



Food and Agriculture
Organization of the
United Nations



National gender profile of agriculture and rural livelihoods



Z A M B I A

Country Gender Assessment Series



Country Gender Assessment Series

National gender profile of agriculture and rural livelihoods

Z A M B I A

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

Lusaka, 2018

FAO. 2018. National Gender Profile of Agriculture and Rural Livelihoods – Zambia. Country Gender Assessment Series. Lusaka.

The designations employed and the presentation of material in this information product do not imply the expression of any opinion whatsoever on the part of the Food and Agriculture Organization of the United Nations (FAO) concerning the legal or development status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or products of manufacturers, whether or not these have been patented, does not imply that these have been endorsed or recommended by FAO in preference to others of a similar nature that are not mentioned.

The views expressed in this information product are those of the author(s) and do not necessarily reflect the views or policies of FAO.

ISBN 978-92-5-130236-1

© FAO, 2018

FAO encourages the use, reproduction and dissemination of material in this information product. Except where otherwise indicated, material may be copied, downloaded and printed for private study, research and teaching purposes, or for use in non-commercial products or services, provided that appropriate acknowledgement of FAO as the source and copyright holder is given and that FAO's endorsement of users' views, products or services is not implied in any way.

All requests for translation and adaptation rights, and for resale and other commercial use rights should be made via www.fao.org/contact-us/licence-request or addressed to copyright@fao.org.

FAO information products are available on the FAO website (www.fao.org/publications) and can be purchased through publications-sales@fao.org.

Editing and design: BluePencil Infodesign, Hyderabad, India

Cover photo: ©FAO/Zambia

Contents

Foreword	v
Preface	vii
Acknowledgements	viii
Acronyms and abbreviations	ix
Executive summary	xi
1. Introduction	1
1.1 Background	1
1.2 Presence of FAO in Zambia	1
1.2.1 FAO policy on gender equality	2
1.2.2 Zambia-FAO country programme framework (CPF) 2017-2021	2
1.3 Purpose of country gender assessment (CGA)	3
1.3.1 Objectives of the assessment	3
1.3.2 Methodology	3
1.3.3 Organization of the report	5
2. Country Context	7
2.1 Main demographic characteristics of Zambia	7
2.2 Socio-economic and political characteristics	7
2.2.1 Religion, social and cultural characteristics	7
2.2.2 Rural employment	8
2.2.3 Health	8
2.2.4 HIV and AIDS	8
2.2.5 Gender, education, literacy and training	8
2.2.6 Population dynamics	9
2.2.7 Women's voice and political representation	10
2.2.8 Human development indicators (HDI)	10
2.2.9 Gender, water, sanitation and hygiene	10
2.2.10 Gender, rural roads and transportation	10
2.2.11 Gender based violence (GBV)	11
3. Gender Analysis of the Agriculture and Rural Sector	13
3.1 Agriculture and rural development	13
3.2 Policy level: Key political commitments and policies on gender equality	13
3.3 Institutional level	16
3.3.1 The national gender machinery	16
3.3.2 Gender mainstreaming in Ministry of Agriculture and Livestock (MAL)	17
3.3.3 Gender mainstreaming in Ministry of Lands, Natural Resources and Environmental Protection	20
3.4 Gender disparities in agriculture, food security and the rural sector	20
3.4.1 Gender and food and nutrition security	20
3.4.2 Gender and rural agricultural labour	21

3.4.3 Gender and land	22
3.4.4 Gender and crop production	23
3.4.5 Gender and livestock	25
3.4.6 Gender, fisheries and aquaculture	26
3.4.7 Gender and forestry	27
3.4.8 Gender and agriculture value chains	28
3.4.9 Gender and post-harvest management	29
3.4.10 Gender and agricultural extension	29
3.4.11 Gender and agricultural marketing	30
3.4.12 Gender and rural finance	31
3.4.13 Gender and climate change	32
3.4.14 Gender and social protection	32
3.4.15 Gender and rural institutions	33
3.4.16 Gender and technologies	34
3.4.17 Gender and rural development planning	35
3.4.18 Partnerships	36
4. Good Practices	39
5. Conclusion	41
6. Recommendations	43
References	45
Annexes	47
Annex 1: Zambia at a glance: socio-economic and demographic data	47
Annex 2 : List of key people interviewed	49
Annex 3: List of participants - stakeholder validation workshop	52

LIST OF TABLES

Table 1: Gender analysis of agriculture and food-related policies	15
Table 2: MGCD budget for 2014-2015	17
Table 3: Status in employment among those working in agriculture, forestry and fishing	22
Table 4: Percentage of fields under each tillage method	24
Table 5: Percentage of households using inputs and herbicide	24
Table 6: Average harvest per hectare (kg)	25
Table 7: Livestock production, 2006-2009	25
Table 8: Percentage of households having each livestock type	25
Table 9: Main purposes for keeping cattle (percentage of households citing the reasons)	26
Table 10: Agroforestry seeds and seedlings	27
Table 11: Percentage of households using each type of storage facility (for any type of crop)	29
Table 12: Percentage of loans going to men, women or jointly	31
Table 13: Asset ownership according to CASU baseline (percentage of households owning the asset)	35

LIST OF FIGURES

Figure 1: Percent of women and men aged 15-49 who are HIV positive	9
Figure 2: Participation of women and men in FISP	19
Figure 3: Male- and female-headed households, participation per crop	24
Figure 4: Percentage of CASU baseline respondents belonging to the groups and associations	33

LIST OF BOXES

Box 1: Summary of MAL gender analysis of nutrition programming and practices	21
--	----

Foreword



Since 1985 when Zambia ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the momentum to promote gender equality in the country continued to spread. As one of the first steps, a public institution – Ministry of Gender and Child Development (MGCD) was established to promote women empowerment and mainstream gender in the country's programming. Under the Ministry's guidance, a National Gender Policy was developed and later revised in 2014. In this time, a number of legal instruments were enacted, and gender mainstreamed across sectoral policies to advance the position of women and eliminate structural discrimination in governance systems.

Despite this very affirmative action, major facets of gender inequalities still exist, especially among rural women employed in the agriculture sector, who constitute 76 percent of the agricultural labour force. These include women's more limited access to and control over productive resources, services and markets.

It is of utmost importance to my ministry to improve the status of Zambian women who are predominantly involved in agriculture and to ensure equitable access to economic resources and opportunities, as well as social justice for both women and men. In Zambia, the contribution that is made by women in subsistence farming is not accounted for in the Gross Domestic Product (GDP). The budget allocation to address their concerns, including for gender mainstreaming, is inadequate. Women continue to be under-represented at most levels of decision making both in public and private sectors. Gender inequalities continue to undermine women's financial independence and personal autonomy. This is affecting women's ability to exercise their rights in other spheres.

The lack of sex-disaggregated data and gender sensitive indicators has been an impediment to providing baselines on gender inequalities in the various sectors and measuring progress towards gender equality and women's empowerment. I am particularly grateful to FAO for undertaking a country gender assessment (CGA) of the agricultural and rural sectors through an extensive consultative process led by my Ministry and the Ministry of Agriculture and Livestock (MAL) with the involvement of many stakeholders from government departments, civil society, academia and development partners. This report is very timely as we prepare for the sixty-second session of the Commission on the Status of Women that will take place from 12th to 23rd March 2018 at the United Nations Headquarters which will focus on the priority theme "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls".

I take note of the CGA recommendations. These include the review of agricultural and rural development policies for gender responsiveness, development of comprehensive monitoring and evaluation systems that collect sex and age disaggregated data with clear rural and urban/cities indicators, and capacity strengthening of stakeholders in gender mainstreaming.

I trust this report will be fully utilized first, by Zambia for the benefit of Zambians and by the Southern African Development Community (SADC) and the Common Market for Eastern and Southern Africa (COMESA) for the benefit of the region. Thank you and congratulations again to FAO for spearheading this initiative.

A handwritten signature in dark ink, appearing to read 'Victoria Kalima'.

Honourable Victoria Kalima

Minister of Gender and Child Development

Preface

The Government of Zambia and the Food and Agriculture Organization of the United Nations (FAO) share the common belief that gender equality and women's empowerment are central to achieving food and nutrition security, rural poverty reduction and sustainable development for all. However, evidence confirms that cultural and socio-economic matters continue to pose challenges towards women's full contributions and benefits from the agricultural growth and transformation. This can be ascribed to high levels of poverty among rural female-headed households, limited availability of sex disaggregated data to inform sound policies and programmes in the agricultural sector and limited knowledge and skills of staff to mainstream gender.



