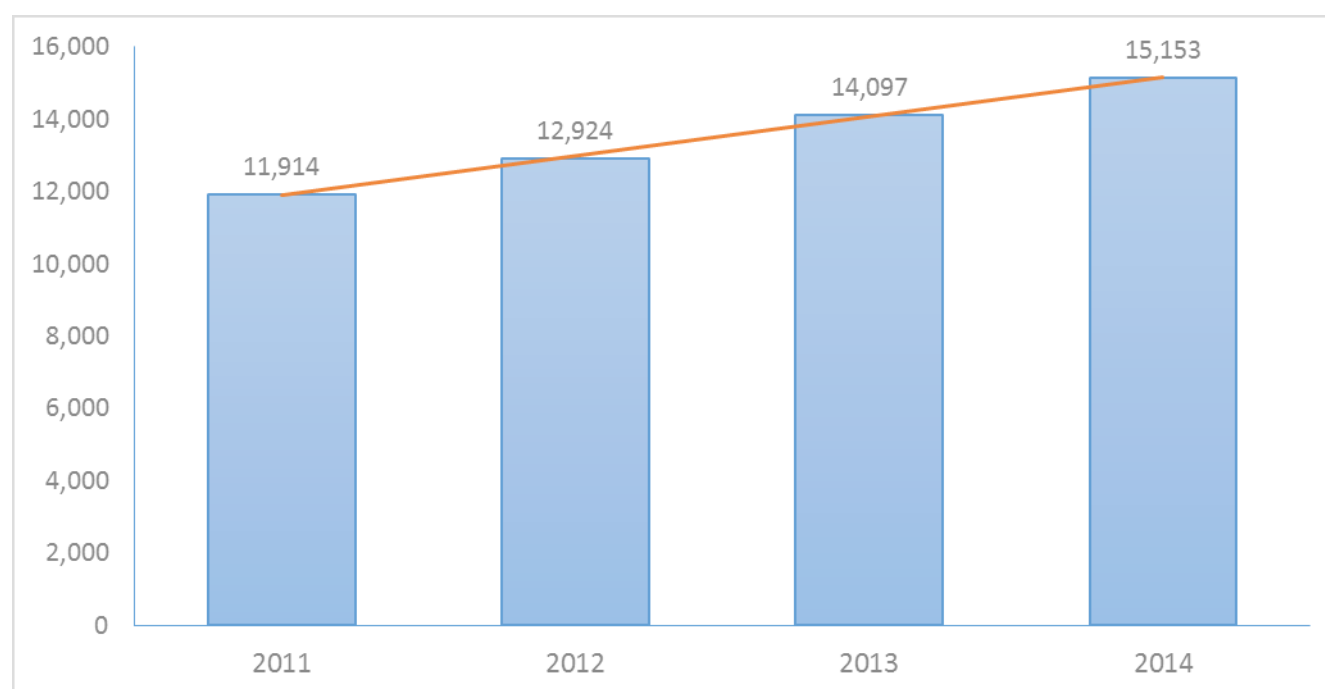
Figure 3.21 shows the annual GBV reported cases. The results show that there has been an increase in the number of GBV cases reported from 11,914 in 2011 to 15,153 in 2014.







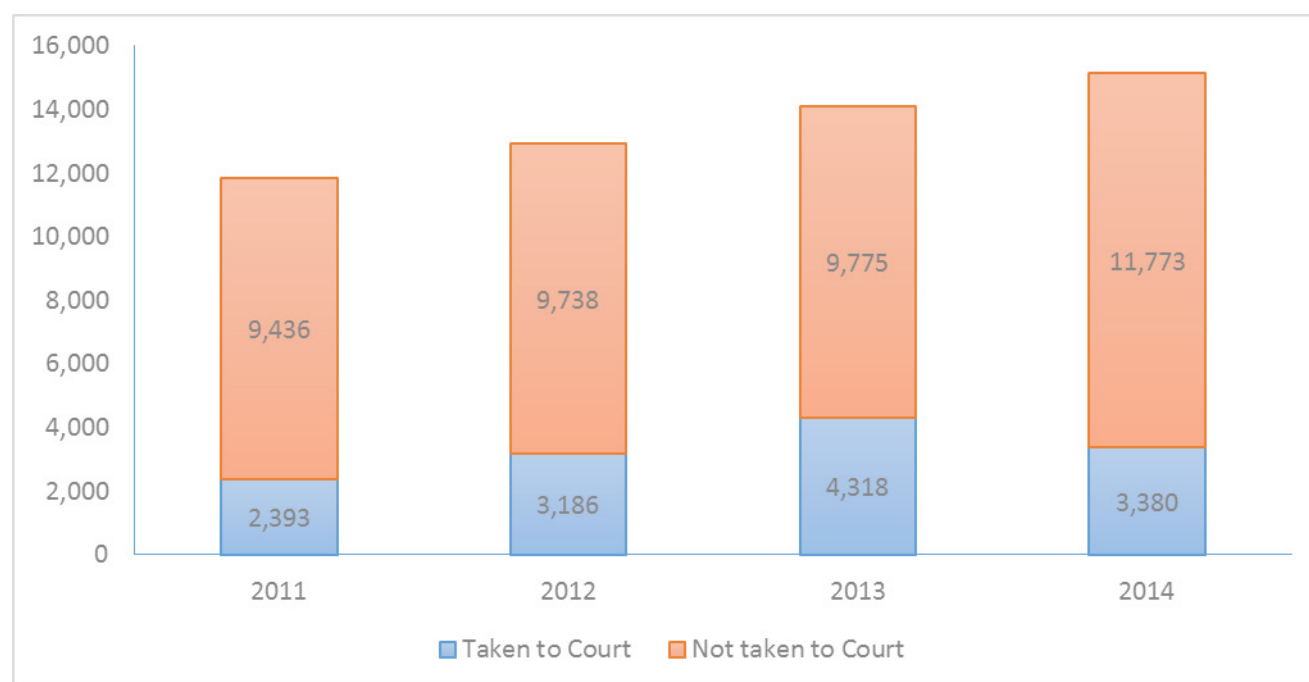
**Figure 3.21: Gender Based Violence reported Cases by Year, 2011-2014**



Source: Zambia Police, Victim Support Unit

Figure 3.22 shows an increase in the number of GBV cases taken to court from 2,393 in 2011 to 4,318 in 2013. However, there was a decline in the number of GBV cases taken to court from 4,318 recorded in 2013 to 3,380 in 2014.

**Figure 3.22: Number of GBV Cases taken to Court and not taken to Court, 2011-2014**



Source: Zambia Police, Victim Support Unit

Table 3.13 shows the distribution of the reported GBV cases disaggregated by sex, type of offence and age group. Of the 2,046 cases reported for defilement of a child, 2,024 were girls and only 22 were boys. Neglecting to provide necessities of life to a child was the highest reported offence in 2013, accounting for 2,701 offences.



**Table 3.13: Distribution of the Reported GBV Cases Disaggregated by Sex, Type of Offence and Age Group, 2013**

Offences	Sex (0 -16 years)		Sex (16 years & Above)		Total
	Male	Female	Male	Female	
Defilement of a Child	22	2024	0	0	2046
Rape	0	0	0	227	227
Incest	6	22	1	9	38
Sexual Harassment	3	5	0	22	30
Abduction	0	12	0	2	14
Human Trafficking	13	12	17	122	164
Child Stealing	7	5	0	0	12
Child Desertion	24	54	0	0	78
Assault on a Child	74	95	0	0	169
Neglecting to provide	985	1,716	0	0	2,701

**Source:** Zambia Police-Victim Support Unit

Table 3.14 shows the number of reported GBV cases by sex, type of offence and whether the cases were taken to court or not. Of the 993 cases reported and taken to court for Assault Occasioning Actual Bodily Harm (O.A.B.H) 973 were females and only 20 were males. Assault O.A.B.H was the highest reported offence, with 4,335 cases followed by Neglecting to Provide Necessity with 2,628 cases and defilement of a child was the third highest with 2,429 cases.

**Table 3.14: Number of Reported GBV Cases by Sex, Type of Offence and Whether the Cases were Taken to Court or not, 2014**

Offences	Taken to Court			Not Taken to Court			Total
	Male	Female	Total	Male	Female	Total	
Defilement of a child	5	836	841	2	1,586	1,588	2,429
Defilement of idiots	-	12	12	-	11	11	23
Attempted defilement	-	6	6	-	2	2	8
Bigamy	-	2	2	-	5	5	7
Rape	-	84	84	-	121	121	205
Attempted rape	-	27	27	-	14	14	41
Incest	2	32	34	1	12	13	47
Unnatural offences	8	8	16	1	10	11	27
Sexual harassment	-	-	-	-	7	7	7
Indecent assault	4	91	95	2	66	68	163
Murder	8	36	44	5	8	13	57
Infanticide	3	5	8	-	2	2	10
Attempted murder	1	-	1	1	-	1	2
Grievous bodily harm	5	10	15	1	4	5	20
Assault O.A.B.H	20	973	993	457	2,885	3,342	4,335
Unlawful wounding	19	42	61	21	27	48	109
Child destruction	-	1	1	-	-	-	1
Concealment of birth	-	3	3	-	-	-	3
Child stealing	3	5	8	2	5	7	15
Child desertion	13	3	16	49	42	91	107
Assault on a child	73	76	149	69	87	156	305
Abduction	1	2	3	2	7	9	12
Human trafficking	54	111	165	-	1	1	166
Procuring abortion	-	4	4	-	-	-	4
Fraudulent presence of Marriage	-	1	1	-	5	5	6
Criminal trespass	4	3	7	4	6	10	17
Cruelty to juveniles	1	-	1	1	-	1	2
Arson	-	3	3	2	10	12	15
Theft	40	38	78	60	71	131	209
Depriving the beneficiaries	2	7	9	18	274	292	301
Use of insulting language	32	79	111	24	131	155	266
Malicious damage to property	15	18	33	50	70	120	153
Conduct likely to cause the breach of peace	20	79	99	30	40	70	169
Threatening violence	6	32	38	50	106	156	194
Neglecting to provide necessity	73	128	201	743	1,684	2,427	2,628
Failing to provide	31	5	36	1,064	410	1,474	1,510
Harmful cultural practice	-	-	-	-	-	-	-
Neglect act spread infection	-	-	-	-	-	-	-
Wrongful confinement	-	-	-	-	-	-	-
Marrying off/marrying a Child who is a learner	-	2	2	-	-	-	2
Disputes	-	-	-	358	1,045	1,403	1,403
Total	443	2,764	3,207	3,017	8,754	11,771	14,978

**Source:** Zambia Police, Victim Support Unit

The rising number of reported GBV cases could be attributed to:





1. Increased awareness levels – most of the women were aware of the various forms of gender based violence and took steps to report. Unlike before, most forms of gender based violence were considered as family/private issues and went unreported.
2. Economic dependency syndrome – most of the female victims/survivors depended on their perpetrators for survival which put them in vulnerable situations as compared to their male counterparts.
3. Negative cultural beliefs which continued tolerating GBV as a norm such as, if a man did not beat his wife it meant he never loved her. Also some beliefs condoned men's infidelity as compared to female infidelity.

### 3.8 Decision-Making

Decision-making encompasses many dimensions of power (influence and authority or legitimate power derived from social and legal norms). It plays a central role in the access, control and distribution of resources and benefits among various sections of the population.

However, in Zambia, politics and decision making have generally been dominated by men. Women have been under-represented at all levels of national decision-making especially in government, parliament, the private sector, special committees, religious groupings, boards and other institutions in the community.

#### 3.8.1 Members of Parliament

Table 3.15 shows the distribution of Members of Parliament by sex and province in 2011. The table shows that there were 132 male elected Members of Parliament and 18 female Members of Parliament. Eight were male nominated Members of Parliament. In total, there were 140 male Members of Parliament making a total of 158 Members of Parliament.

Table 3.15: Distribution of Members of Parliament by Sex and Province, 2011		
Province	Sex	
	Male	Female
Central	13	0
Copperbelt	18	4
Eastern	18	2
Luapula	13	1
Lusaka	8	3
Muchinga	6	1
Northern	13	1
North Western	11	1
Southern	18	2
Western	14	3
<b>Nominated MPs</b>	<b>8</b>	<b>0</b>
<b>Total</b>	<b>140</b>	<b>18</b>

Source: Cabinet Office

Table 3.16 shows that in 2012, there were 131 elected male Members of Parliament, 18 female Members of Parliament and 8 nominated male Members of Parliament, giving a total of 157 Members of Parliament.

Table 3.16: Distribution of Members of Parliament by Sex and Province, 2012		
Province	Sex	
	Male	Female
Central	13	0
Copperbelt	17	4
Eastern	18	2
Luapula	13	1
Lusaka	8	3
Muchinga	6	1
Northern	13	1
North Western	11	1
Southern	18	2
Western	14	3
<b>Nominated MPs</b>	<b>8</b>	<b>0</b>
<b>Total</b>	<b>139</b>	<b>18</b>

Source: Cabinet Office







Table 3.17 shows that in 2013, there were 126 elected male Members of Parliament, 18 female Members of Parliament and 8 nominated male Members of Parliament, giving a total of 152 Members of Parliament.

**Table 3.17: Distribution of Members of Parliament by Sex and Province, 2013**

Province	Sex	
	Male	Female
Central	10	1
Copperbelt	18	4
Eastern	16	1
Luapula	13	1
Lusaka	8	3
Muchinga	6	1
Northern	13	1
North Western	11	1
Southern	18	2
Western	13	3
<b>Nominated MPs</b>	<b>8</b>	<b>0</b>
<b>Total</b>	<b>134</b>	<b>18</b>

Source: Cabinet Office

Table 3.18 shows that in 2014, there were 123 elected male Members of Parliament, 20 female Members of Parliament and 7 nominated male Members of Parliament, giving a total of 150 Members of Parliament.