It is with this background that FAO commissioned a Country Gender Assessment (CGA) of the agricultural and rural sectors in Zambia as an important step towards the implementation of its Policy on gender equality adopted in 2012. The CGA analyses gender-related disparities in access to: credit and financial services; technologies and innovations; extension and information services; ownership and control of land and farm enterprises; the effect of climate change on farming activities; and social protection to strengthen the resilience of food systems. The data and information contained in this National profile of agriculture and rural livelihoods will be used to improve policy, programming and action plans in the sector.

One major revelation of the report is that Zambia has developed a variety of sound policies, strategies and legal frameworks to support food and nutrition security, and agricultural growth. Regrettably, the policies are often silent on gender issues and need to be reviewed to make them more gender responsive. There has also been limited investment in sex-disaggregated data and information to further guide policy upgrade and consequent programming. A key priority highlighted in the report is to train women farmers to address the heavy losses of grain in the post-harvest management chain including food processing and provide support to women fishers to access available fishing rights and quotas. This would enable women to participate more equally with men in commercial fishing and farming.

With the 2030 Sustainable Development Agenda, there is renewed ambition to end hunger, malnutrition and poverty. The implementation of the Sustainable Development Goals (SDGs) will create expanded opportunities to address gender inequalities in the agricultural and rural sectors and in food and nutrition security. This national profile of agriculture and rural livelihoods provides a solid baseline for monitoring the implementation of the SDGs and the National Agricultural Investment Plan in Zambia, so that they leave no one behind.

It is my conviction that if the findings and recommendations of this report are internalized and addressed by the different actors, there will be improvement of rural livelihoods, and economic and social empowerment of women in rural areas. What is good for women is good for agriculture!

George Okech
FAO Country Representative

Acknowledgements

The Food and Agriculture Organization of the United Nations (FAO) recognises the centrality of gender equality to its mandate to achieve food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. FAO's Policy on Gender Equality adopted in 2012 aims at advancing equality of voice, agency and access to resources and services between women and men in sustainable agricultural production and rural development. This Country Gender Assessment (CGA) of the agricultural and rural sectors in Zambia has been undertaken as part of FAO's efforts to effectively implement its Policy on Gender Equality. The development of the CGA for Zambia was conducted under the leadership of the FAO Country Representative, Mr George Okech, and the overall coordination of Tacko Ndiaye, FAO Senior Gender and Rural Development Officer for Africa.

The preparation of the report was spearheaded by: Gertrude Kara, HIV, Gender and Nutrition Officer at the FAO Sub-regional Emergency Office for Southern Africa; Terhi Paikkala, Former Associate Programme Officer and Precious Chitembwe, Gender Focal Point at the FAO Office in Zambia; Dorina Minou, former Policy Officer; and Aida Galindo Ortiz, Junior Professional Officer at the FAO Sub-regional Office for Southern Africa. We also thank Francesca Distefano, Gender and Development Consultant at the Social Policies and Rural Institutions Division (ESP) at the FAO Headquarters in Rome, who provided technical backstopping throughout the preparation of the report. This CGA also benefitted from the contribution of a wide range of stakeholders from the Government of Zambia, United Nations organisations, civil society organisations (CSOs), farmers' groups and academia at various stages, whose interest and commitment were a great asset to the report. FAO commends all the informants and all those who participated in the validation meeting (see lists in Annex). The information, data and comments they provided enriched the report.

Our special thanks go to partners from the Ministry of Agriculture and Livestock (MAL); Ministry of Lands, Forestry and Environmental Protection; National Food and Nutrition Council; European Commission; Embassy of Finland; United States Agency for International Development (USAID); Department for International Development (DFID); Zambia National Farmers Union (ZNFU); Agriculture Consultative Forum; National Union for Small Scale Farmers; Zambia Land Alliance; Zambia Alliance of Women; Women for Change; National Union for the Small Scale Farmers of Zambia; Zambia Central Statistical Office; United Nations Development Programme (UNDP); United Nations Population Fund (UNFPA); International Labor Organization (ILO); World Food Programme (WFP); Gesellschaft für Internationale Zusammenarbeit (GIZ); World Vision and Christian Care.

FAO is indebted to the intellectual contribution of Shinga Mupindu and Martha Chinyemba of the Gender and Rural Development (GERUDE) Trust commissioned to prepare this CGA. Their dedication to excellence in undertaking this challenging yet exciting assignment is shown in the quality of the report. Appreciation also goes to Ann Dela Apekey and Pious Asante, consultants at the FAO Regional Office for Africa who contributed tremendously to the editing of the report. Thanks are also due to Sadhana Ramchander, consultant editor, BluePencil Infodesign for the final editing and layout of the report.

Acronyms and abbreviations

ACF	Agricultural Coordinating Forum
AIDS	Acquired Immune Deficiency Syndrome
ART	Antiretroviral Treatment
ASP	Agricultural Support Programme
BMI	Body Mass Index
CA	Conservation Agriculture
CAADP	Comprehensive Africa Agriculture Development Programme
CASU	Conservation Agriculture Scaling Up
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CGA	Country Gender Assessment
COMACO	Common Market for Conservation
COMESA	Common Market for Eastern and Southern Africa
CSO	Central Statistical Office
CPF	Country Programming Framework
DFA	District Farmer's Association
DFID	Department for International Development
DoF	Department of Fisheries
EDF	European Development Fund
ESP	Social Policies and Rural Institutions Division
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FISP	Farmer Input Support Programme
FISRI	Famer Input Support Response Initiative
FLES	Forest Livelihoods and Economic Survey
FOSUP	Farmers Organisation Support Programme
FSDP	Financial Sector Development Plan
FSP	Food Security Pack
GART	Golden Valley Research Trust
GBV	Gender Based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GERUDE	Gender and Rural Development Trust
GFP	Gender Focal Point
GIDD	Gender in Development Division
GII	Gender Inequality Index
GIZ	Gesellschaft für Internationale Zusammenarbeit
GNI	Gross National Income
GRZ	Government of the Republic of Zambia
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization

ILUA II	Integrated Land Use Assessment Phase II
IMF	International Monetary Fund
JGSP	Joint Gender Support Programme
K	Kwacha
LCMS	Living Conditions Monitoring Survey
M&E	Monitoring and Evaluation
MAL	Ministry of Agriculture and Livestock
MBT	Micro Bankers Trust
MDG	Millennium Development Goal
MGCD	Ministry of Gender and Child Development
MLNREP	Ministry of Lands, Natural Resources and Environmental Protection
MMR	Maternal Mortality Rate
MP	Member of Parliament
MSME	Micro Small and Medium Enterprise
NAIP	National Agriculture Investment Plan
NFNC	National Food and Nutrition Council
NFNSP	National Food and Nutrition Programme Strategic Plan
NGOCC	Non-Governmental Organizations Coordinating Council
NGOs	Non-Governmental Organization
NORAD	Norwegian Agency for Development Co-operation
NRM	Natural Resource Management
NUSFAZ	National Union for Small-scale Farmers of Zambia
OVC	Orphans and Vulnerable Children
PMCT	Prevention of Mother to Child Transmission of HIV
PWAS	Public Welfare Assistance Scheme
REOSA	Subregional Emergency Office for Southern Africa
R-SNDP	Revised Sixth National Development Programme
SADC	Southern African Development Community
SCP	Street Children Programmes
SCTS	Social Cash Transfer Scheme
SFS	Subregional Office for Southern Africa
SIDA	Swedish International Development Agency
SOFA	State of Food and Agriculture
SUN	Scaling Up Nutrition
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNREDD	United Nations Programme on Reducing Emissions of Deforestation and Forest Degradation
UNZA	University of Zambia
USAID	United States Agency for International Development
USD	United States Dollars
VGGT	Voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security
VSL	Village Savings and Loans
VSU	Victims Support Unit
WEDGE	Women Entrepreneur Development and Gender Equality
WFP	World Food Programme
WHO	World Health Organization
ZAM	Zambia
ZARI	Zambia Agriculture Research Institute
ZDHS	Zambia Demographic and Health Survey
ZNFU	Zambia National Farmers' Union

Executive summary

Background

Zambia, with a total land area of 752 614 square km abounds in natural resources such as copper and cobalt, and large tracts of arable land. Of the total land, 58 percent is suitable for arable use but only 14 percent of this arable land is currently under cultivation. The country has plentiful supply of water from rivers and lakes (FAO, 2103). The Gross Domestic Product (GDP) for Zambia in 2014 was USD 27 billion. In July 2011, Zambia was upgraded from low-income to lower middle-income country status by World Bank classification based on Gross National Income (GNI) per capita, which was USD 1 470 in 2011 and has gradually increased to USD 1 760 in 2014 (World Bank, 2015).

In 2012, Zambia's total population was estimated at 14 375 601. Out of this total population 49.3 percent were males and 50.7 percent were females (CSO, 2012). The proportion of the population falling below the poverty datum line was estimated to be 60.5 percent in 2010 (CSO, 2012). In Zambia, women constitute 64 percent of the rural population and approximately 80 percent of food producers. Out of a total of 2 802 602 households, 22.3 percent were female-headed, while 77.7 percent were male-headed. In rural areas, 24.1 percent of the households were female-headed whilst men constitute 76 percent (GRZ & CSO, 2012).

In March 2012, the Government of the Republic of Zambia (GRZ) established a separate Ministry of Gender and Child Development (MGCD), which oversees policy-making, coordination and monitoring of gender equality and women's empowerment. The Ministry has made significant strides in lobbying for policy changes and working with partners in the private sector and civil society to push for the implementation of the policies made in line with the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

The Food and Agriculture Organization of the United Nations (FAO) is a key stakeholder for the GRZ in agriculture, food security, nutrition, natural resources and climate change since 1978. Gender equality is central to FAO Zambia's Country Programming Framework (CPF) 2017-2021, which identified the following priority areas - **Priority 1:** Improve production and productivity of crops, livestock, fisheries and forestry. **Priority 2:** Sustainable management of the natural resource base and Increasing Resilience and Uptake of Climate Smart Agriculture. **Priority 3:** Enhance food security and nutrition status. **Priority 4:** Improved market access and sanitary measures.

The country gender assessment (CGA)

The Country Gender Assessment (CGA) which was carried out in 2015, aimed to explore the situation of rural women compared to men, and to understand the extent to which rural women are able to realize their rights and potential in those areas where FAO is mandated to assist Zambia. The specific objectives were to:

- Generate data that will inform FAO country-level planning and programming, particularly the formulation and revision of the CPF, and other FAO interventions at the country-level including policy and technical advice in line with national development priorities and the FAO's mandate and strategic framework.
- Provide baseline data and information to inform the roll out of the Sustainable Development Goals (SDGs) and processes related to the implementation and monitoring of the National Agricultural Investment Plan.

- Inform country reporting on CEDAW and United Nations Development Assistance Framework (UNDAF) formulation and implementation. The methodology entailed primary and secondary data collection.

Results of the assessment revealed that although there are policies that provide for the mainstreaming of gender equality in the agricultural sector, there is a gap between policy and the reality on the ground. MGCD which is the national gender machinery is constrained in achieving its mandate due to inadequacy of human and financial resources. The gender focal point (GFP) system is not working quite well in the different departments of the Ministry of Agriculture and Livestock (MAL). They are faced with challenges ranging from a lack of appointment of GFPs in departments such as livestock, fisheries, extension and budget; and limited availability of human resource and technical skills in gender mainstreaming. The gender mainstreaming function is often not a key result area in the performance evaluation of the GFPs.

The country has inadequate up-to-date sex disaggregated data and gender sensitive indicators in the agricultural and rural sectors. No comprehensive time use studies for women and men have been done. Compared to men, women are engaged in less-paying and unpaid rural labour. Although women have some access to land, fewer women in comparison with men own land. There is uneven participation in different crops and their value chains, with larger percentages of males growing crops for sale. Women tend to grow food crops for the nutrition security of the household, their crop growing patterns are thus defined by the gender role assigned for women. The average production for male-headed households was higher for all crops compared to female-headed households.

Due to lack of productive resources, female-headed households mostly use tillage and weed control systems that are labour intensive compared with male-headed households which use mechanised and ox-drawn machinery. The study found that gender dynamics in the various communities were the determining cause for men engaging in gillnet fishing and kapenta fishing in Lake Kariba. However, aquaculture presents positive opportunity for women's participation in fisheries, and women are involved in fisheries activities that do not require high capitalisation. The depletion of forests, water resources and unpredictable weather patterns due to climate change affect women more than men, as they have to walk long distances to collect firewood and water for household use.

Extension services for agriculture, nutrition and forestry do not equitably address the gender needs of women and men. Although overall, there are limited finance systems in rural areas, men are more likely to benefit more because they have collateral security. Decision-making and participation in rural institutions is higher for men than for women. There is a good pool of gender-focussed organizations that are useful stakeholders to partner with the Government of Zambia and FAO to strengthen gender mainstreaming in the agricultural and rural sectors.

Good practices

- Provision of gender equitable financial and technical support in agriculture towards increased productivity and food security, access to financial services, information, markets, technology, productive resources being supported and facilitated by some partner organizations.
- Research and dissemination of women-friendly technologies that reduce drudgery for women. Conservation farming is being practised by the Farmer Organisation Support Programme (FOSUP). The research results such as the innovative women-friendly knapsack sprayer can be replicated to other areas to enable women to use such technologies.
- Supporting gender-focussed programming and interventions through provision of gender-based evidence, gender audits, gender analysis and studies such as those being carried out by the MGCD.
- Gender-based performance enhancement through gender assessment, and drawing of gender mainstreaming guidelines to guide agricultural sub-sectoral operations being implemented by the MAL. The guidelines can be disseminated and used by all food and agriculture institutions. Agricultural Support Programme (ASP) supported by the Swedish International Development Agency (SIDA) and the Norwegian Agency for Development Co-operation (NORAD) was implemented in collaboration with MAL and the private sector, based on the '*Household approach*'. Interventions were at the household level in order to cater to the needs and priorities of all active adults, youth and children in the household. This approach can be replicated in other districts which were not included in phases 1 and 2 of the ASP.

- Land Certification initiated by Zambia Land Alliance and supported by the Non-Governmental Organizations Coordinating Council (NGOCC) membership, where traditional leadership has been lobbied and gives some form of loose evidence for the authorisation of land use and protection of women.
- Gender analysis is carried out before policies and programmes are designed.
- There is some level of support towards increased participation of women in decision-making in rural institutions and development planning. This approach has been spearheaded by Women for Change, Zambia Alliance of Women and NGOCC
- Promotion of gender budgeting has been done by the NGOCC, and the development and dissemination of gender-responsive budgeting guidelines has been done by MAL.
- Supporting community-based savings and lending initiatives is a vehicle for rural community empowerment. For instance, schemes being supported by Christian Care and World Vision have resulted in the economic empowerment of women.

Conclusion

GRZ has made some progress in mainstreaming gender equality and women's empowerment in the agriculture and rural sector. This includes allocation of financial resources to push forward the agenda of gender equality in agriculture and various initiatives to improve women's productive capacities and strengthen their resilience to shocks.

However, the process towards gender equality in the agricultural sector has been slow as women continue to face challenges of unequal access and control over productive resources, unpaid labour, drudgery and limited participation in rural institutions and markets. Social protection initiatives could not be sustained. Women's participation at wholesale markets remains limited due to intimidation by men brokers who create an unfriendly environment that makes marketing of products by women very complicated and harsh.

The Zambia National Farmers Union (ZNFU) through its highly decentralized District Farmers Associations (DFAs) is playing an organizing role in the marketing of producer commodities for its members. However the women are not equally represented in the DFA decision-making processes to adequately push the gender agenda in marketing at this level. It is very important to ensure equal representation and participation of women in the DFAs since women have mobility and security challenges in going beyond their local area to market their produce.

The National Gender Machinery which is responsible for the overall coordination and monitoring of the gender equality mandate faces a lot of challenges in carrying out its responsibilities, including the lack of monitoring and accountability for reporting on level of gender mainstreaming among the Gender Focal Persons (GFPs). The lack of adequate budgetary allocation and staffing also hinders effective gender mainstreaming in the various departments and ministries.

The lack of evidence-based gendered data with causal and effect correlations makes it difficult to drive the gender mainstreaming approach in agriculture in Zambia. Nationally, an efficient coordinating, monitoring and evaluation system which can track gender equality and present an opportunity for ushering in relevant and targeted gender-focussed interventions is lacking.

To conclude, although GRZ and its partners are playing crucial roles to move a transformative gender equality agenda forward, there is need for more systematic gender-responsive planning, programming and budgeting with appropriate monitoring and evaluation systems to ensure that the agricultural development agenda for Zambia leaves no one behind.