**Table 3.18: Distribution of Members of Parliament by Sex and Province, 2014**

Province	Sex	
	Male	Female
Central	10	1
Copperbelt	17	4
Eastern	16	2
Luapula	13	1
Lusaka	8	3
Muchinga	6	1
Northern	13	1
North Western	9	2
Southern	18	2
Western	13	3
<b>Nominated MPs</b>	<b>7</b>	<b>0</b>
<b>Total</b>	<b>130</b>	<b>20</b>

Source: Cabinet Office

Table 3.19 and Figure 3.23 shows the percentage distribution of Members of Parliament by sex from 2011 to 2014. The table indicates that there was an increase in the number of female Members of Parliament from 11.4 percent in 2011 to 13.3 percent in 2014.

**Table 3.19: Percent Distribution of Members of Parliament by Sex, 2011-2014**

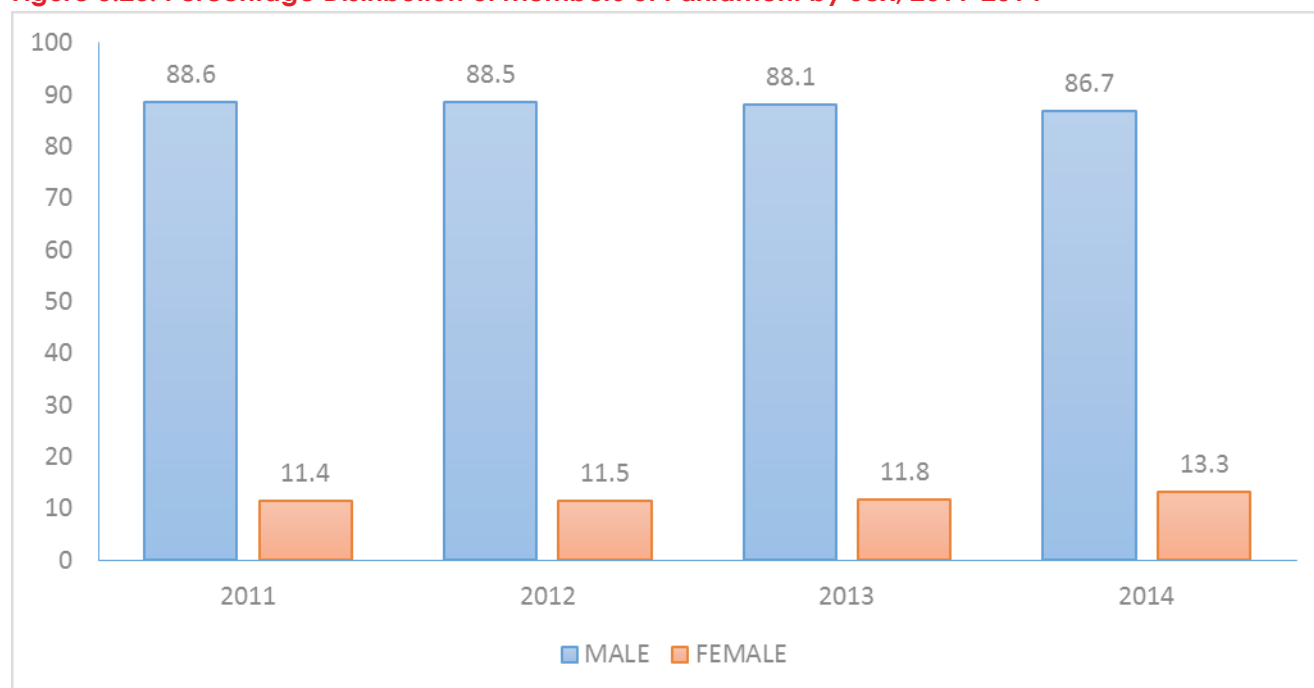
Year	Male		Female		Total
	Number	Percent	Number	Percent	
2011	140	88.6	18	11.4	158
2012	139	88.5	18	11.5	157
2013	134	88.1	18	11.8	152
2014	130	86.7	20	13.3	150

Source: Cabinet Office





**Figure 3.23: Percentage Distribution of Members of Parliament by Sex, 2011-2014**

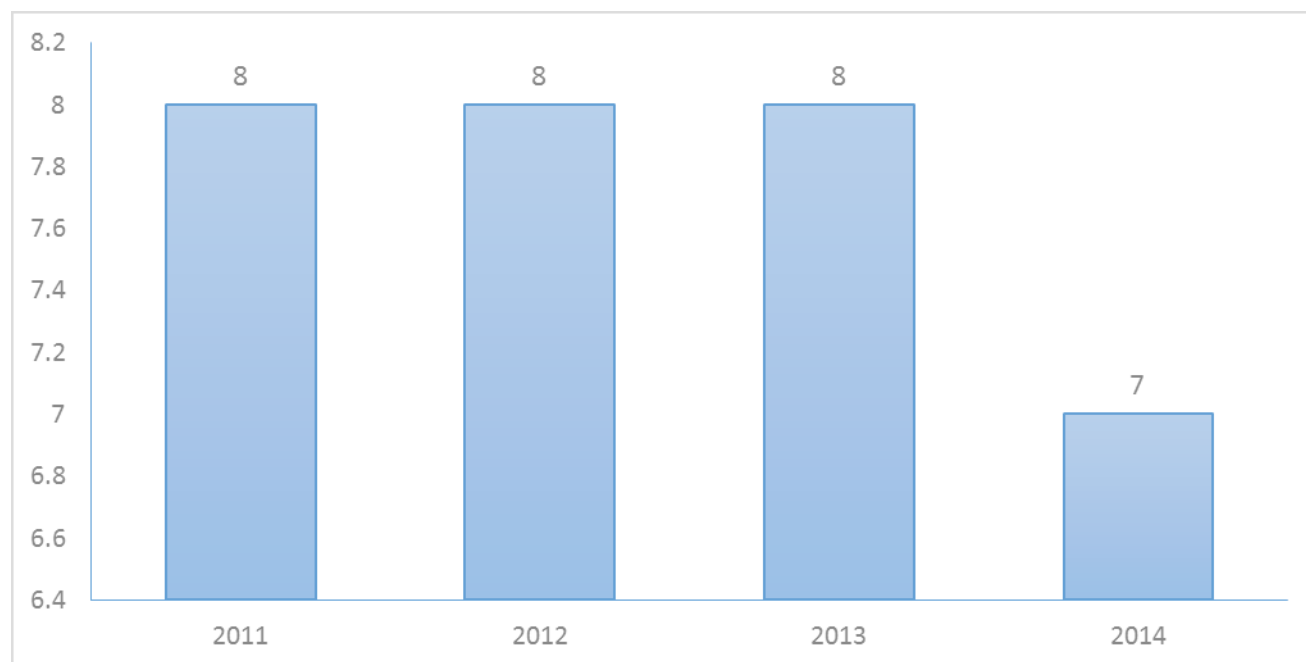


Source: Cabinet Office

### **Nominated Members of Parliament at National Level, 2011-2014**

Figure 3.22 shows the number of nominated Members of Parliament at national level. Indicating a slight decrease in the number of the nominated Members of Parliament from 8 in 2011 to 7 in 2014.

**Figure 3.22: Number of Nominated Members of Parliament, Zambia, 2011 -2014**



Source: Cabinet Office



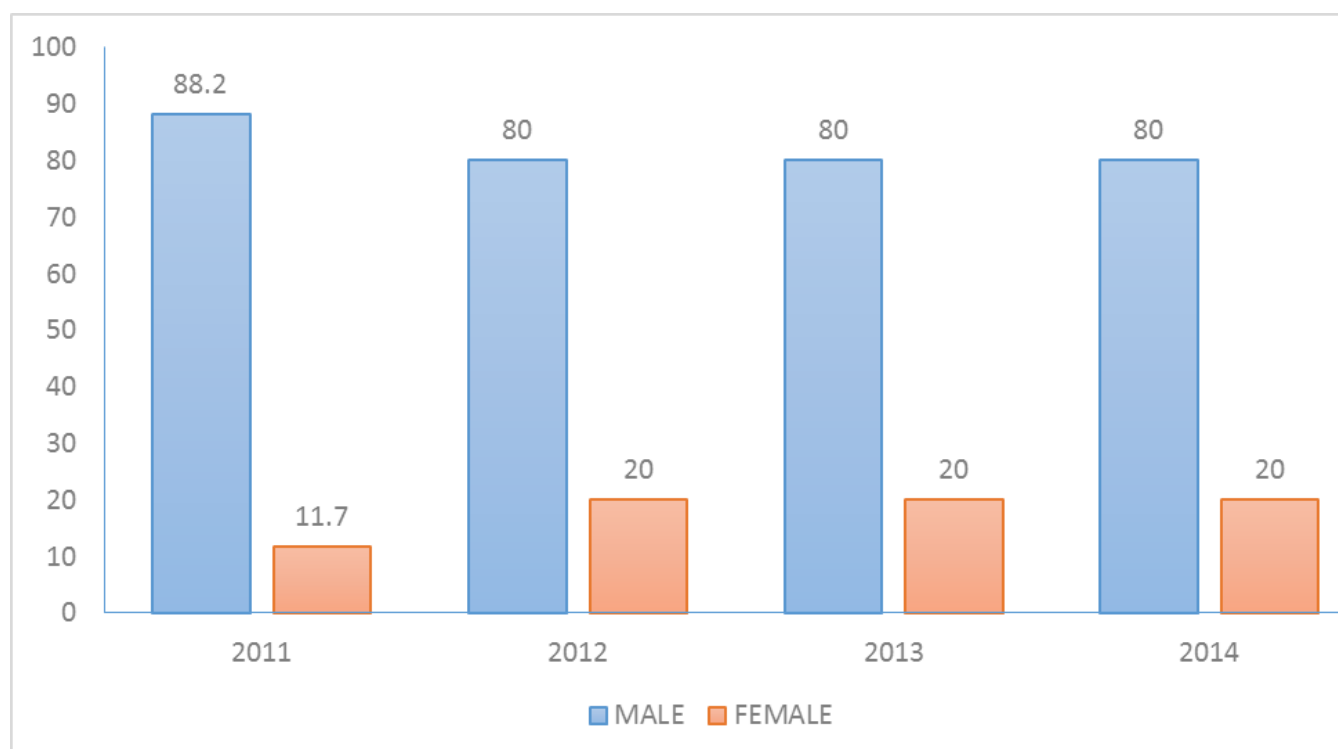
### 3.8.2 Cabinet Ministers

Table 3.20 shows the percentage distribution of Cabinet Ministers by sex from 2011 to 2014. In 2011, there were 17 Cabinet Ministers, of which 2 were female, representing 11.7 percent. In 2014, there were 20 Cabinet Ministers of which 4 were females, representing 20 percent.

Table 3.20: Percentage Distribution of Cabinet Ministers by Sex, 2011 - 2014					
Year	Male		Female		Total
	Number	Percent	Number	Percent	
2011	15	88.2	2	11.7	17
2012	16	80.0	4	20.0	20
2013	16	80.0	4	20.0	20
2014	16	80.0	4	20.0	20

Source: Cabinet Office

Figure 3.23: Percentage Distribution of Cabinet Ministers by Sex, 2011-2014



Source: Cabinet Office

### 3.8.3 Deputy Ministers

Table 3.21 shows the percentage distribution of Deputy Ministers by sex from 2011 to 2014. The percentage of female Deputy Ministers declined from 20.6 percent in 2011 to 9.5 in 2014.

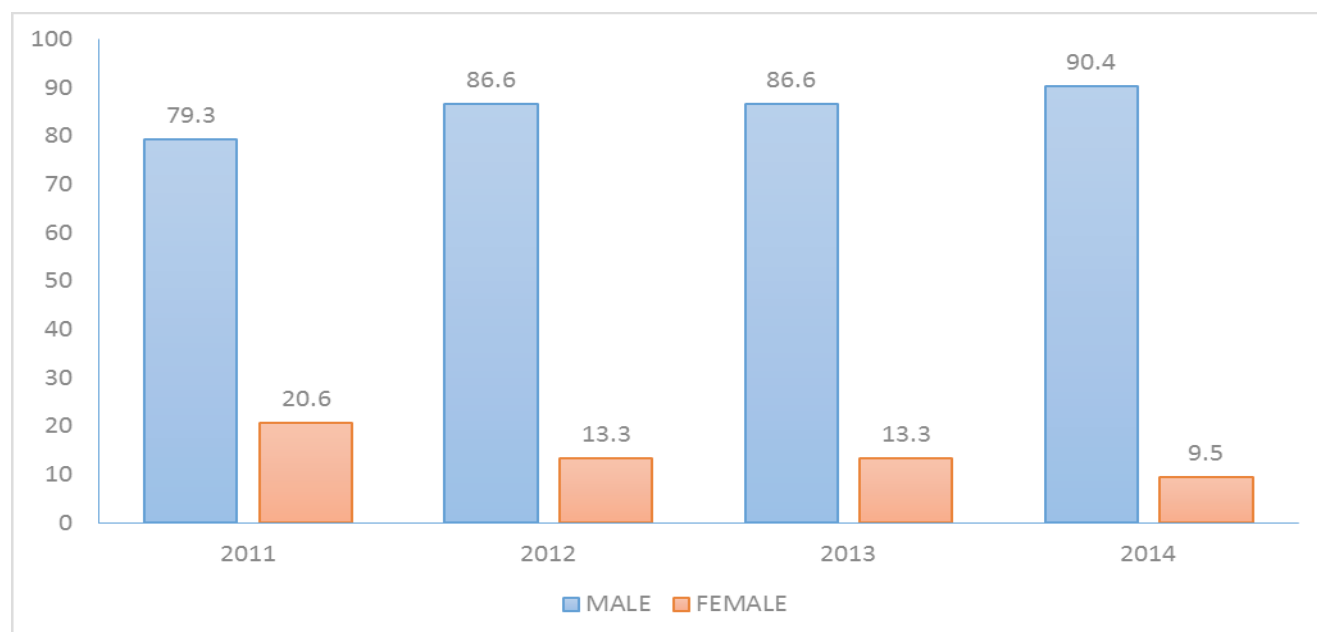
Table 3.21: Percentage Distribution of Deputy Ministers by Sex, 2011 - 2014					
Year	Male		Female		Total (Number)
	Number	Percent	Number	Percent	
2011	23	79.3	6	20.6	29
2012	39	86.6	6	13.3	45
2013	39	86.6	6	13.3	45
2014	38	90.4	4	9.5	42