Recommendations

The Government of Zambia in collaboration with stakeholders could pursue the following recommendations to contribute towards achieving gender equality in its programming and policy formulation in the country:

- Strengthen the capacity of MAL in mainstreaming the gender and women's empowerment approach in its operations going as far down as the lowest extension provision level, which is the camp level. Areas of strengthening include:



- Supporting the packaging and dissemination of Gender Mainstreaming Guidelines produced by MAL.
- Using the guidelines to build the capacity of MAL staff in gender mainstreaming.
- Strengthen collection, analysis and use of sex and gender disaggregated data to ensure robust and relevant gender-sensitive monitoring and evaluation systems linking the local and national level to measure progress on gender equality in agriculture.
- Identify, showcase and document good practices in gender-sensitive extension services, and business models and strategies that have positive implications for rural employment and economic empowerment activities for both women and men.
- Strengthen capacities of government bodies working in the area of food and agriculture such as MAL, Ministry of Lands, Department of Forestry, Nutrition Council, to mainstream gender issues at the policy, programming, implementation, monitoring and evaluation levels, as a way to translate policy rhetoric to action. This involves strengthening the GFP system in these institutions to initiate, coordinate and account for gender mainstreaming efforts across departments.
- Improve collaboration between the Ministry of Lands, national and local level stakeholders including Civil Society Organizations (CSOs) like the NGOCC and its members to improve women's land access and tenure rights in Zambia. This includes domestication of the Voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security (VGGT).
- Review, inventorise and disseminate information on technologies and innovations, and support the implementation of technologies that reduce the work burden and drudgery on women, whilst increasing productivity and reducing post-harvest losses.
- Replicate the ASP household approach.
- Research and document time use, gender and climate change since these affect the labour time, natural resource base and hence livelihoods and household food security.

- Use the Conservation Agriculture Scaling Up (CASU) project as an entry point to document the evidence and the case for the gendered benefits, impacts, disadvantages and advantages of conservation agriculture.
- Strengthen partnership and collaboration with private sector and civil society stakeholders in driving the gender agenda in the sector on gender equality policy making, programming, implementation and monitoring.
- Such organizations include those working on women's leadership and participation in rural institutions, rural savings and lending, financial inclusion, and land tenure rights for women such as: NGOCC, Women for Change, Zambia Land Alliance, Zambia Alliance for Women, FOSUP, World Vision and Christian Care. Promote women's leadership and participation in the Zambia National Farmers Union (ZNFU) and its highly decentralized District Farmers Associations (DFAs) so that they can better market their produce.



1. Introduction

1.1 Background

Zambia, with a total land area of 752 614 square km has abundant natural resources especially copper and cobalt, and large tracts of arable land. The country also has plenty supply of water from rivers and lakes.

Zambia has great potential to expand its agricultural sector. From the total land area of 752 614 square km, 58 percent is arable land but only 14 percent of this arable land is currently under cultivation. The land suitable for pastoral production is about 47 percent of the total land. At least 42 percent of the country's land is suitable for livestock, and 21 percent is suitable for rangeland grazing (FAO, 2013). The country has an immense resource base for both crops and livestock production.

Over the past decade, the economy has experienced macro-economic stability, economic liberalisation, rising investment and production in the mining and agricultural sectors, with consequent good performance in agriculture. In 2009 alone, the Zambian economy showed resilience to global economic crisis, and grew by 6.4 percent. This was boosted by significant increase in copper production and a bumper harvest in agricultural produce. It is estimated that 80 percent of the country's population depends on agriculture related activities for its livelihood (FAO, 2013).

In July 2011, Zambia went from a low-income to lower middle-income country status according to the World Bank classification based on Gross National Income (GNI) per capita. The Zambia GNI per capita increased from USD 1470 in 2010 to USD 1760 in 2014 (World Bank, 2015). Despite the evident economic growth, progress on overall poverty reduction has been small.

Out of a total population of 14 375 601, 49.3 percent are male and 50.7 percent are female; while 60.2 percent is rural and 39.8 percent is urban (GRZ & CSO, 2010). According to Civil Society Organizations (CSO) 2012 Living Conditions Monitoring Survey (LCMS), the percentage of people living under the poverty datum line is 60.5 percent broken down to 42.3 percent extremely poor and 18.2 percent moderately poor. The poverty situation is worse in rural areas where 77.9 percent are poor, broken down to 57.7 percent extremely poor and 20.2 percent moderately poor. On the other hand, the urban total poor stand at 27.5 percent with 13.1 percent extremely poor and 14.4 percent moderately poor (GRZ & CSO, 2010).

The LCMS found that there is a strong correlation between incidence of poverty and various household characteristics, which explain the high poverty levels. These include but are not limited to the size of the household, high dependency ratio, age, sex, level of education, economic activity status of the household head, inadequate social security and loss of breadwinner due to complications related to HIV and AIDS.

1.2 Presence of FAO in Zambia

The presence and collaboration of the Food and Agriculture Organization of the United Nations (FAO) with the Government of the Republic of Zambia (GRZ) dates as far back as 19 September, 1978. As a key stakeholder, FAO has worked with GRZ in all aspects of agriculture and rural development, food and nutrition security, natural resources management and climate change. In terms of addressing cross-cutting issues such as gender, the country programming framework (CPF) for Zambia is very explicit with regards to using a gender equality approach in FAO's programming and partnerships.

Additionally, through the Conservation Agriculture Scaling Up (CASU) programme, FAO supports the Ministry of Agriculture and Livestock (MAL), in developing a programme gender strategy which will provide guidance on mainstreaming a gender equality approach in conservation agriculture. FAO has a clear comparative advantage in spearheading efforts to address gender in food, agriculture and rural development issues, given its historical and global mandate of working in the sector. It has championed the contribution of women to food production and food security, and spearheaded efforts to remove the barriers that limit their opportunities, and full enjoyment of their rights.

1.2.1 FAO policy on gender equality

Gender equality is central to achieving FAO's mandate, which is food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. The goal of FAO's policy on gender equality, *'Attaining food security goals in agriculture and rural development'* is to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. FAO's work in advancing this goal is guided by the following objectives:

- Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes.
- Women and men have equal access to and control over decent employment, income, land and other productive resources.
- Women and men have equal access to goods and services for agricultural development and to markets.
- Women's work burden is reduced by 20 percent through improved technologies, services and infrastructure.
- Percentage of agricultural aid committed to women/gender equality related projects is increased to 30 percent of total agricultural aid.

FAO has adopted a gender mainstreaming approach in all its work. This requires examining and addressing women's as well as men's needs, priorities and experiences as part of the development of policies, normative standards, programmes, projects and knowledge-building activities, so that women and men benefit equally. In the cases where the gender gap is so large that women have no access to available opportunities, FAO carries out programmes and projects that specifically target women to close the gap.

GRZ embraces gender equality to achieve food security, development and growth. GRZ also works with FAO on agriculture and rural development for the elimination of hunger and poverty focussing on food and nutrition security, agriculture and consumer protection, economic and social development, fisheries and aquaculture, forestry, natural resource management and environment technical cooperation, knowledge exchange, research and extension.

1.2.2 Zambia-FAO country programme framework (CPF) 2017-2021

The CPF outlines FAO's contribution to the achievement of national agriculture priorities and objectives as stipulated and defined in GRZ policy documents. The CPF for Zambia sets out priority areas that guide FAO's partnerships with and support to GRZ in bringing together innovative international best practices and global standards with national and regional expertise. As such, FAO developed the current CPF taking cognizance of the broader Comprehensive Africa Agriculture Development Programme (CAADP), signed by Zambia in March 2017, and its National Agriculture Investment Plan (NAIP) prepared and approved in 2014-2018. The CPF further reflects the priorities set out in the current United Nations Development Assistance Framework (UNDAF) and provides a strong foundation for engagement with other UN agencies. The current Zambia CPF covers the period 2017-2021.

During the current CPF period, suitable areas for FAO intervention were identified and carried out in accordance with FAO's comparative advantages, GRZ priorities, UNDAF outcomes and FAO strategic objectives. The CPF priorities and outcome areas for the framework period are the following:

- **Priority 1:** Improve production and productivity of crops, livestock, fisheries and forestry. Outcome 1: To sustain increased agricultural production, productivity and value addition of major crops, livestock, forest products and fisheries based on comparative advantage in different agro-ecological regions in the country.

- **Priority 2:** Sustainable management of the natural resource base and increasing resilience and uptake of climate smart agriculture. Outcome 2: To create and enhance the sustainable management of the existing agriculture-related resource base to be able to efficiently support vibrant and resilient agricultural production systems.
- **Priority 3:** Enhance food security and nutrition status. Outcome 3: To enhance capacities of the government and stakeholders in the development and promotion of food and nutrition programmes and strategies aimed at improving the availability, access, utilization and consumption of food.
- **Priority 4:** Improved market access and sanitary measures. Outcome 4: to create an enabling environment that will improve the functioning of agricultural markets, increase private sector participation in agricultural marketing, and promote value addition.