Source: Cabinet Office





**Figure 3.24: Percentage Distribution of Deputy Ministers by Sex, 2011-2014**



Source: Cabinet Office

### 3.8.4 Provincial Ministers

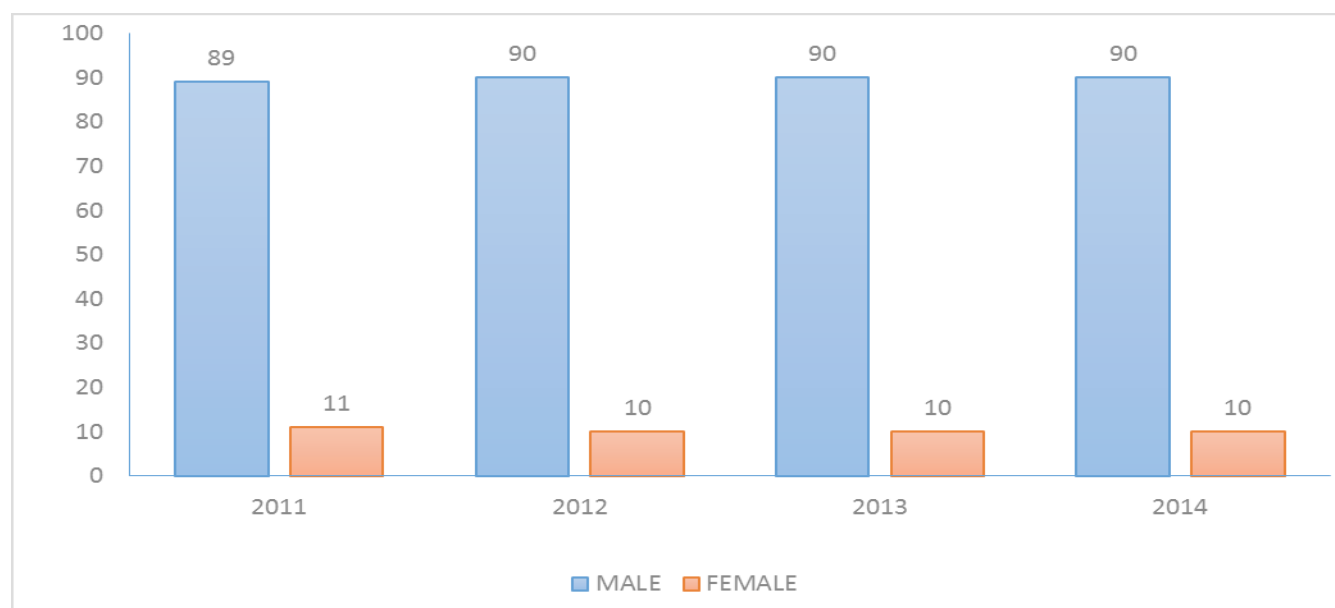
Table 3.22 and Figure 3.25 show the percentage distribution of Provincial Ministers by sex. Over the period the four year period (2011 to 2014) there has been only 1 female Provincial Minister out of an average of 10. From 2012 to 2014, the number of Provincial Ministers increased from 9 to 10 of which one has been female.

**Table 3.22: Percentage Distribution of Provincial Ministers by Sex, 2011 - 2014**

Year	Male		Female		Total
	Number	Percent	Number	Percent	
2011	8	89	1	11	9
2012	9	90	1	10	10
2013	9	90	1	10	10
2014	9	90	1	10	10

Source: National Assembly, 2014

**Figure 3.25: Percentage Distribution of Provincial Ministers by Sex, 2011-2014**



Source: National Assembly of Zambia







### 3.8.5 Judiciary

Table 3.23 shows the distribution of Judges in the Judiciary by Court and Sex in 2011. The table shows that there were 23 female Judges and 22 male Judges in the Judiciary.

**Table 3.23: Distribution of Judges in the Judiciary by Court and sex, 2011**

Court	Male	Female	Total
Supreme Court	6	5	11
High Court	13	16	29
Industrial Relations Court	3	2	05
<b>Total Number of Judges</b>	<b>22</b>	<b>23</b>	<b>45</b>

Source: The Judiciary

Table 3.24 shows that in 2012 there was a decline in the number of male Judges from six (6) to four (4) in the Supreme Court. There were more female Judges in the High Court in 2012. The same pattern was observed in the Industrial Relations Court.

**Table 3.24: Distribution of Judges in the Judiciary by Court and Sex, 2012**

Court	Male	Female	Total
Supreme Court	4	5	09
High Court	15	17	32
Industrial Relations Court	3	2	05
<b>Total Number of Judges</b>	<b>22</b>	<b>24</b>	<b>46</b>

Source: The Judiciary

Table 3.25 shows the number of Judges by Court in 2013.

**Table 3.25: Distribution of Judges in the Judiciary by Court and Sex, 2013**

Court	Male	Female	Total
Supreme Court	4	5	09
High Court	15	17	32
Industrial Relations Court	3	2	05
<b>Total Number of Judges</b>	<b>22</b>	<b>24</b>	<b>46</b>

Source: The Judiciary

In the year 2014 there was an increase in the number of Judges in all the Courts, with the Supreme Court having eleven (11). The High Court had thirty eight (38), with Industrial Relations Court with six (6).

**Table 3.26: Distribution of Judges in the Judiciary by Court and Sex, 2014**

Court	Male	Female	Total
Supreme Court	7	4	11
High Court	16	22	38
Industrial Relations Court	5	1	06

Source: The Judiciary

Table 3.27 shows the number of Registrars and Magistrates in the Subordinate and Local Courts by Sex. The number of males was higher than that of their female counterparts in all the categories,.

**Table 3.27: Number of Registrars and Magistrates in the Subordinate Court and Local Court, by Sex, 2014**

Court	Male	Female	Total
Registrars	08	03	11
Subordinate Court	149	59	208
Local Court	457	149	606

Source: The Judiciary





Table 3.28 shows the total number of Adjudicators by Court and Sex. In 2014, all the courts, except the High Court had more male adjudicators than female adjudicators. The table shows that out of a total of 857 adjudicators, only 235 were female, representing less than 30 percent of the total.

**Table 3.28: Total Number of Adjudicators, Supreme Court to Local Court, 2014**

Sex	Supreme Court	High Court	Industrial Relations Court	Subordinate Court	Local Court	Total	Percentage
Female	4	22	1	59	149	235	27.4
Male	7	16	5	137	457	622	72.6
Total	11	38	6	196	606	857	100.0

Source: The Judiciary

### 3.8.6 Public Service

Table 3.29 shows the distribution of leadership in the public service by title and sex in 2014. The table shows that out of a total of 1,422 leadership positions, only 383 were females representing less than 30 percent of the total.

**Table 3.29: Distribution of Leadership Positions in the Public Service by Title and Sex, 2014**

Title	Male	Female	Total
Permanent Secretary	38	15	53
Deputy Permanent Secretary	113	28	141
Director and Equivalent	313	113	426
Deputy/Assistant Director	575	227	802
<b>Total Number</b>	<b>1039</b>	<b>383</b>	<b>1422</b>

Source: Public Service Management Division

Gender disparities in decision-making have continued to remain pervasive in Zambia due to various factors.

- 1. Cultural Practices and Societal Expectations:** Low participation of women in decision-making is embroiled in a much more complex web of cultural norms, traditional practices and patriarchal attitudes that are entrenched in society and perpetuated leadership structures which are male dominated. For instance, decisions and preferences made in a home setting have always prioritized the needs of the “boy” or male over those of the “girl child” or female. In addition, there seems to be the conviction on “natural inequality” between men and women with women not expected to participate actively and influentially in decision making. This situation has led to the persistence of challenges such as lack of confidence and assertiveness among the females.
- 2. Unfavorable and Unfair Practices in the Political Arena:** increasing levels of violence, vicious conflict and harassment have also impacted negatively on women’s levels of participation and representation in politics. Overall, gender inequalities reproduced in the political parties originate from the homes, families and communities. For instance, most of the women who are involved in politics lack support from their families, spouses and friends. In particular, the male spouses feel insecure to have wives who are actively involved in politics.
- 3. Lack of Necessary Resources:** most of the women lack the necessary resources required to manage a successful political leadership career. Among these include lack of finances, education, information and general mass support. The media have also not played a supportive role in the sense that concentration has been directed towards covering women politicians on negative aspects.
- 4. Low Education Attainment Levels:** most of the women have low levels of education as compared to their male counter parts hence, finding it difficult to ascend to decision making positions.



### 3.8.7 Decision Making at Household Level

Table 3.30 shows the percentage distribution of currently married women and men aged 15-49 years by person who usually makes decisions about various issues. The table shows that 25.4 percent of women reported that their spouse was main decision maker concerning their health care compared to 9.6 percent of men.

**Table 3.30: Percent Distribution of Currently Married Women and Men Aged 15-49 Years by Person who Usually Makes Decisions About Various Issues**

DECISION	Mainly Wife	Wife And Husband Jointly	Mainly Husband	Someone Else	Other	Missing	Total Percent	Number
<b>WOMEN</b>								
Own health care	31.7	42.4	25.4	0.3	0.1	0.1	100.0	9,859
Major household purchases	11.7	54.6	33.2	0.2	0.2	0.1	100.0	9,859
Purchases for daily household needs	62.8	23.3	13.4	0.3	0.1	0.1	100.0	9,859
Visits to her family or relatives	20.6	54.6	24.4	0.2	0.1	0.1	100.0	9,859
<b>MEN</b>								
Own health care	9.6	44.8	44.2	1.4	0.0	0.1	100.0	7,035
Major household purchases	8.3	57.0	34.2	0.3	0.0	0.1	100.0	7,035
Purchases for daily household needs	19.7	26.6	53.2	0.3	0.1	0.1	100.0	7,035
Visits to his family or relatives	36.6	56.9	6.1	0.3	0.1	0.1	100.0	7,035

Source: CSO; 2013-14 Zambia Demographic and Health Survey

### Attitudes Towards Wife Beating

Table 3.31 shows the percentage of women and men aged 15-49 years who agreed that a husband was justified in hitting or beating his wife for specific reasons.

Forty seven percent of the women agreed that a husband is justified to beat his wife for at least one reason as compared to 31.7 percent of men.

In rural areas, 57.1 percent of women agreed with at least one specified reason as the basis for being beaten by the husband as compared to 34.9 percent of women in urban areas.

**Table 3.31: Percentage of Women and Men Aged 15-49 Years who Agreed that a Husband was Justified in Hitting or Beating his Wife for Specific Reasons by Background Characteristics**

Background Characteristics	HUSBAND IS JUSTIFIED IN HITTING OR BEATING HIS WIFE IF SHE;						Number
	Burns the food	Argues with him	Goes out without telling him	Neglects the children	Refuses to have sexual intercourse with him	Percentage who agree with at least one specified reason	
<b>WOMEN</b>							
Never married	19.5	28.5	24.9	30.4	20.4	42.5	4,572
Married or living together	24.9	35.8	32.1	34.3	31.8	48.7	9,859
Divorced/separated/widowed	25.9	33.8	29.0	33.3	34.0	47.7	1,980
<b>Residence</b>							
Urban	13.5	23.5	20.7	24.0	18.8	34.9	7,585
Rural	32.1	42.2	37.5	40.9	37.5	57.1	8,826
<b>Education</b>							
No education	32.3	40.2	33.8	37.2	39.2	54.1	1,375
Primary	29.5	40.6	36.0	38.7	36.7	54.6	7,685
Secondary	17.3	27.3	24.5	28.4	20.7	40.2	6,521
More than secondary	2.5	6.2	7.0	10.5	3.5	15.0	830
<b>Total Women</b>	<b>23.5</b>	<b>33.5</b>	<b>29.7</b>	<b>33.1</b>	<b>28.9</b>	<b>46.9</b>	<b>16,411</b>
<b>MEN</b>							
Never married	9.2	21.7	17.5	23.0	11.2	35.1	6,083
Married or living together	5.6	18.4	14.8	17.0	10	28.6	7,085
Divorced/separated/widowed	9.2	21.5	14.9	19.0	12.3	32.6	542
<b>Residence</b>							
Urban	5.1	15.4	12.7	15.6	7.7	25	6,326
Rural	9.3	23.9	19.0	23.4	13.2	37.6	7,235
<b>Education</b>							
No education	7.1	20.0	14.0	19.3	10.9	29.9	500
Primary	10.4	25.2	20.9	24.1	15.2	38.8	5,365
Secondary	6	18.2	14.3	18.5	8.3	29.7	6,638
More than secondary	0.7	3.9	2.9	5.7	1.7	9.1	1,058
<b>Total Men</b>	<b>7.4</b>	<b>20.0</b>	<b>16.0</b>	<b>19.7</b>	<b>10.6</b>	<b>31.7</b>	<b>13,561</b>

Source: CSO; 2013-14 Zambia Demographic and Health Survey







This may be attributed to the fact that women living in urban areas are more enlightened than those in rural areas. In addition, culture and traditional way of life contribute to much disparity in terms of gender based violence between rural and urban areas.

Most men and women residing in rural areas are more likely to agree with at least one reason compared to those in urban areas, while both women and men who agree with at least one reason reduces with increase in education level.

### Attitudes Towards Refusing Sex

Table 3.32 show the percentage of women aged 15-49 who believe a wife is justified in refusing to have sexual intercourse with her husband in specific circumstances. The tables show that 44.6 percent of women and 56.8 of men agreed with all the reasons that a woman is justified to refuse to have sex with her husband compared to 12.7 percent of the women and 8.5 percent of the men who did not agree with any of the stated reasons.

<b>Table 3.32: Percentage of Women and Men Aged 15-49 Years who Believe that a Wife is Justified in Refusing to have Sexual Intercourse with her Husband in Specific Circumstances</b>						
Sex/Residence/ Education Level	WIFE IS JUSTIFIED IN REFUSING INTERCOURSE WITH HER HUSBAND IF SHE:					Number
	Knows husband has a sexually transmitted disease	Knows husband has intercourse with other women	Is tired or not in the mood	Percentage who agree with all of the specified reasons	Percentage who agree with none of the specified reasons	
<b>WOMEN</b>						
Urban	76.0	67.1	64.9	46.6	10.7	7,585
Rural	68.2	63.1	64.3	42.9	14.3	8,826
<b>Education Level</b>						
No education	67.7	60.4	60.9	42.0	16.3	1,375
Primary	69.2	61.7	61.2	40.4	14.3	7,685
Secondary	74.0	68.0	67.3	47.7	11.0	6,521
More than secondary	85.1	79.1	80.4	63.6	4.7	830
<b>Total Women</b>	<b>71.8</b>	<b>64.9</b>	<b>64.6</b>	<b>44.6</b>	<b>12.7</b>	<b>16,411</b>
<b>MEN</b>						
Urban	85.6	78.6	79.2	65.0	5.9	6,326
Rural	74.6	65.6	72.2	49.6	10.7	7,235
<b>Education Level</b>						
No education	72.9	64.7	71.2	49.3	12.0	500
Primary	75.1	65.0	70.1	49.2	11.5	5,365
Secondary	82.0	75.1	77.8	60.3	6.8	6,638
More than secondary	91.6	86.9	89.6	76.9	2.0	1,058
<b>Total Men</b>	<b>79.7</b>	<b>71.6</b>	<b>75.5</b>	<b>56.8</b>	<b>8.5</b>	<b>13,561</b>

Source: CSO; 2013-14 Zambia Demographic and Health Survey

The extent of control women have over when and with whom they have sex has important implications for demographic and health outcomes, such as transmission of HIV and other sexually transmitted infections, and is also an indicator of women's autonomy and status.

The more educated men and women are, the more likely they are to agree with all the reasons stated in the table than the less educated ones. The statistics also reveal that a high percentage of both women and men in urban and rural areas agreed that women were justified to refuse intercourse for all of the stated reasons.







### 3.9 Social Protection

The Zambian Government is committed to reducing poverty and vulnerability among its population in general especially women and children who are the most vulnerable in society. Recognizing that vulnerability and the lack of resilience result from, cause and reinforce poverty, Government's poverty reduction efforts cannot side-line social protection programs.

Generally, most of the economically active population in the informal sector do not contribute to formal Social Security Schemes such that in the event of any eventuality like old age or injury, they are left vulnerable and eventually become destitute.

Social protection is aimed at protecting and promoting livelihoods and welfare of people suffering from critical levels of poverty and deprivation and/or are vulnerable to risks and shocks. Some of the social protection programmes implemented by the government of Zambia include Public Welfare Assistance Scheme (PWAS) and Social Cash Transfer.

Most of the social protection programmes are biased towards uplifting the livelihoods of the women and other vulnerable persons who are more prone to poverty and in most cases they are the most disadvantaged. For example statistics on the performance of PWAS indicated that from the year 2011 to 2014, there were more female beneficiaries than males.

#### 3.9.1 Public Welfare Assistance Scheme

The Public Welfare Assistance Scheme (PWAS) is one of Government's social assistance programmes and targets clients that include orphans and vulnerable children, households affected by HIV and AIDS, the aged, persons with disabilities, the chronically ill and poor female headed households. The majority of households in this category lack self – help capacity and cannot be reached by labour-based programmes like Micro Credit Schemes, Fertilizer Support Programmes or Food For Work, because they are incapacitated (unfit to work). PWAS funds provide education, health and social support. Under social support, clients are assisted with basic needs such as food, clothing and blankets as well as repatriation.

Table 3.33 shows Public Welfare Assistance Scheme Beneficiaries by Sex from 2011 to 2014. The number of male beneficiaries increased from 36,605 in 2011 to 40,125 in 2012, then decreased to 17,598 in 2014. Similarly, the number of female beneficiaries increased from 38,864 in 2011 to 47,234 in 2012, then decreased to 15,879 in 2014.

Table 3.33: Public Welfare Assistance Scheme Beneficiaries by Sex, 2011 - 2014			
Year	Male	Female	
2011	36,605	38,864	
2012	40,125	47,234	
2013	34,811	41,084	
2014	17,598	15,879	

Source: Ministry of Community Development Mother and Child Health





### 3.9.2 Social Cash Transfer Schemes

The social cash transfer is one of the social protection programs being implemented to protect the livelihood of vulnerable members of the society in Zambia. The program involves the regular transfer of cash to the beneficiaries in targeted districts. A decision was made in 2013 to scale up the program from 13 to 50 districts by using the inclusive model of targeting the poor and incapacitated households in the country.

The case load for the Social Cash Transfer Scheme in 2011 indicated that of a total of 32,643 male beneficiaries constituted 7,424 while female beneficiaries were 25,219. In 2012, male beneficiaries were 8,741 while female beneficiaries were 42,365. In 2013, male beneficiaries recorded were 10,381 while female beneficiaries were 50,671. In 2014, male beneficiaries were 56,527 while female beneficiaries were 89,171.

**Table 3.34: Current Caseload as at 31st December 2011**

	Type of SCT Model Implemented	Male	Female	Total
Kalomo	10% Incapacitated HHds	1,236	2,337	3,573
Kazungula	10% Incapacitated HHds	743	1,357	2,100
Monze	10% Incapacitated HHds	1,849	2,087	3,936
Chipata	10% Incapacitated HHds	675	1,825	2,500
Katete	Old Age Based Pension (<60yrs)	2,032	3,726	5,758
Kaputa	HHds with Children Under-5yrs	0	3,077	3,077
Kalabo	HHds with Children Under-5yrs	0	4,601	4,601
Shangombo	HHds with Children Under-5yrs	0	3,115	3,115
Serenje	Multiple Categorical Targeting	658	2,072	2,730
Luwingu	Multiple Categorical Targeting	231	1,022	1,253
<b>TOTAL</b>		<b>7,424</b>	<b>25,219</b>	<b>32,643</b>

Source: Ministry of Community Development Mother and Child Health

**Table 3.35: Current Caseload by Type of SCT Model Implemented as at 31st December 2012**

District	Type of SCT Model Implemented	Male	Female	Male Disabled	Female Disabled	Total
Kalomo	Inclusive model	1,565	2,733	82	97	4,477
Kazungula	Inclusive model	852	1,480	126	115	2,573
Monze	Inclusive model	1,739	1,982	110	105	3,936
Chipata	Inclusive model	673	1,499	150	145	2,467
Kaputa	Child Grant SCT	0	8,731	67	93	8,891
Kalabo	Child Grant SCT	0	7,917	55	30	8002
Shangombo	Child Grant SCT	0	5,383	24	31	5,438
Serenje	Multiple Categorical Targeting	390	3,244	83	67	3,784
Luwingu	Multiple Categorical Targeting	331	2,858	218	146	3,553
Zambezi	Multiple Categorical Targeting	184	1,606	85	87	1,962
Chiengi	Multiple Categorical Targeting	0	0	0	0	0
Milenge	Child Grant SCT	0	0	0	0	0
<b>Total</b>		<b>7,662</b>	<b>41,319</b>	<b>1,079</b>	<b>1046</b>	<b>51,106</b>

Source: Ministry of Community Development Mother and Child Health

**Table 3.36: Current Caseload by Type of SCT Model Implemented as at 31st December 2013**

District	Type of SCT Model Implemented	Male	Female	Male Dis-abled	Female Disabled	TOTAL
Kalomo	Inclusive Model (10% Incapacitated HHds)	1,565	2,733	82	97	4,477
Kazungula	Inclusive Model (10% Incapacitated HHds)	912	1,660	126	115	2,813
Monze	Inclusive Model (10% Incapacitated HHds)	1,739	1,982	110	105	3,936
Chipata	Inclusive Model (10% Incapacitated HHds)	680	1,522	150	148	2,500
Katete	Old Age Pension (60yrs & Above Individuals)	2,040	4,381	76	126	6,623
Kaputa	Child Grant Scheme (HHds with Children Under 5 yrs)	0	11,029	67	93	11,189
Kalabo	Child Grant Scheme (HHds with Children Under 5 yrs)	0	8,195	55	30	8,280
Shangombo	Child Grant Scheme (HHds with Children Under 5 yrs)	0	5,235	24	31	5,290
Serenje	Multiple Categorical Targeting	994	5,056	83	67	6,200
Luwingu	Multiple Categorical Targeting	715	3,338	220	227	4,500
Zambezi	Multiple Categorical Targeting	238	1,767	85	87	2,177
Chiengi	Multiple Categorical Targeting	370	977	50	136	1,533
Milenge	Child Grant Scheme (HHds with Children Under 5 yrs)	0	1,534	0	0	1,534
<b>Total</b>		<b>9,253</b>	<b>49,409</b>	<b>1,128</b>	<b>1262</b>	<b>61,052</b>

Source: Ministry of Community Development Mother and Child Health





**Table 3.37: Current Caseload by District as at 31st December, 2014**

No	District	Male	Female	Male Disabled	Female Disabled	Total
1.	Kalomo	926	1851	168	183	3,128
2.	Zimba	354	896	45	54	1,349
3.	Livingstone	-	-	335	197	532
4.	Gwembe	523	546	17	20	1,106
5.	Monze	1,224	2,107	192	413	3,936
6.	Kazungula	782	1,296	242	258	2,578
	<b>Southern Province Sub Total</b>	<b>3,809</b>	<b>6,696</b>	<b>999</b>	<b>1,125</b>	<b>12,629</b>
7.	Shan'gombo	1,794	2,266	65	53	4,178
8.	Kalabo	4,282	4,456	326	140	9,204
9.	Sikongo	1,356	1,843	519	533	4,251
10.	Sioma	1,664	1,319	8	12	3,003
11.	Nalolo	793	917	46	56	1,812
12.	Lukulu	200	3,633	300	319	4,452
13.	Senanga	1207	1,432	152	203	2,994
14.	Mitete	487	538	19	34	1,078
	<b>Western Province Sub Total</b>	<b>11,783</b>	<b>16,404</b>	<b>1,435</b>	<b>1,350</b>	<b>30,972</b>
15.	Kaputa	3,195	4,226	72	112	7,605
16.	Luwingu	1,200	3,941	320	513	5,974
17.	Nsama	691	4,900	50	92	5,733
18.	Mungwi	1,700	751	82	68	2,601
19.	Mporokoso	1,008	1,141	50	46	2,245
20.	Chilubi	730	1,101	107	158	2,096
	<b>Northern Province Sub Total</b>	<b>8,524</b>	<b>16,060</b>	<b>681</b>	<b>989</b>	<b>26,254</b>
21.	Katete	2,400	2,614	97	187	5,298
22.	Chipata	2,253	3,274	150	148	5,825
23.	Sinda	1,245	2,546	61	82	3,934
24.	Petauke	1,680	4,709	133	176	6,698
25.	Mambwe	929	1,591	28	40	2,588
	<b>Eastern Province Sub Total</b>	<b>8,507</b>	<b>14,734</b>	<b>469</b>	<b>633</b>	<b>24,343</b>
26.	Serenje	1,067	2,084	34	31	3,216
27.	Chitambo	938	1,486	19	29	2,472
28.	Itezhi-Tezhi	913	1,000	11	12	1,936
	<b>Central Province Sub Total</b>	<b>2,918</b>	<b>4,570</b>	<b>64</b>	<b>72</b>	<b>7,624</b>
29.	Milenge	486	2186	91	80	2,843
30.	Chiengi	1,000	2,063	96	126	3,285
31.	Mwansabombwe	462	1,017	90	132	1,701
32.	Kawambwa	783	1,053	50	76	1,962
33.	Lunga	551	700	52	148	1,451
34.	Chipili	561	881	79	115	1,636
35.	Samfya	990	1,418	122	22	2,552
36.	Nchelenge	956	1,331	70	130	2,487
37.	Mwense	472	888	70	69	1,499
	<b>Luapula Province Sub Total</b>	<b>6,261</b>	<b>11,537</b>	<b>720</b>	<b>898</b>	<b>19,416</b>
38.	Lusaka			683	891	1,574
39.	Luangwa	572	685	63	93	1,413
	<b>Lusaka Province Sub Total</b>	<b>572</b>	<b>685</b>	<b>746</b>	<b>984</b>	<b>2,987</b>
40.	Kitwe	-	-	365	426	791
41.	Ndola	-	-	309	345	654
42.	Luanshya	-	-	302	190	492
43.	Lufwanyama	935	1,112	97	107	2,251
	<b>Copperbelt Province Sub Total</b>	<b>935</b>	<b>1,112</b>	<b>1,073</b>	<b>1,068</b>	<b>4,188</b>
44.	Chinsali	1,201	1,417	226	190	3,034
45.	Isoka	389	591	301	471	1,752
46.	Shiwang'andu	640	1025	50	160	1,875
47.	Mafinga	668	820	120	260	1,868
	<b>Muchinga Province Sub Total</b>	<b>2,898</b>	<b>3,853</b>	<b>697</b>	<b>1,081</b>	<b>8,529</b>
48.	Chavuma	394	537	15	13	959
49.	Mufumbwe	789	834	49	53	1,725
50.	Zambezi	1,988	3,610	201	273	6,072
	<b>North Western Province Sub Total</b>	<b>3,171</b>	<b>4,981</b>	<b>265</b>	<b>339</b>	<b>8,756</b>
	<b>TOTAL CASELOAD</b>	<b>49,378</b>	<b>80,632</b>	<b>7,149</b>	<b>8,539</b>	<b>145,698</b>

Source: Ministry of Community Development Mother and Child Health







### 3.10 Women Empowerment

According to the United Nations Population Information Network (1995) women's empowerment encompasses women having a sense of self-worth; their right to have and determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

#### 3.10.1 Education Attainment and Literacy

The level of education attained by women and girls and their literacy levels are some of the factors that greatly affect women's and girls' empowerment. This is because education and literacy provides the women and girls with the knowledge, skills and self-confidence they need to seek out opportunities.