Gender is a key cross-cutting issue in the CPF. A brief gender analysis of the CPF highlighted challenges experienced by women including limited access and tenure rights to land, productive assets and credit; inadequate property rights; and property grabbing. It was also noted that 22 percent of children of widows are particularly affected by inheritance issues, with female children being twice as likely to be affected as male children (FAO, 2013). The national gender machinery recognizes that gender mainstreaming is essential for development processes that deliver results equitably to both genders and the youth (revised National Gender Policy, 2014). This should provide better gender disaggregated information, better time and resource allocation for women including improved access to land.

1.3 Purpose of Country Gender Assessment (CGA)

The assessment aimed to explore the situation of rural women compared to men and to understand the extent to which rural women are able to realize their rights and potential in those areas where FAO is mandated to assist the GRZ.

1.3.1 Objectives of the assessment

The objectives of the Country Gender Assessment (CGA) are to:

- *generate* data that will inform FAO country level planning and programming particularly the formulation and revision of CPF as well as any other FAO interventions at country level. This includes policy and technical advice in line with national development priorities, and the FAO's mandate and strategic framework.
- *provide* baseline data and information to inform the roll out of the Sustainable Development Goals (SDGs) and processes related to the implementation and monitoring of the National Agricultural Investment Plan.
- *inform* country reporting on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and UNDAF formulation and implementation.

1.3.2 Methodology

The scope of the assessment focussed on the agriculture and rural sectors, carrying out specific analysis of the gender dimensions of these sectors. It involved identifying stakeholders for consultation; developing study tools; and conducting interviews with the FAO Subregional Office for Southern Africa (SFS) programme staff based in Zimbabwe and FAO staff in Zambia, development partners, United Nations agencies, Ministry of Agriculture and Livestock (MAL), Ministry of Gender and Child Development (MGCD), and implementing partners working in gender and agriculture and rural development. Interviews with stakeholders were necessary to fill the information gap left by the literature review.

Methodology entailed secondary and primary data collection mainly from stakeholders.

- *Secondary data:* This involved the collection and desk review of available literature from CPFs, country reports, strategic frameworks, legislations, gender tools, gender profiles and assessments, policies, academic literature, statistical information, UN documents, CEDAW reports, other relevant organizations and government documentations.



- *Primary data:* This involved collecting data to complement the desk review through interviews with national stakeholders, individuals and FAO technical staff, staff from UN agencies, representatives of different departments and units from MAL, international organizations, Zambia cooperating partners, MGCD and implementing partners.

1.3.3 Organization of the report

The report is divided into six main sections.

- **Section one:** The “Introduction” highlights the country background, history of FAO’s presence in Zambia, the gender policy and CPF, and the purpose of the study.
- **Section two:** “Country context”, highlights the main political, socio-economic and demographic characteristics of Zambia such as employment, health, HIV prevalence, literacy, women’s voice and political representation, water and sanitation, quality of rural roads and transportation, and gender-based violence.
- **Section three:** “Gender analysis” of the agriculture and rural sector provides an analysis of various issues at the policy, institutional and sector level. The work of partners in promoting gender equality in agriculture and the rural sector is also highlighted.
- **Section four:** This section draws conclusions on assessment findings in relation to achieving gender equality and women’s empowerment in Zambia.
- **Section five** outlines good practices worth replicating within and outside the country.
- **Section six** provides recommendations to FAO on possible intervention areas given the findings of the assessment. It further recommends potential programming partners for the CPF 2016-2017, and beyond.



2. COUNTRY CONTEXT

2.1 Main demographic characteristics of Zambia

In 2012, the total population of Zambia was 14 375 601, out of which 49.3 percent were males and 50.7 percent females. More than half of the population (60.2 percent) live in rural areas and 39.8 percent, in urban areas. Out of the total 2 802 602 households, 22.3 percent were female-headed, while 77.7 percent were male headed (GRZ CSO, 2012). In rural areas, 24.1 percent of the households were female-headed whilst men constituted 76 percent. Zambia has a young population dominated by children less than 15 years at 45.3 percent. Worth noting is the fact that in the age group 15-19 years, 15 percent of the girls are married compared to 2.3 percent among boys (GRZ CSO, 2012). In Zambia women constitute 64 percent of the rural population and approximately 80 percent of the food producing groups (FAO, 2011). Annex 1 shows the summary of the socio-economic and demographic data for Zambia.

2.2 Socio-economic and political characteristics

The Gross Domestic Product (GDP) for Zambia was USD 19.5 billion in 2016. In 2015 the agricultural sector contributed 5.3 percent to the total GDP. The national poverty level in 2010 was at 60.5 percent, broken down to 42.3 percent extremely poor and 18.2 percent moderately poor (World Bank, 2017 Statistics). Extreme poverty is the most severe type of poverty where the members of the household cannot meet the basic requirements such as food.¹

The poverty situation is worse in rural areas with 77.9 percent total poor, broken down to 57.7 percent extremely poor and 20.2 percent moderately poor. On the other hand, the urban total poor stands at 27.5 percent with 13.1 percent extremely poor and 14.4 percent moderately poor (CSO, 2010).

Politically, Zambia is peaceful and stable and this has attracted investments and ushered in economic growth.

2.2.1 Religion, social and cultural characteristics

Zambia is a predominantly Christian nation with Protestants and Catholics making up 75.3 percent and 20.3 percent of the population, respectively. Muslims and other religious affiliations made up 2.5 percent of the population in 2010 (GZR CSO, 2010). Zambia's contemporary culture is a blend of values, norms, material and spiritual traditions of more than 73 ethnically diverse people. This diversity can be seen in the different social norms, customary laws and practices that govern the different tribes. The 73 ethnic groups in Zambia can further be categorised into three social systems which include the matrilineal (inheritance traced through the female line), patrilineal (inheritance traced through the male line) and bilateral (inheritance traced through both the male and the female sides). These social systems are more prevalent in rural or under customary tenure, and their customs, cultures and even marriages play an important role in determining access to land. However, male domination or patriarchy is the system followed by all the tribes in Zambia, whether matrilineal or patrilineal so there is male dominance even in matrilineal groups (WiLDAF, 2004).

1. Gender in development division and UNDP. 2010. Gender Status report, a baseline review.

Some of the prevailing cultural and traditional practices that have a negative impact on gender equality include sexual cleansing, initiation ceremonies and property grabbing. According to the MGCD all these three practices have significantly decreased following sensitisations (Jennings & Nkonkonalimba, 2011).

2.2.2 Rural employment

The agriculture, forestry and fisheries sector employ 2 872 331 persons (52.2 percent) of the total economically active population of 5 499 673. Of this, 1 494 703 (53.4 percent) are female, while 1 377 628 (51 percent) are male. The majority of those employed are located in the rural areas (41.1 percent) compared to urban (24.7 percent). Using the employment categories provided by GRZ CSO, only 17.1 percent of the males are unpaid family workers compared to 52 percent for females (CSO, 2012).

2.2.3 Health

The Zambia Maternal Mortality Rate (MMR) has significantly gone down over the years. According to the Zambia Demographic and Health Survey (ZDHS), it went down from 729 deaths per 100 000 live births in 2001-2002, to 591 deaths per 100 000 live births in 2007. In the 2013-14 period ZDHS data estimated the MMR rate to be between 323 and 474 deaths per 100,000 live births during the seven year-period preceding the survey. However, although maternal mortality in Zambia has been falling, the decline is insufficient to reach the 2015 target of 162.3 deaths per 100 000 live births (GRZ & UNDP, 2013).

The nutrition status of children remains a cause for concern. Between 2008 and 2012, low birth weight was at 11 percent. Those underweight between moderate and severe were 14.6 percent. Severely underweight were found to constitute 2.9 percent, while moderate and severe stunting, was 45.4 percent, and wasting was 5.2 percent (CSO, USAID, UNICEF, et al., 2013).

The CSO reported that in 1980, life expectancy for females and males was 53. This reduced to 47 years in 1990 and then increased to 50 years in 2000. It is now estimated at 57 years (CSO, USAID, UNICEF, et al., 2013). WHO estimates male life expectancy to be 57 years whilst for females it is estimated at 60 (WHO, 2017).