Table 3.38 shows that 8 percent of women aged 15 to 49 years compared to about 4 percent of men of the same age group had never attended any level of formal education. The table further shows that the highest percentage of both women and men had some secondary level education at 31.6 and 35.3 percent, respectively, followed by women and men who had some primary education at 30.7 and 23.3 percent, respectively. The lowest percentage being amongst those that had completed more than secondary education at 5.1 percent of women and 7.8 percent of men.

Further, more women residing in urban areas completed some secondary education or higher compared to women residing in rural areas.

Table 3.38 Percentage Distribution of Women and Men aged 15-49 Years by highest level of education attended or completed and Residence								
Background Characteristics/Residence	No Education	Some Primary	Completed 7th Year of Primary	Some Secondary	Completed 12th Year of Secondary	More than Secondary	Total	Number of Women
<b>WOMEN</b>								
Urban	3.4	16.2	15.2	41.7	14.1	9.4	100.0	7,585
Rural	12.7	43.2	16.9	22.9	3.0	1.3	100.0	8,826
<b>Total Women</b>	<b>8.4</b>	<b>30.7</b>	<b>16.1</b>	<b>31.6</b>	<b>8.1</b>	<b>5.1</b>	<b>100.0</b>	<b>16,411</b>
<b>MEN</b>								
Urban	1.1	9.4	11.9	41.0	22.7	14.0	100.0	6,326
Rural	6.0	35.4	20.1	30.3	5.7	2.4	100.0	7,235
<b>Total Men</b>	<b>3.7</b>	<b>23.3</b>	<b>16.3</b>	<b>35.3</b>	<b>13.7</b>	<b>7.8</b>	<b>100.0</b>	<b>13,561</b>
Source: CSO; 2013-14 Zambia Demographic and Health Survey								

#### 3.10.2 Literacy Levels

Table 3.39 shows that there were more literate males at 82.7 percent compared to females at 67.5 percent. This pattern of having more literate males than females was exhibited across all age groups.

In addition, there were more literate males than females in urban areas than in rural areas.







**Table 3.39: Percentage Distribution of Women and Men Aged 15-49 Years by Percentage Literate, Age Group and Residence**

Background Characteristics	Women		Men	
	Percent Literate <sup>1</sup>	Number	Percent Literate <sup>1</sup>	Number
<b>Age Group</b>				
15-24	77.3	6,631	84.9	5,672
15-19	78.8	3,625	82.3	3,337
20-24	75.4	3,006	88.6	2,335
25-29	63.2	2,813	81.0	1,944
30-34	60.4	2,475	80.4	1,927
35-39	58.7	2,009	80.3	1,664
40-44	60.4	1,464	82.6	1,384
45-49	60.5	1,018	81.5	970
<b>Residence</b>				
Urban	82.8	7,585	93.2	6,326
Rural	54.3	8,826	73.4	7,235
<b>Total</b>	<b>67.5</b>	<b>16,411</b>	<b>82.7</b>	<b>13,561</b>

<sup>1</sup>Refers to women and men who attended secondary school or higher; and women and men who could read a whole sentence or part of a sentence

Source: CSO; 2013-14 Zambia Demographic and Health Survey

### 3.10.3 Employment and Occupation Status, and Type of Wage Earned

Table 3.40 shows the percent distribution of women and men aged 15-49 years by employment status and marital status. There were fewer women who were currently employed at about 49 percent of the total number of women aged 15-49 years compared to about 73 percent of men in the same age category.

**Table 3.40: Percentage Distribution of Women and Men Aged 15-49 Years by Employment Status and Marital Status**

Marital Status	Employed in the 12 Months Preceding the Survey		Not Employed in the 12 months preceding the survey	Total	Number
	Currently Employed <sup>1</sup>	Not Currently Employed			
<b>WOMEN</b>					
Never Married	25.6	2.2	72.3	100.0	4,572
Married or Cohabiting	55.5	3.8	40.7	100.0	9,859
Divorced/Separated/Widowed	68.7	3.7	27.5	100.0	1,980
<b>Total Women</b>	<b>48.8</b>	<b>3.3</b>	<b>47.9</b>	<b>100.0</b>	<b>16,411</b>
<b>MEN</b>					
Never Married	50.0	8.4	41.6	100.0	5,985
Married or Cohabiting	91.4	5.7	2.9	100.0	7,035
Divorced/Separated/Widowed	85.4	7.3	7.3	100.0	542
<b>Total Men</b>	<b>72.9</b>	<b>6.9</b>	<b>20.1</b>	<b>100.0</b>	<b>13,561</b>

<sup>1</sup>Currently Employed is defined as having done work in the seven days before the Survey. This information includes people who had not done any work in the reference period but who are regularly employed but were absent from work due to leave, illness, vacation or any other reason

Source: CSO; 2013-14 Zambia Demographic and Health Survey

### 3.10.4 Occupation Status

Table 3.41 shows the percent distribution of women and men aged 15-49 years employed 12 months prior to the survey by occupation and selected background characteristics. The agricultural sector employed the highest proportion of the women and men, with 47.6 percent of women and 48.5 percent of men engaged in agricultural occupations. Of the total employed male population, 14.8 percent were engaged in skilled manual labour and 5.7 percent in unskilled manual labour compared to 2.1 percent of women engaged in skilled labour and 0.2 percent employed as unskilled manual labour.





**Table 3.41: Percentage Distribution of Women and Men Aged 15-49 Years Employed 12 Months Prior to the Survey by Occupation and Selected Background Characteristics**

Marital Status	Professional/ Technical/ Managerial	Clerical	Sales and Services	Skilled Manual	Unskilled Manual	Agriculture	Missing	Total	Number
<b>WOMEN</b>									
Never Married	9.3	3.5	40.4	2.3	0.0	40.9	3.5	100.0	1,268
Married or Cohabiting	5.1	0.8	37.5	2.2	0.2	51.6	2.7	100.0	5,846
Divorced/Separated/ Widowed	4.5	1.8	49.9	1.9	0.5	37.2	4.2	100.0	1,434
<b>TOTAL WOMEN</b>	<b>5.7</b>	<b>1.4</b>	<b>40.0</b>	<b>2.1</b>	<b>0.2</b>	<b>47.6</b>	<b>3.1</b>	<b>100.0</b>	<b>8,548</b>
<b>MEN</b>									
Never Married	4.4	1.3	19.2	14.3	3.5	50.2	7.0	100.0	3,495
Married or Cohabiting	6.1	0.9	17.5	14.6	7.0	48.4	5.5	100.0	6,832
Divorced/Separated/ Widowed	5.3	0.0	22.5	21.0	4.5	38.5	8.1	100.0	502
<b>TOTAL MEN</b>	<b>5.5</b>	<b>1.0</b>	<b>18.3</b>	<b>14.8</b>	<b>5.7</b>	<b>48.5</b>	<b>6.1</b>	<b>100.0</b>	<b>10,829</b>

Source: CSO; 2013-14 Zambia Demographic and Health Survey

### 3.10.5 Employment and Type of Wage Earned

Table 3.42 shows that 97.1 percent of currently married men were employed compared to 59.3 percent of currently married women. The table further shows that most women and men who were employed were paid in cash for work they had done. However, a higher percentage of men (70.9 percent) than women (57.2 percent) were paid in cash. Women were also more than twice as likely as men to work but not receive a payment, (35.4 percent of women compared to 16 percent of men). In addition, the table shows that not only were currently married women much less likely than currently married men to be employed, they were also much less likely to be paid for the work they had performed.

**Table 3.42: Percentage Distribution of Women and Men Aged 15-49 Years who were Employed 12 Months Prior to the Survey and the Percentage Distribution of Currently Married Women and Men who were Employed in the Past 12 Months Prior to the Survey by Type of Earnings**

AGE GROUP	AMONG CURRENTLY MARRIED RESPONDENTS		PERCENT DISTRIBUTION OF CURRENTLY MARRIED RESPONDENTS WHO WERE EMPLOYED 12 MONTHS PRIOR TO THE SURVEY, BY TYPE OF EARNINGS						
	Percentage employed 12 months prior to the survey	Number of respondents	Cash only	Cash in kind	In kind only	Not paid	Missing/ don't know	Total	Number of respondents
<b>WOMEN</b>									
15-19	41.9	613	40.9	5.4	3.1	50.6	0.0	100.0	257
20-24	47.4	1,684	51.2	6.0	0.7	41.8	0.2	100.0	799
25-29	56.4	2,181	58.9	5.2	0.9	34.9	0.1	100.0	1,230
30-34	63.5	1,976	60.4	6.0	1.2	31.9	0.5	100.0	1,255
35-39	64.6	1,572	62.5	5.6	0.7	31.0	0.2	100.0	1,016
40-44	70.9	1,102	55.4	7.7	1.1	35.5	0.3	100.0	782
45-49	69.5	730	54.6	8.3	0.3	36.5	0.1	100.0	507
<b>Total Women</b>	<b>59.3</b>	<b>9,859</b>	<b>57.2</b>	<b>6.2</b>	<b>1.0</b>	<b>35.4</b>	<b>0.2</b>	<b>100.0</b>	<b>5,846</b>
<b>MEN</b>									
15-19	93.4	36	69.2	13.2	0.0	17.6	0.0	100.0	34
20-24	93.2	523	62.5	14.7	0.3	22.5	0.0	100.0	488
25-29	96.5	1,235	70.0	11.1	0.4	18.3	0.3	100.0	1,192
30-34	97.8	1,613	74.8	11.2	0.6	13.2	0.2	100.0	1,579
35-39	97.3	1,496	72.9	11.7	0.7	14.5	0.2	100.0	1,456
40-44	97.8	1,247	69.4	13.5	0.9	16.3	0.0	100.0	1,219
45-49	97.8	884	68.8	13.9	1.2	16	0.1	100.0	865
<b>Total Men</b>	<b>97.1</b>	<b>7,035</b>	<b>70.9</b>	<b>12.3</b>	<b>0.7</b>	<b>16</b>	<b>0.2</b>	<b>100.0</b>	<b>6,832</b>

Source: CSO; 2013-14 Zambia Demographic and Health Survey





Women's unemployment rate is generally higher than that of men even if women may have the education and skills needed in the labour market. Some factors that are responsible for this are the socio-cultural and traditional patriarchal societies that exist in most developing countries. In cases where women are employed, they are likely to be engaged in low-skill and low-wage types of jobs.

Employment by marital status shows that women were less likely to be employed than their male counterparts. Men were more likely than women to be employed as manual labourers;

### 3.10.6 Control Over Earnings

Table 3.43 shows the percentage distribution of currently married women aged 15-49 years with cash earnings by person who decided how the earnings will be used.

The table shows that 34.7 percent of married women with cash earnings mainly decided how their earnings were used, while 49 percent of them said that they decided jointly with their husbands. Sixteen percent of women said that their husband mainly decided how their earnings were used.

<b>Table 3.43: Percentage Distribution of Currently Married Women Aged 15-49 Years with Cash Earnings 12 Months Prior to the Survey by Person Who Decided how the Wife's Cash Earnings were Used</b>							
Women's earnings relative to husbands earnings	PERSON WHO DECIDES HOW THE WIFE'S CASH EARNINGS ARE USED						Number
	Mainly wife	Wife and husband jointly	Mainly husband	Other	Missing	Total	
More than husband	37.2	50.3	12.4	0.1	0	100	456
Less than husband	38.6	44.7	16.7	0.1	0	100	2,506
Same as husband	10.7	70.9	18.4	0	0	100	588
Husband has no cash earnings or did not work	61.1	31.7	4.5	1.8	0.9	100	101
Women worked but has no cash earnings	na	na	na	na	na	na	na
Women did not work	na	na	na	na	na	na	na
<b>Total</b>	<b>34.7</b>	<b>49.0</b>	<b>16.0</b>	<b>0.1</b>	<b>0.3</b>	<b>100</b>	<b>3,703</b>
<b>Source:</b> CSO; 2013-14 Zambia Demographic and Health Survey							
na =Not Applicable							

Table 3.44 shows the percentage distribution of currently married women aged 15-49 years whose husbands had cash earnings by person who decided how the earnings will be used.

The proportion of married women who decided how their husbands' earnings were used was 9.8 percent. Women who earn about the same as their husbands were most likely to decide jointly with their husbands about the use of their own earnings and their husband's earnings at 72.3 percent.

Women who earn more than their husband are more likely than other women to be the main decision maker about the use of their husband's earnings at 19.3 percent.