2.2.4 HIV and AIDS

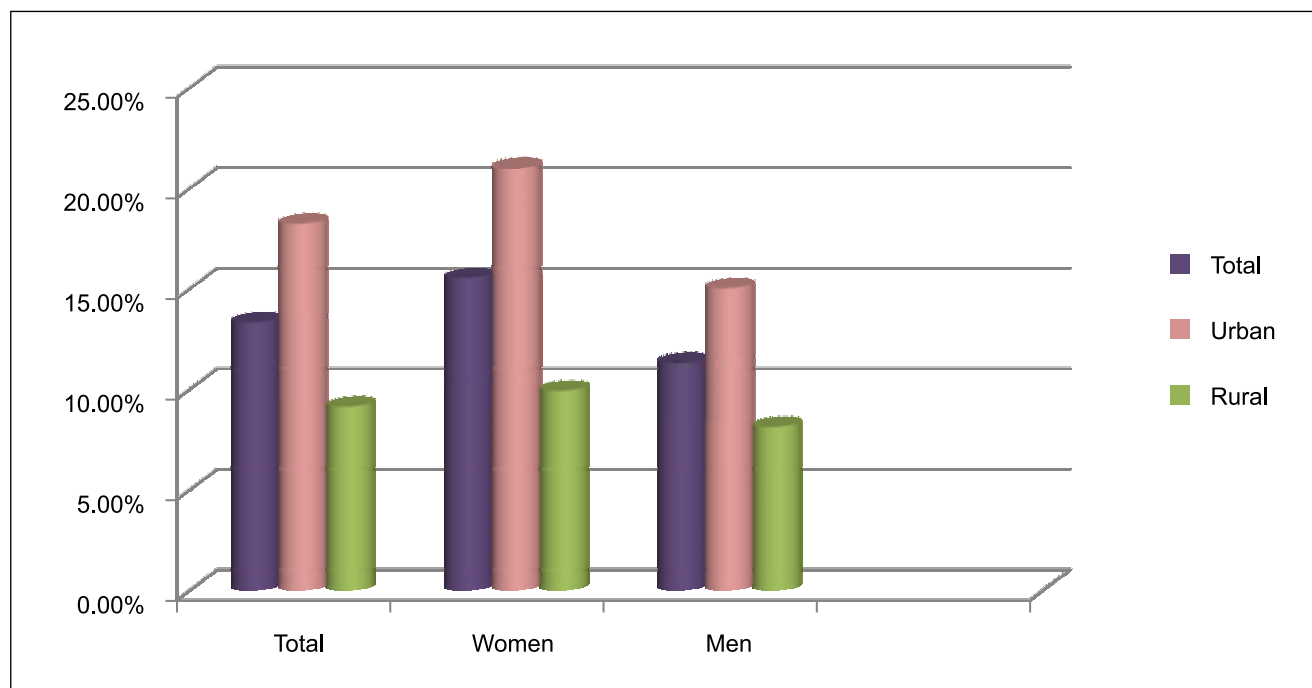
The ZDHS 2013-2014 indicates that 13.3 percent of Zambians aged 15-49 are HIV-positive. HIV prevalence is higher among women (15.1 percent) than among men (11.3 percent). HIV prevalence is higher in urban areas than in rural areas for both women and men. In urban areas, HIV prevalence for women is 21 percent whilst for men it is 15 percent. In the rural areas the prevalence is 9.9 percent for women and 8.1 percent for men. Among women, HIV prevalence is highest for ages 35-39 (24.2 percent) and lowest for ages 15- 19 (4.8 percent). Among men, HIV prevalence is highest for ages 40-44 (21 percent) and lowest for ages 15-19 (4.1 percent) (CSO, USAID, UNICEF, et al., 2013). The gendered prevalence is graphically represented in Figure 1.

The fact that HIV prevalence is consistently higher in women than in men demonstrates the existence of the underlying causes of transmission which include among others, Gender Based Violence (GBV), low income, harmful gender norms including those that reinforce the submissive role of women, low status and unequal power relations within heterosexual relations, cross generational sex, and concurrent partnerships which leads to increased vulnerability of women to HIV infection.

2.2.5 Gender, education, literacy and training

The ability to read and write and the educational levels of males and females present a case for increased knowledge and opportunities. Increasing females' literacy levels empowers women and increases their opportunities to participate in decision-making and to contribute to the economy. According to census results of 2010, the literacy rate at the national level was 70.2 percent. Literacy rate for the rural areas was 60.5 percent and for the urban areas it was 83.8 percent. Males had a higher literacy rate of 73.2 percent than females who had 67.3 percent (CSO, 2010). This gender disparity is largely a result of societal values, norms and belief systems, which give preference to educating boys over girls. In 2002, free primary education was introduced in Zambia in line with the Millennium Development Goal (MDG), and this boosted enrollment for girls and boys at the primary school level.

Figure 1: Percent of women and men aged 15-49 who are HIV positive



Source: CSO, USAID UNICEF, et al, 2013

At the primary school level there is gender parity in education, but the higher up the education ladder, the wider the gap. There are gender disparities between women and men who graduated from the national University of Zambia (UNZA). In 2003 in the UNZA agriculture department, there were 54 male graduates compared to 7 females, in 2004 there were 29 male graduates and 5 female graduates, whilst in 2005 male graduates were 60 compared to 20 females, and in 2006 male graduates were 43, compared to 14 females (CSO, 2010). The disparities have repercussions on female participation in the skilled labour-force and reproduce disparities such as fewer women in agricultural extension services compared to men.

2.2.6 Population dynamics

Migration in the context of Zambia takes place within the same residence or locality (internally and internationally). Internally, migration can be from one rural area to another, from rural to urban, urban to rural, or from one urban area to another. The most common reasons for migration included the transferring of household heads, decision to resettle, work related and finding new agricultural land. The Living Conditions Monitoring Survey (LCMS) data show that overall, the percentage distribution of individuals by type of migration did not change significantly over time (2006-2010). The proportion of individuals who did not change their dwelling during the reference period remained at around 85 percent. A further 9.5 percent of individuals in 2010 changed dwellings but remained in the same district, down marginally from 11 percent in 2006, meaning that only around 2 percent of individuals migrated, either internally or internationally, with the remainder being children under 12 months.

The proportion of male and female migrants in 2010 was similar, 2 percent and 1.9 percent respectively. Migration for both sexes was highest among individuals aged 20-29 years, with a slightly higher proportion of men migrating than women (3 percent compared to 2 percent) in the 25-29 age group. In a 2010 analysis by province of those who migrated, Lusaka Province had the highest proportion of migrants (63.3 percent) moving from one urban area to another; substantially higher than 37 percent in 2006. Western Province had the highest proportion of migrants moving from one rural area to another rural area (52 percent). Luapula Province at 64 percent, had the highest proportion of migrants moving from urban to rural areas in 2010, increasing from 42 percent recorded in 2006 (CSO, 2010).

2.2.7 Women's voice and political representation

In Zambia there are gender challenges which have negatively affected women's full participation in decision-making at the level of economy and society. These include women's comparatively low level of education, their lack of support from political parties, lack of financial and other resources, stereotypes against women, cultural norms and values, and violence against women during elections.

Whilst the Southern African Development Community (SADC) gender protocol calls for targetting 50-50 political representation, Zambia is still far from attaining this target in the political arena. Suffice to say that the electoral Act of 2006, which sets the parameters of elections, is silent on women's voter education and their representation in political parties. Zambia held its presidential elections in 2015, which was necessitated by the need to fill up the vacancy left by the deceased Michael Sata.

In the current 2015 parliament, there are a total of 158 members of parliament (MPs) of which 21 (15 percent) are women and 137 (85 percent) are men. The cabinet has 20 members of which 5 (25 percent) are women and 15 (75 percent) are men. The gender imbalance is also reflected at local level representation structures such as at the District Council level, where 6 percent of the councillors in Zambia are women and the majority 94 percent are men.²

2.2.8 Human Development Indicators (HDI)

The Human Development Indicator (HDI) is a summary measure for assessing long-term progress in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living (UNDP, 2016). Zambia's HDI value for 2015 was 0.579 and it was ranked at 139 out of 188 countries and territories. Between 1980 and 2015, Zambia's HDI value increased from 0.576 in 2014 to 0.579 in 2015, an average annual increase of about 1.51 percent (UNDP, 2016).

The Gender Development Index (GDI) was measured based on the sex disaggregated HDI, defined as a ratio of the female to the male HDI. The GDI measures gender inequalities in achievement, in three basic dimensions of human development — health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older); and command over economic resources (measured by female and male estimated GNI per capita). The GDI in 2014 was 0.917, ranking 101 of 168 countries on the GDI, which disaggregates the HDI by gender.