<b>Table 3.44: Percentage Distribution of Currently Married Women Aged 15-49 Years Whose Husbands had Cash Earnings by Person who Decided how the Husband's Cash Earnings were Used, According to the Relation Between Wife's and Husband's Cash Earnings</b>							
Women's earnings relative to husbands earnings	PERSON WHO DECIDES HOW THE HUSBAND'S CASH EARNINGS ARE USED						Number of women
	Mainly wife	Wife and husband jointly	Mainly husband	Other	Missing	Total	
More than husband	19.3	59.1	21.6	0.0	0.0	100	456
Less than husband	10	61.7	28.2	0.1	0	100	2,506
Same as husband	5.7	72.3	22	0	0	100	588
Husband has no cash earnings or did not work	na	na	na	na	na	na	na
Women worked but has no cash earnings	8.1	54.8	36.7	0.2	0.2	100	2,003
Women did not work	9.9	56.7	32.9	0.2	0.3	100	3,903
<b>Total</b>	<b>9.8</b>	<b>58.7</b>	<b>31.2</b>	<b>0.2</b>	<b>0.2</b>	<b>100</b>	<b>9,508</b>
<b>Source:</b> CSO; 2013-14 Zambia Demographic and Health Survey							

When women have control over their income they gain more equality and control over their own lives and the lives of their family members e.g. their children's development (nutrition, health and education).







### 3.10.7 Ownership of a House

Ownership of valuable assets, such as a house, enhances an individual's economic empowerment. Women who own valuable assets are better protected from falling into destitution during crisis such as marital dissolution, abandonment or death of a spouse.

Table 3.45 shows the percentage distribution of Women and Men aged 15-49 years by ownership of a house. The table shows that 22.5 percent of men have sole ownership of a house compared to 9.4 percent of women and 30.4 percent of women owned assets jointly. The table further shows that over 53.8 percent of women and 58.0 percent of men did not own a house.

Table 3.45: Percentage Distribution of Women and Men Aged 15-49 Years by Ownership of Housing							
Sex, Residence, Educational Level	PERCENTAGE WHO OWN A HOUSE			PERCENTAGE WHO DO NOT OWN A HOUSE	Missing	Total	Number
	Alone	Jointly	Alone and jointly				
<b>WOMEN</b>							
Urban	5.9	15.6	4.4	74	0.1	100.0	7,585
Rural	12.5	43.2	7.8	36.5	0.1	100.0	8,826
<b>Education</b>							
No education	15.8	47.7	8.6	28	0.0	100.0	1,375
Primary	11.4	40.0	7.5	41.0	0.1	100.0	7,685
Secondary	6.0	17.3	4.3	72.3	0.0	100.0	6,521
More than secondary	7.5	16.2	5.3	70.7	0.3	100.0	830
Total Women	9.4	30.4	6.2	53.8	0.1	100.0	16,411
<b>MEN</b>							
Urban	9.9	7.7	3.2	79.1	0.1	100.0	6,326
Rural	33.4	19.6	7.4	39.5	0.1	100.0	7,235
<b>Education</b>							
No education	31.8	32.8	9.4	26	0.0	100.0	500
Primary	29.3	17.9	7.5	45.3	0.0	100.0	5,365
Secondary	17.7	10.3	3.8	68.1	0.0	100.0	6,638
More than secondary	12.9	9.2	3.4	74.2	0.3	100.0	1,058
Total Men	22.5	14.1	5.4	58.0	0.1	100.0	13,561

Source: CSO; 2013-14 Zambia Demographic and Health Survey

From the statistics above, more men compared to women had sole ownership of a house. Notably, more women than men jointly owned a house with someone else.

Women in rural areas are more likely than urban women to own a house. Similarly, men in rural areas are more likely than men in urban areas to own a house and land.







### 3.10.8 Approved Projects By Citizens Economic Empowerment Commission (CEEC)

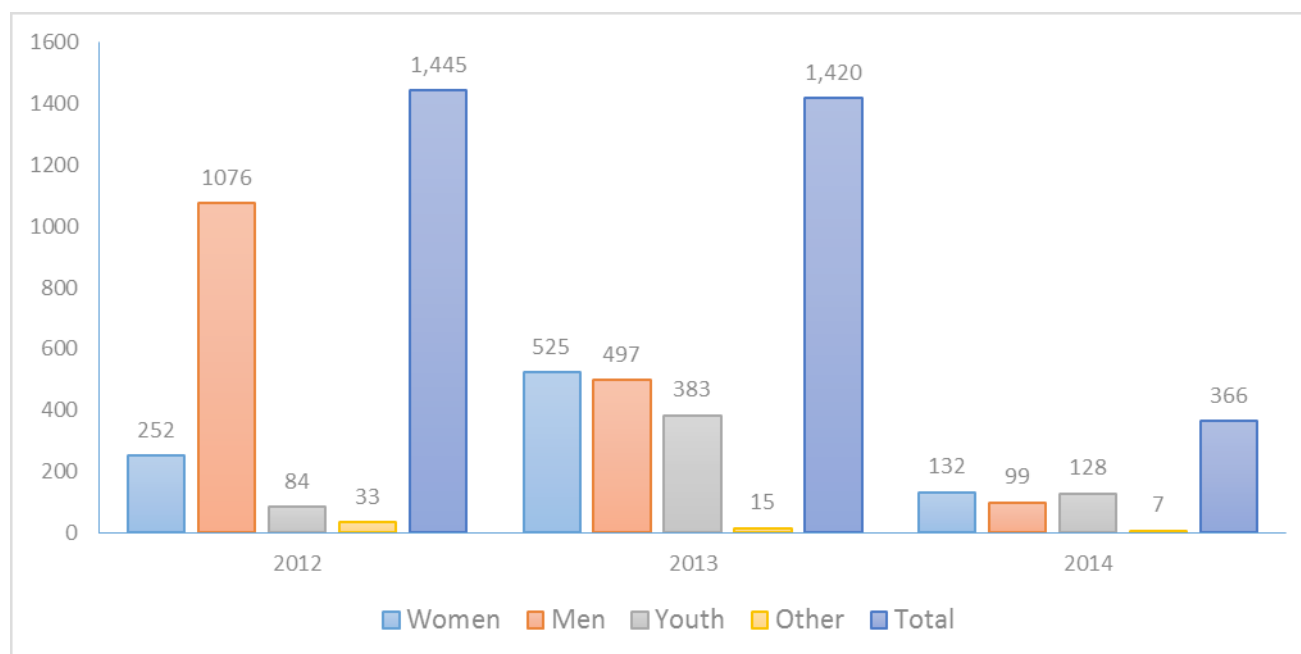
Table 3.46 shows the distribution of approved projects by CEEC by women, men and youths. The table shows that the number of approved projects for women increased from 252 in 2012 to 525 projects in 2013, then decreased to 132 projects in 2014. The number of projects for men has been decreasing from 2012. The most notable decrease between 2013 and 2014 when number of projects decreased by 1,054, from 1,420 in 2013. The number of projects for men has been decreasing from 1,076 project in 2012 to 99 projects in 2014.

<b>Table: 3.46 Distribution of Approved Projects by CEEC, 2012-2014</b>			
Category	2012	2013	2014
Women	252	525	132
Men	1,076	497	99
Youth	84	383	128
Other	33	15	7
Total	1,445	1,420	366

**Note:** Other includes the Disabled and HIV/AIDS persons

Source: CEEC

**Figure 3.26: Distribution of Approved Projects by CEEC, 2012 - 2014**



Tables 3.47 and 3.48 show the disbursement of loans by province, selected district, industry and sex between 2013 and 2014, respectively. In 2013 a total of 554 Projects were approved for women compared to a total number of 648 that were approved for men. In 2014, a total of 113 projects were approved for women and 118 for men.





**Table 3.47: Projects Approved for CEEC Support in 2013, by Province, District and Sex**

Province	District	Industry	No. Projects			
			YOUTHS	WOMEN	MEN	DISABLED
Central	1.Kabwe	Dairy	19			
	2. Mumbwa	Cotton	1	51	14	
	3.Chisamba	Soya beans		13	17	
Copperbelt	1.Ndola (43) Kitwe (20)	Fish	1	4	18	1
	2. Luanshya	Dairy	3	18	17	
	3. Lufwanyama	Timber	2	5	9	
Eastern	1. Mambwe	Rice	7	23	36	
	2.Chipata	Dairy	39	4	8	
	3.Patauke	Groundnuts	2	13	11	
Luapula	1. Nchelenge	Fish	19	5	18	
	2.Mansa	Cassava/soya beans	2	5	12	
	3.Mwense	Palm Oil			2	
Lusaka	1.Chilanga	Dairy	1	31	28	1
	2.Lusaka	Poultry/Chicken	15	3	2	1
	3. Rufunsa	Fish	6	10	19	
Muchinga	1.Mpika	Dairy	5	21	38	
	2.Isoka	Soybeans		24	20	
	3.Chinsali	Rice/Soybeans		68	22	
Northern	1.Mungwi	Groundnuts	3	22	38	
	2.Mpulungu	Fish	8	27	69	
	3.Kasama	Soybeans		21	58	
North-western	1.ikelenge	Pineapple	3	2	13	
	2.Kabompo	Honey	3	7	12	
	3.Solwezi	Dairy	4	8	24	
Southern	1.Choma	Dairy	12	24	26	
	2.Namwala	Beef		12	22	
	3.Siavonga	Fish	3	28	39	
Western	1.Kaoma	Cassava	130	89	1	
	2. Sesheke	Timber	1	11	38	
	3.Mongu	Mango	5	5	17	1
<b>Total No. of NO Projects</b>			<b>294</b>	<b>554</b>	<b>648</b>	<b>4</b>

Source: Citizen Economic Empowerment Commission

**Table 3.48: Projects Approved for CEEC Support in 2014, by Province, District and Category**

Province	District	Value Chain	NO.Projects			
			YOUTHS	WOMEN	MEN	DISABLED
Central	Chitambo	Fish	5	5		
Copperbelt	Kalulushi	Fish	2	7	5	1
Eastern	Lundazi	Gemstone/Cotton	9	6	2	
Luapula	Mwansabombwe	Fish	6	3	4	
Lusaka	Chongwe	Beef/poultry	12	10	4	4
Muchinga	Nakonde	Beef/stock feed	11	11	19	
Northern	Mporokoso	Groundnuts	42	31	55	
North-eastern	Chavuma	Fish	7	3		
Southern	Zimba	Beef/stock feed	18	28	18	
Western	Mwandi	Fish	6	5	8	
	Nalolo	Beef	11	4	3	1
<b>Total No.Projects</b>			<b>129</b>	<b>113</b>	<b>118</b>	<b>6</b>

Source: Citizen Economic Empowerment Commission

From the statistics, women's access to finance is limited compared to men due to lack of readily available fixed assets to use as collateral. Most entrepreneurs only have movable assets whereas lenders prefer fixed assets.

Access and cost of finance is another limitation to women's involvement and progress in Micro, Small and Medium Enterprises. For a business to succeed it needs capital and many Zambian women were not able to acquire finances to establish business enterprises. For this reason, the CEEC assisted women entrepreneurs with project and trade finance loans.

Statistics about the informal sector where women are the majority are difficult to capture due to lack of unreliable records.





It is important to recognise that women do not have the same opportunities and access to finance as men. There are various constraints women are facing in relation to empowerment, such as:

- Lack of supportive policy and legal framework to enhance women entrepreneurship programmes;
- Cultural constraints;
- Lack of access to finance to enhance their Micro, Small and Medium enterprises;
- Skills Development;
- Low financial literacy amongst women in micro, small and medium enterprises; and
- Challenges in accessing available markets.

Therefore, it has been necessary to embark on deliberate efforts towards improving access to finance by women. It is for this reason that the Citizen Economic Empowerment Commission (CEEC) has been working to improve access to finance by women, guided by its administrative policy and legal framework, which stipulates that 30 percent of the loans are disbursed to women.

### 3.10.9 Farmer Input Support Programme (FISP)

Table 3.49 shows the number of households supported by the Farmer Input Support Programme (FISP) over five agricultural seasons. The table shows that access to FISP was dominated by male-headed households. The gap between male-headed and female-headed beneficiary households has remained almost the same over the past three agricultural seasons. The proportion of female-headed beneficiary households increased from 17.6 percent during the 2011/12 agricultural season to 18.8 percent during the 2012/13 agricultural season. During the 2013/14 agricultural season, the proportion of female-headed beneficiary households decreased to 17.7 percent.

**Table 3.49: Number of Households Supported by the Farmer Input Support Programme by Sex of Household Head, 2008/09 - 2013/14**

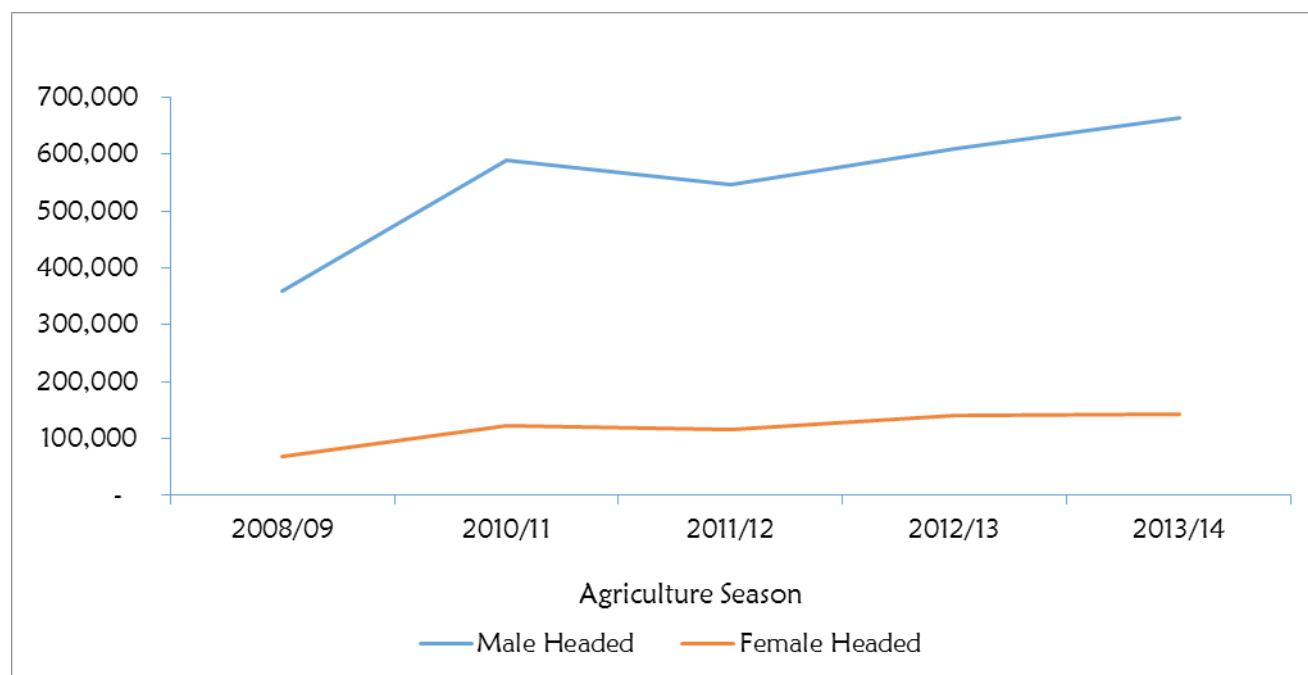
Agricultural Season	Male	Percent	Female	Percent	Total
2008/09	358,459	83.9	68,565	16.1	427,024
2010/11	588,896	82.8	122,425	17.2	711,321
2011/12	546,178	82.4	116,377	17.6	662,555
2012/13	610,721	81.2	141,038	18.8	751,759
2013/14	664,386	82.3	142,788	17.7	807,174

Source: CSO/MAL Crop Forecasting Survey





**Figure 3.27: Number of Households Supported by FISP by Sex of Household Head, 2008/09 -2013/14**



**Source:** CSO/MAL Crop Forecasting Survey

In order to qualify for FISP, households are required to contribute 50 percent of the cost of the inputs of which most of the female-headed households are unable to do due to lack of resources. This could be the major contributing reason for the decline in the proportion of female-headed households benefiting from FISP.

The gap between female-headed households and male headed-households that benefit under FISP has continuously remained wide. A total of 1,540,390 households in Zambia are involved in agriculture, out of which, 807,174 households are supported under FISP. Of the supported total, female headed households account for only 17.7 percent compared to male headed households which account for 82.3 percent.

If FISP is going to attain its goal of reducing poverty among the vulnerable small scale farmers, a deliberately biased approach towards female-headed households will have to be adopted so as to narrow the gap between the two sets of households. The move will effectively reduce poverty among female-headed households and uplift the lives of women.





### 3.10.10 Chiefs

Ascendance to chieftaincy differs from one ethnic group to another. In some cases, this is either inherited based on record of leadership of a family or clan-head or it is achieved through the recognition of benevolence and loyalty to the clan leadership. In some instances, ascendance to the throne is elective.

The throne does not change its name but individuals of the various thrones would change depending on given circumstances which would include death and succession wrangles.

Table 3.50 shows the number of chiefs by sex and province for years. The table shows that Zambia has 288 chiefs of which 258 were males and 30 females. All four (4) Paramount Chiefs in Zambia are males and only found in the Western, Eastern and Northern provinces. Lusaka and Northern provinces are the only ones with female Senior Chiefs with one in each province, while the remaining 35 Senior Chiefs are male.

Of the total 247 Chiefs, 219 of them are male while only 28 are female. Eastern Province has the highest number of female chiefs while Northern Province has no female chief. Eastern Province has the highest number of female chiefs having (6), while Lusaka and Muchinga provinces have the lowest number of female chiefs with one chief in each province.

**Table 3.50: Number of Chiefs by Sex and Province 2011-2014**

Province	Paramount Chief		Senior Chief		Chief		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Lusaka	-	-	-	1	4	2	4	3	7
Central	-	-	4	-	33	4	37	4	41
Copperbelt	-	-	3	-	9	3	12	3	15
Southern	-	-	1	-	30	2	31	2	33
Western	1	-	2	-	6	2	9	2	11
Eastern	2	-	5	-	44	6	51	6	57
Northern	1	-	2	-	25	-	28	1	28
Luapula	-	-	7	-	27	5	34	5	39
Muchinga	-	-	2	1	20	1	22	2	24
North West-ern	-	-	9	-	21	3	30	3	33
Total	4	-	35	2	219	28	258	30	288

Source: Ministry of Chiefs and Traditional Affairs (MoCTA)

The low numbers of female chiefs can be attributed to the patriarchal tradition and cultural beliefs in most chiefdoms. This implies that most women do not participate in decision making, resulting in gender imbalances in the distribution of resources as most of their needs end up not being addressed effectively. For example, access to and ownership of agricultural land which is predominantly traditional, remains a preserve of men, despite women doing more of the agricultural activities than men.





### 3.10.11 Population in Transport, Construction and Communication

The Government of the Republic of Zambia attaches great importance to infrastructure development. Construction and Communication industries are among the sectors that are currently benefiting from infrastructural development in Zambia. This chapter highlights the contribution of women in the two sectors.

#### Construction

The Road Development Agency (RDA) is currently undertaking the country wide road construction project. The project's total cost is K18,869,309,613.24 and the total distance of road construction expected to be covered is 13,588.31 (Km).

As at 2014, the project had employed 16,445 persons of which 1,494 were females. Of the total number of people employed, Eastern Province had the highest number at 2,664 of which 340 were females. Southern Province had the lowest number of employed persons at 552 of which 52 were females, representing 10 percent.

**Table 3.51: Employment by Sex in the Road Construction Projects by Province, Cost of Project and Size, as at 2014**

Province	Project Costs Kwacha	Road Length (Km)	Employed Persons		Total Number of People Employed
			Male	Female	
Central	722,130,526.36	314.97	1,881	122	2,003
Copperbelt	2,243,934,713.19	498.23	1,685	247	1,932
Eastern	2,897,910,822.03	881.61	2,324	340	2,664
Luapula	1,866,242,822.03	1,931.50	1,152	114	1,266
Lusaka	20,437,790.66	909.50	1,602	150	1,752
Muchinga	4,814,081,804.66	1,493.80	1,738	108	1,846
Northern	2,546,516,213.20	1,835.00	2,031	95	2,126
North-Western	588,022,858.66	2,555.40	933	129	1,062
Southern	938,461,808.83	1,831.00	498	54	552
Western	2,231,570,962.71	1,337.30	1,107	135	1,242
Zambia (Total)	18,869,309,613.24	13,588.31	14,951	1,494	16,445

**Source:** Road Development Agency (RDA) ,Ministry of Transport, Works & Supply, Communication (MTWSC)

#### Communication

Communication allows individuals increased access to information and opportunities. It allows the passing on and receiving of the much needed information for decision making at different levels of governance and business operations. The communication industry, therefore, creates a basis for both personal and national development.

The communication industry is comprised of different types of establishments namely; Mobile Network Operators, Internet Service Providers, Wholesale, Carriers and Zambia Information Communication and Technology Authority (ZICTA) coming in as a regulating authority in the sector.

Table 3.53 shows the number of employees in the Information, Communication and Technology sector by sex and type of establishment from 2011 to 2014.

#### Mobile Network Operators

The mobile network Operators had employed a total of 1525 persons as of 2014. This comprised of 521 females and 1,004 males with the expatriates accounting for 17 persons.

#### Internet Service Providers

The Internet Service Providers employed a total of 373 persons of which the females accounted for 117, whereas the males accounted for 299 with the expatriates accounting for 14.





## Wholesale Carriers

The Wholesale Carriers employed a total of 90 persons as of 2015, reducing by 12 persons from 102 persons in the year 2014. The females accounted for 17 compared to their male counterparts at 73 persons.

## Zambia Information Communication and Technology

ZICTA has also contributed to the employed population in the communication sector, despite being the regulating authority. The institution has contributed a total of 120 employees as of 2014; 75 females and 45 males.

**Table 3.52: Number of Employees in the Information, Communication and Technology Sector by Sex and Type of Establishment (2011 – 2014)**

No.	Type of Establishment	Indicator	2011	2012	2013	2014
1	Mobile Network Operators	Expatriate Staff	22	18	19	17
		Female Employees	282	248	478	521
		Male Employees	400	399	973	1004
		<b>Sub Total</b>	<b>682</b>	<b>647</b>	<b>1451</b>	<b>1525</b>
2	Internet Service Providers	Expatriate Staff	17	14	13	14
		Female Employees	147	137	134	121
		Male Employees	271	271	266	252
		<b>Sub Total</b>	<b>418</b>	<b>408</b>	<b>400</b>	<b>373</b>
3	Wholesale Carriers	Expatriate Staff	-	-	-	-
		Female Employees	-	-	-	20
		Male Employees	-	-	-	82
		<b>Sub Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>102</b>
4	ZICTA	Expatriate Staff	-	-	-	-
		Female Employees	-	-	-	75
		Male Employees	-	-	-	45
		<b>Sub Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>120</b>
	<b>Zambia</b>		<b>1,100</b>	<b>1,055</b>	<b>1,851</b>	<b>2,120</b>

Source: MTWSC- (ZICTA)

### 3.10.12 Land Ownership

Land is the most fundamental resource in any given society as it is the basis for human survival. It is also an important factor in the promotion of gender equality and empowerment of women. It is for this reason that the Government in 1996 liberalised Land acquisition and its usage. The Government passed the Land Act, Cap. 184 of the laws of Zambia to provide legal machinery through which the land alienation system would be governed to ensure the fundamental right to property and ownership of Land by all Zambians. It also guarantees women, the majority being in rural areas, the possibility of being land owners with security of tenure of 99 years (National Gender Policy; 2000). Zambia has a two tier land system of Land Ownership; State and Customary. State land makes up 6 percent of the country's land while customary is 94 percent.

In a quest to promote gender equality in access to and ownership of land, Government through the Ministry of Lands, Natural Resources and Environmental Protection developed an affirmative policy which has reserved 30 percent of all Land on offer for women in line with the SADC Protocol (Multi-Sector Country Gender Profile, 2006). In 2014, this was increased to 40 percent of all land allocation for women while both men and women compete for the remaining 60 percent.

In its continued endeavour to improve gender statistics in land administration, Government has developed the Zambia Integrated Land Management Information System (ZILMIS) which has the sex parameter as a compulsory variable for completion of any data entry/transaction on Land.

Table 3.53 shows the State land offered from 2011 to 2013. In 2011, of the total 5,881 offers given, 4,408 were given to men while 1,473 females received land offers. Land offers reduced from 4,139 in 2012 to 3,565 in 2013.





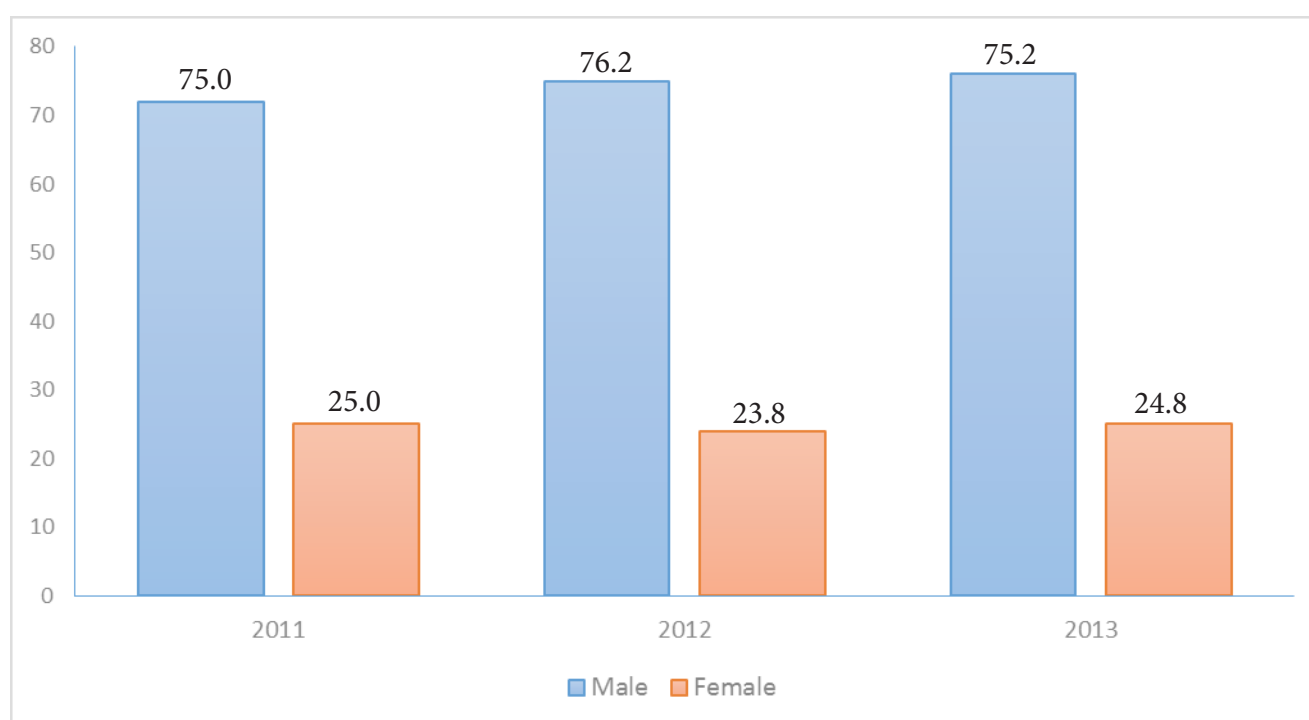


**Table 3.53: State Land Offers by Province and Sex, 2011-2013**

Province Name	2011			2012			2013		
	Male	Female	Total Number	Male	Female	Total Number	Male	Female	Total Number
Central	454	115	569	454	96	550	362	71	433
Copperbelt	1,321	519	1,840	677	264	941	342	136	478
Eastern	222	69	291	149	30	179	262	82	344
Luapula	181	32	213	66	16	82	111	16	127
Lusaka	844	272	1,116	584	231	815	934	382	1,316
North Western	230	40	270	169	37	206	111	28	139
Northern	58	14	72	159	34	193	95	16	111
Southern	1,044	402	1,446	823	265	1,088	420	143	563
Western	54	10	64	71	14	85	45	9	54
Total	4,408	1,473	5,881	3,152	987	4,139	2,682	883	3,565

Source: Ministry of Lands, Natural Resources and Environmental Protection (MLNREP) Land Information Management System (LIMS)

**Figure 3.28: Percent Distribution of State Land Offers by Sex, 2011-2013**



Source: Ministry of Lands, Natural Resources and Environmental Protection (MLNREP) Land Information Management System (LIMS)

Women's low access to land can be attributed to factors such as low education levels, and high poverty levels among women which make the costs of acquiring state land beyond most of their reach.