The Gender Inequality Index (GII) reflects gender-based inequalities in three dimensions — reproductive health, empowerment, and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment is measured by the share of parliamentary seats held by women, and attainment in secondary and higher education by each gender; and economic activity is measured by the labour market participation rate for women and men. The GII can be interpreted as the loss in human development due to inequality between female and male achievements in the three GII dimensions. Zambia has a GII value of 0.617, ranking it 133 out of 149 countries in the 2013 index (UNDP, 2014). While Zambia is making progress on the HDI, it can improve on its ranking if it works on gender equality as indicated by the GII.

2.2.9 Gender, water, sanitation and hygiene

The rural communities face enormous challenges in securing clean water and are continuously exposed to the hazards of poor sanitation. In 2012 the population with access to improved sanitation was 43 percent of the total population, broken down to 56 percent of the urban population and 34 percent of the rural population (WHO & UNICEF, 2014). Women and girls as compared to boys and men are disproportionately affected by inadequate water and sanitation facilities because they have the responsibility of looking for water both far and near, for domestic use and household sanitary and hygiene.

2.2.10 Gender, rural roads and transportation

Transport in the form of roads, rail, and air infrastructure is a critical enabler to the development of the nation. Zambia continues to face challenges in people's mobility and movement of goods and services due

2. The chairperson of NGOCC and Minister of MGCD. 2015. International Women's day speeches.



to poor road infrastructure and transportation networks. Poor road network affects access to critical social services, particularly on the part of women who need such social services more than men, owing to their multiple gender determined roles. Furthermore, poor transport infrastructure during the rainy season poses a huge challenge in transporting agricultural produce, and accessing education and health facilities. Having a reliable and safe transport infrastructure is essential in promoting gender equality and equity.

2.2.11 Gender Based Violence (GBV)

There are many forms of GBV including but not limited to physical, sexual or psychological abuse. These include spouse beating, the practice of dispossessing widows or widowers of property at the time of dissolution of marriage or death of spouse, rape and the sexual abuse of children. GBV limits participation of the victims in the development process at individual, community and the national levels. Till date, there is very limited disaggregated up-to-date data on GBV in Zambia.

The 2007 ZDHS indicates that one in five women has experienced sexual violence at some point in her life, and 46.8 percent of women have experienced physical violence at some point after age 15. According to the data collected by the Zambia Police Victims Support Unit (VSU), GBV cases have steadily increased between 2008 and 2011 with 6 716 recorded in 2008, which increased to 8 467 by 2010, and was reported to have been 11 914 in 2011.

In its efforts to address the rising incidences of GBV, the Government enacted the Anti-Gender Based Violence Act No. 1 of 2011. However, low levels of reporting (amongst women and men) and high rates of withdrawal of reported cases have negatively contributed to the fight against GBV. There is a wide preference for settling such matters outside the courts of law in order to preserve family respect. Since most cases of GBV are perpetrated by men who may be the breadwinners, the victims are often compelled to withdraw the cases (GRZ, MGCD, 2014).



3. GENDER ANALYSIS OF THE AGRICULTURE AND RURAL SECTOR

3.1 Agriculture and rural development

Pervasive gender based inequality and discrimination against women persists in Zambia's agriculture and rural sector. This section gives a brief analysis of the international regional and national gender policy frameworks, which have historically shaped the gender equality response in food, agriculture and rural development discourse in Zambia. It provides an overview of the National Gender Machinery in the context of its gender function in agriculture and food security. What follows is a documentation of a general overview of agriculture and the rural sectors in the country, and the most important productive sectors and their performance.

3.2 Policy level: Key political commitments and policies on gender equality

GRZ is a signatory and has ratified or adopted numerous regional and international instruments/protocols including the following:

- **CEDAW** which came into force 1981 is commonly referred to as the international bill of rights for women. It addresses discrimination and exclusion experienced by women in various spheres, Article 14 specifically provides protection for rural women, ensuring their right to participate in development programmes, "to have access to adequate health care facilities", "to participate in all community activities," "to have access to agricultural credit" and "to enjoy adequate living conditions". Article 14 further demands that policy-makers pay attention to women's legitimate demands for equal rights and their aspirations for a decent life and a better future.
- The **Beijing Platform of Action** adopted in 1995 affirms women's human rights and economic, social and political empowerment through twelve critical areas of concern that address women's greater vulnerability to poverty and their access to education and skills, health and productive resources. It advocates women's participation at all levels of decision making including in the management of natural resources and in environmental protection. The Beijing+20 review process conducted in 2015 recognizes that the most disadvantaged rural women are in need of specific measures to improve their status and access to productive resources. It affirms that gender equality and the empowerment of girls and women is fundamental to achieving and sustainable development for all. The review acknowledges an overall reduction in the proportion of girls and women living in extreme poverty, as well as improvements in food security for both.
- The **Protocol to the African Charter on Human and People's Rights, on the Rights of Women in Africa** adopted by the 2nd Ordinary Session of the Assembly of the Union in Maputo, 2003 to among other things RECOGNISING the crucial role of women in the preservation of African values based on the principles of equality, peace, freedom, dignity, justice, solidarity and democracy espoused by African Heads of States.
- **The SADC Protocol on Gender and Development** adopted by the SADC Heads of States in August 2008 with the exception of Botswana and Mauritius. The Objectives of the Protocol are among others to provide for the empowerment of women, to eliminate discrimination and to achieve gender equality and equity through the development and implementation of gender responsive-legislation, policies, programmes and projects. It also seeks to harmonise the various international, continental and regional gender equality instruments that SADC Member States have subscribed to:

- The “**Declaration on 2015 Year of women’s empowerment and development towards Africa’s Agenda 2063**” adopted by the AU Summit in June 2015 acknowledges the challenges faced in the implementation of many of those Decisions and Declarations, in particular on progress made in attaining the minimum targets of gender equality and women’s empowerment in women’s socio-economic and political life that should demonstrate Africa’s willingness, leadership and commitment to the achievement of goals as enshrined in the 2003 Maputo Protocol on Women’s Rights in Africa. The Declaration invites governments to increase mechanization, technological innovation, education and skills development for women. It also calls upon financial institutions to have a minimum quota of 50% to finance women to grow from micro to macro businesses.
- The AU Summit Declaration of 2016 on “**Africa Year of Human Rights, in particular, with focus on the Rights of Women**” specifically emphasizes the rights of poor women to food, land and social protection as part and parcel of their human rights.
- The **Malabo Declaration** on “Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods” adopted in June 2014 by the AU Summit called for deliberate and targeted public support to women to participate and directly benefit from the growth and transformation opportunities to improve their lives and livelihoods.
- The **2030 Agenda for Sustainable Development** addresses issues facing women in agriculture and calls upon States to: Fulfill women’s equal rights to economic resources, basic services, technology and financial services, land and other forms of property and natural resources; and double by 2030, the agricultural productivity and incomes of women small-scale food producers through markets and opportunities for value addition and non-farm employment.
- **The voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security (VGGT).** These guidelines, adopted by the Committee on World Food Security in 2012, call upon states to ensure that women and girls have equal tenure rights and access to land, fisheries and forests, independent of their civil and marital status, and provide policy, legal and organizational frameworks that are non-discriminatory. The guidelines further invite states to address the obstacles faced by women and girls with regard to tenure rights, and to take measures to ensure that legal and policy frameworks provide adequate protection for women, calling for laws that recognize women’s tenure rights to be implemented and enforced. They advocate for states to facilitate the full participation of users of land, fisheries and forests in tenure governance, including the formulation and implementation of policy, law and decisions on territorial development.
- **AU Solemn Declaration on Gender Equality adopted in 2004**, which recognizes that major challenges and obstacles to gender equality still remain and require concerted and collective leadership and efforts from all of us including networks working on gender and development. The concern about the status of women and the negative impacts on women of issues such as the high incidence of HIV/AIDS among girls and women, conflict, poverty, harmful traditional practices, high population of refugee women and internally displaced women, violence against women, women’s exclusion from politics and decision-making, and illiteracy, limited access of girls to education were issues addressed.
- **Millennium Development Goals;** The eight Millennium Development Goals (MDGs) – which range from halving extreme poverty to halting the spread of HIV/AIDS and providing universal primary education, all by the target date of 2015 – form a blueprint agreed to by all the world’s countries and all the world’s leading development institutions. They have galvanized unprecedented efforts to meet the needs of the world’s poorest.
- **International Covenant on Civil and Political Rights** recognizes that, in accordance with the Universal Declaration of Human Rights, the ideal of free human beings enjoying civil and political freedom and freedom from fear and want can only be achieved if conditions are created whereby everyone may enjoy his civil and political rights, as well as his economic, social and cultural rights, considering the obligation of States under the Charter of the United Nations to promote universal respect for, and observance of, human rights and freedoms.
- **International Labour Organization (ILO) Convention 100 (1951) on equal pay for work of equal value, which aims at promoting equal remuneration for men and women for work of equal value. State parties may**

accomplish this through legislation, introduction of a system for wage determination and/or collective bargaining agreements. It is one of the eight Core conventions of the ILO.