Also, patriarchal traditional and cultural beliefs in the Zambian society have an effect on women's access to land as most women shy away from applying for land and of the women that apply and are offered land, majority surrender ownership to their spouses or male family members.

Customary land which is under the administration of traditional leaders is governed by patriarchal practices and does not provide security as it does not have title deeds. This means that access to customary land traditionally favours men and the few women that have access to customary land are limited to agricultural empowerment without access to credit which requires collateral (Certificate of title).





# Chapter 4: Limitations of Definitions of Indicators, Available Data Sources and the Data

There are many limitations associated with the definitions of indicators, available data sources and the data itself.

## 4.0 Data Availability and Data Sources

1. The National Gender M&E Plan 2011-2015 provided guidance on the data source of an indicator and how often it is collected.
2. Gender data is collected, compiled and analysed by various data producers using administrative records, surveys and censuses. Access to the data is limited and it usually requires the subject's written approval, sometimes a long wait to obtain the data. For instance, sex disaggregated data on access to credit, proportion of female and male employees in the private sector, access to safe water and sanitation, housing, number of small scale women miners, energy and tourism was not available.
3. Some data was not sex disaggregated due to non-availability.
4. Variance in the periodicity of data collection making the current data unavailable for immediate comparisons and analysis.

## 4.1 Limitation of Gender Indicators

Some indicators are not very specific and would require refining so that they provided an accurate measure of the gender inequality.

## 4.2 Lack of Databases

In general, most institutions lack comprehensive and specific databases on gender related statistics and indicators.

## 5.0 Main Recommendations

This report has reviewed the recommendations which the baseline provided that could enhance the collection of performance gender related indicators. The recommendations below are not comprehensive but include:

1. *The Ministry of Gender and Child Development as the coordinating institution in collaboration with the Central Statistical Office, requires having a database on Statistics and Indicators on Women and Men. This would provide statistics and indicators on women and men in specific fields of concern.*

The process for the development of a national database on gender is underway.

2. *Revival of regular national and sub national bi-annual meetings for Gender Focal Points Persons (GFPPs).*

This process contributes to the enhancement of skills and knowledge of GFPPs representing various sectors of the economy that are sure to have an impact on mainstreaming of gender in development programmes. The specific skills should include the ability to produce and collate important gender related data and indicators.

2. *Improved collaboration between producers and users of gender data and statistics.*

In addition to item 2, data producing agencies like the Central Statistical Office could be utilised to provide technical backstopping on various aspects of data production, processing, analysis, presentation, storage and retrieval.





### *3. Continued Capacity building in gender mainstreaming and generation of gender related indicators.*

Local and regional training prospects should be considered to harness or tap on institutional memory in the event of staff turnover.

### *4. Improved allocation and use of institutional budgets on generation of gender data and indicators.*

There is need for adequate allocation of resources for the activity. Related to item 3, is the need for these budgets to be used for intended purposes for the benefit of the institutions.

### *5. Need for increased gender awareness and sensitization of persons involved in budgeting processes.*

This is to allow for useful allocation of funds to gender related and statistical programmes.

### *6. Need to establish and monitor the extent to which Zambia has mainstreamed gender issues after the affirmation for change in policies embodied in international laws to which the country is signatory.*

### *7. Improvement of old and development of new indicators using experts.*

This process will allow for the correct measure of gender equality. This was not done instead only the updating of the old indicators was considered.

### *8. To design national level time-use studies concentrating on unpaid work and to experiment with different forms of imputation of value for this work.*

Time-use study yet to be done. Need to source funds from collaborating partners/stakeholders.

### *9. Need to encourage and support both qualitative and quantitative research.*

This ensures gender analysis for better representation of issues affecting women and men, boys and girls.

## **6.0 Conclusion**

The report has established and affirmed that there is need for programme managers to provide indicators and target values for every indicator as stated in the National Gender Monitoring and Evaluation Plan. Any lack of sex disaggregated data not only presents challenges for management decision-making purposes, but also hinders evaluation efforts. The report concedes that evaluation is primarily based on sound data and good indicators that are clearly defined. The performance indicators that have been reviewed in this report are mostly categorized into output, outcome and impact indicators. The updating undertaken reveals key factors that could both strengthen and threaten the operationalization of the National Gender Monitoring and Evaluation Plan of 2011-2015. Amongst the factors that will support the implementation of the NG M&E plan are:

- 1. Improved understanding and appreciation of the need for gender statistics;*
- 2. Availability of gender related data and statistics, a responsibility of many players in various sectors of the economy;*
- 3. Regularly updated gender statistics, requiring commitment from all producers or custodians of the data;*
- 4. Existence of reliable data sources and gender databases; and*
- 5. Improvement in the definitions of some gender related indicators.*



The implementation of the National Gender M & E Plan could also face some setbacks if the partners committed to addressing the gender issues do not uphold and strengthen their role in various sectors of the Zambian economy and community.

In order to ensure that the availability and the quality of gender-differentiated statistics and indicators are improved, a gender perspective should consistently be integrated into the processes of the national statistical systems.

In executing this exercise, the updates for all performance indicators in the National Gender Monitoring and Evaluation Plan were established. Some of the updates may be different from what was originally published in the National Gender Monitoring and Evaluation Plan.

Where possible and where available, targets were also established for some indicators according to the revised SNDP and the other national and international documents like the Millennium Development Goals.

Sex disaggregated statistics on some of the indicators were collected for the period 2009-2013. The data was analysed and inferences made. However, data was unavailable for a number of indicators such as access to land, mining licences, and access to credit, percent of women financed under the Citizens Economic Empowerment Commission, and the percentage of MPSAs that have adopted 75 percent of the gender mainstreaming tools. For the latter, the core circular was released around the time of preparation of the report, thus making it impossible for the data to be available in the period of the review.

There is need to review some of the indicators to make them specific and measurable. For instance, the indicators “positive change in knowledge, attitudes and practices towards gender of people in Zambia”, and “Number of women development groups supported (nationwide)” are not so clear and may pose challenges in the data collection.

For mining, there needs to be a clear distinction made between individuals and firms with mining licences in order for sex-disaggregated data on individuals to be collected.

The need for simple and specific gender databases cannot be over-emphasized. The MGCD needs to therefore take a leading role in the creation of these databases and tap on technical expertise from the National Gender Monitoring and Evaluation Technical Working Group and institutions such as the Central Statistical Office who are the coordinators of the national statistical system and have already developed institutional capacity for nationwide data collection, processing and dissemination.







# Appendix

## Gender Violence

2015 National Gender Based Violence Crime Statistics - Frist Quarter Returns											
Offence	Sex	Provinces									
		Central	Copperbelt	Eastern	Luapula	Lusaka	Muchinga	Northern	N/Western	Southern	Western
Defilement Of A Child	Boy	0	30	1	0	0	0	0	0	0	0
	Girl	64	53	47	12	366	25	8	7	53	19
Defilement Of Idiots	Boy	0	0	0	0	0	0	0	0	0	0
	Girl	-	1	-	-	-	0	-	-	-	-
Attempted Defilement	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	2	-	-	-	0	-	-	-	-
Bigamy	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
Rape	Male	-	-	-	-	-	0	-	-	-	-
	Female	20	20	7	4	18	7	1	1	15	-
Attempted Rape	Male	-	-	-	-	-	0	-	-	-	-
	Female	7	3	-	-	6	3	-	2	2	-
Incest	Male	-	1	-	-	-	0	-	-	-	-
	Female	1	-	-	-	14	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	1	3	-	-	2	0	-	1	3	-
Unnatural Offences	Male	-	2	-	-	-	0	-	-	2	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	6	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Sexual Harassment	Male	-	-	-	-	1	0	-	-	-	-
	Female	-	-	-	-	0	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Indecent Assault	Male	-	1	-	-	-	0	-	-	-	-
	Female	1	1	1	-	-	0	-	-	1	-
Arson	Male	-	1	-	-	1	0	-	-	-	-
	Female	1	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Murder	Male	-	-	-	-	-	0	-	1	-	-
	Female	1	1	-	-	2	0	-	1	-	-
	Boy	-	-	1	-	-	0	-	-	-	-
	Girl	1	-	1	-	-	0	-	-	-	-
Attempted Murder	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Infanticide	Boy	-	-	-	-	1	1	-	-	-	-
	Girl	-	-	-	-	1	0	-	-	-	-
Grievous Bodily Harm	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Assault Oath	Male	39	84	18	4	52	1	5	2	11	14
	Female	383	284	91	63	286	82	-	68	96	72
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Unlawful Wounding	Male	-	2	3	-	6	0	-	1	2	-
	Female	2	2	1	-	5	1	-	2	2	1
	Boy	-	-	4	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-





Assault On A Child	Boy	7	7	4	2	1	0	-	2	2	-
	Girl	7	4	4	-	2	1	-	3	1	-
Neglecting To Provide	Boy	4	131	-	5	10	1	-	3	1	-
	Girl	9	127	10	60	20	3	-	2	3	-
Attempted Infanticide	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Child Pornography	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Child Destruction	B	-	-	-	-	-	0	-	-	-	-
	G	-	-	-	-	-	0	-	-	-	-
Compliment Of Birth	F	-	-	-	-	-	0	-	-	-	-
	G	-	-	-	-	-	0	-	-	-	-
Abduction	Male	-	-	-	-	-	0	-	-	-	-
	Female	1	-	2	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	1	-	-	-	-
Failing To Provide	Male	62	9	-	21	4	0	2	-	-	8
	Female	72	192	20	158	17	0	-	-	1	135
Procuring An Abortion	F	-	-	-	-	-	0	-	-	-	-
	G	-	-	-	-	-	0	-	-	-	-
Child Stealing	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Child Desertion	Boy	1	1	1	1	2	0	-	-	-	2
	Girl	-	-	3	-	2	0	-	-	2	1
Abortion	F	-	-	-	-	-	1	-	-	2	-
	G	-	-	1	-	2	0	-	-	-	-
F/F/Pretence Of Marriage	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	2
Threatening Violence	Male	-	3	-	2	4	0	-	-	-	-
	Female	1	2	4	3	14	2	-	-	1	1
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Human Trafficking	Male	-	-	-	1	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	1	5
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Depriving The Beneficiaries	Male	-	-	1	5	11	0	-	-	-	-
	Female	-	1	6	4	16	0	-	-	1	1
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Criminal Trespass	Male	-	1	-	2	-	0	-	-	-	-
	Female	-	-	1	-	-	0	-	2	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Theft	Male	-	7	4	2	11	0	-	1	-	1
	Female	-	-	12	1	7	0	-	1	-	3
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Trustees Fraudulently Disposing Of Trust Property	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	2	-	-
Malicious Damage Of Property	Male	-	6	2	3	9	1	-	1	-	-
	Female	5	3	1	3	9	2	-	-	-	4
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-





Naming A Person To Be A Witch	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Use Of Insulting Language	Male	5	7	2	-	-	0	-	-	-	-
	Female	9	15	10	11	-	0	-	1	-	2
	Boy	-	-	12	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
People Living On The Earning Of Prostitution	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Conduct Likely To Cause Breach Of Peace	Male	-	15	1	-	-	0	-	-	-	1
	Female	7	5	2	-	-	0	-	-	-	-
	Boy	-	2	-	-	-	0	-	-	-	-
	Girl	-	2	-	-	-	0	-	-	-	-
Neglect Act To Spread Infections	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Cruelty To Juveniles	Boy	-	-	-	-	-	0	-	-	-	1
	Girl	-	-	-	-	-	0	-	-	-	-
Marrying Off A Child Who Is A Learner	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Wrongful Confinement	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Harmful Cultural Practices	Male	-	-	-	-	-	0	-	-	-	-
	Female	-	-	-	-	-	0	-	-	-	-
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
Disputes	Male	-	108	8	-	40	0	-	-	-	-
	Female	-	240	9	-	130	0	-	-	-	1
	Boy	-	-	-	-	-	0	-	-	-	-
	Girl	-	-	-	-	-	0	-	-	-	-
<b>Grand Total</b>		<b>711</b>	<b>1,379</b>	<b>295</b>	<b>367</b>	<b>1,078</b>	<b>132</b>	<b>16</b>	<b>104</b>	<b>202</b>	<b>274</b>