- **International Covenant on Economic, Social and Cultural Rights** and the **International Convention Against Torture, and other Cruel Inhuman or Degrading Treatment or Punishment** is in accordance with the principles proclaimed in the Charter of the United Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, recognizing that these rights derive from the inherent dignity of the human person.
- **The Convention on the Rights of the Child** enshrines the right of children to be protected from involvement in armed conflicts and violence, and places a special focus on the rights of the girl child. This convention recognizes that the United Nations has, in the Universal Declaration of Human Rights and in the International Covenants on Human Rights, proclaimed and agreed that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. It is also convinced that the family, as the fundamental group of society and the natural environment for the growth and well-being of all its members and particularly children, should be afforded the necessary protection and assistance so that it can fully assume its responsibilities within the community. It is a legal instrument for addressing issues such as child labour in agriculture, slavery and trafficking.

In line with the CEDAW Committee recommendations and the other legal instruments described above, GRZ has made progress in domesticating the conventions through enactment of the following: The Zambia Development Agency Act (2006); the Citizens Economic Empowerment Act (2006); the Anti-Human Trafficking Act (2008); the Anti-Gender-Based Violence Act (2011); the Education Act (2011); and the Statutory Instruments (Nos. 1, 2 and 3) on Minimum Wages and Conditions of Employment (2011), aimed at regularising the informal economy.

Table 1 shows a gender analysis of some key legislative and policy documents that are linked to food, agriculture and the rural sector.

Table 1: Gender analysis of agriculture and food-related policies

Policy	Remarks
Constitution (1996)	Article 11 of the current Constitution prohibits discrimination based on among other issues, sex. Contrary to this, Article 23 negates this guarantee, by allowing the application of customary law in matters of personal law (marriage, divorce, inheritance, burial, devolution of property on death and other matters of personal or family law). The Constitution review process has removed article 23 from the Constitution.
Gender Policy (2014)	It commits to attainment of gender equality and equity in the development process by redressing the existing gender imbalances. It provides for equal opportunities for women and men to actively participate and contribute to their fullest ability; and equitably benefit from national development. It commits to increased access to and control of productive resources, access to and utilisation of information and technology, and mainstreaming gender in policies.
Revised Sixth National Development Programme (R-SNDP) 2013-2016 (2014)	The plan considers gender as one of the important cross-cutting issues in all programmes and sectors. It requires all programme and sector deliverables to mainstream gender, all key output indicators to reflect gender in their implementation plans, and ensure that gender issues are part and parcel of the monitoring and evaluation mechanisms. The MGCD has a coordinating role in gender issues in agriculture, and in providing for gender-responsive programming in the plan (gender mainstreaming, collecting and generating sex disaggregated data).
Land Act (1996) and Policy	It provides for women's ownership of land, and commits to the allocation of 30 percent land to women with remaining 70 percent for both women and men.
National Agriculture Policy 2004-2015 (2004)	It commits to affirmative strategy to improve the economic status of women farmers and to inculcate gender equity in agricultural services.

Policy	Remarks
National Agriculture Investment Programme (NAIP) 2014-2018 (2013)	The NAIP has demonstrated inadequate gender analysis and attention to gender issues. Gender is mentioned as one of the cross-cutting issues. The role of women in food security and nutrition is acknowledged, but the strategies outlined are gender neutral and no gender outcomes have been specified.
National Water Policy (2010)	It integrates cross-cutting issues such as gender, HIV and AIDS and climate change, and introduces modern technologies and principles of water resources management.
National Forestry Act 1998 revised in 1999	The Act notes that there is need to create responsible partnerships with stakeholders and promote gender equitable activities to ensure the performance and stability of forests. It provides for women to be involved in decision-making.
National Food and Nutrition Policy (2008)	It acknowledges the vulnerability of women and adolescent girls to poor nutrition. It recognises issues faced by women and notes and adopts a women's empowerment and gender mainstreaming approach.

The analysis and information obtained from discussions revealed that gender analysis is not always carried out before a policy is developed and this has resulted in the formulation of some policies, which are not gender inclusive. Moreover in practice, there is a significant gap between policy intentions and actual implementation with respect to gender considerations.

3.3 Institutional level

3.3.1 The national gender machinery

Zambia has a national gender machinery which is responsible for the overall coordination and monitoring of the gender mandate. Up until March 2012, the gender machinery was an office under the cabinet and it was called the Gender in Development Division (GIDD). According to stakeholders, the division's location in the Office of the President gave it the necessary status and authority through the Secretary to the Cabinet to play a coordinative, monitoring, evaluation and national gender planning role. The GIDD was upgraded to ministerial status, titled Ministry of Gender and Child Development (MGCD). This upgrade was done through Presidential pronouncement in 2012. MGCD endeavours according to the 2014 gender policy to *create a Zambian society which has achieved the Vision of 'A nation where there is gender equity and equality for sustainable development'*.

Stakeholders are of the view that GIDD's current positioning is less powerful compared to its former placement under the Office of the President. Its current positioning places it at an equal position with other ministries and gives it less audible authority from other ministries. To address this weakness, the MGCD has established a high level committee of Permanent Secretaries of Ministries who discuss and influence policy issues on gender that are related to their ministries.

At the parliamentary level there is a Zambia Women's Parliamentary Caucus, which undertakes advocacy on gender and women's issues in Parliament and makes an effort to ensure that gender issues are incorporated in parliamentary debates and decisions.

MGCD used to have an all-inclusive gender consultative forum with major stakeholders. This was formed in 2003 for purposes of sharing and advising GIDD on policy. It was a coordination platform, which was meant to enable all stakeholders to share on happenings in their sphere of operation. However, discussions with the stakeholders revealed that this platform is no longer active.

Gender focal point (GFP) system

The Gender Focal Point (GFP) system in the ministries working in the agriculture, food and rural sectors has not been effective. The GFPs in line ministries are supposed to be Directors of Departments of Planning. The MGCD indicated in its strategic plan that there is inadequate mainstreaming of gender in national policies and programmes in all sectors of the economy due to the weak GFP system. The gender component is not part of the key result areas in the job descriptions for the GFPs. The gender mandate is often an add-on, to the mainstream responsibilities of the GFP, and as a result not much time is invested in gender work. In addition, there is often no adequate financial resources allocated to support gender mainstreaming work. Gender mainstreaming skills are also often weak. The MGCD strategic plan indicates that it is imperative that

the Cabinet Office facilitates the review of job descriptions of GFPs to include gender as one of the key result areas (MGCD, 2014-2016).

Gender capacity

MGCD has inadequate staff to enable it effectively implement its gender mandate at the head-office and provincial level. There has been a slow process of filling up vacant posts in the ministry. The Gender Strategic Plan for the ministry has an approved staff complement of 425, out of which only 69 are in place. Historically, GIDD did not have a decentralised structure at provincial and district levels. However, Child Development had structures at the provincial level, so upon amalgamation, the former Child Development structures are now being used for implementing the gender mandate. These structures were initially not trained to deal with gender so there is skill deficiency on gender at decentralised levels.

MGCD has a coordinating role in gender issues in agriculture. The coordinating and monitoring role is hampered by limited capacity in terms of financial and human resource. The budget below shows the allocation for the ministry in 2014 and 2015.

Table 2: MGCD budget for 2014–2015

MGCD	2014 (Kwacha)	2015 (Kwacha)
Human Resources department		11 005 654
Gender Rights and Protection department		2 507 957
Child Development department		7 001 595
Gender in Development department		19 835 037
Planning and Information department		2 275 494
Total budget for MGCD	35 281 288	42 625 737
Percent of national budget	0.1 percent	0.09 percent

Calculated from National budget 2015

The budget for MGCD was 0.1 percent of the overall budget in 2014, and the budget went down to 0.09 percent in 2015. Discussions revealed that in practice not all that is budgeted is translated to disbursement. The actual amounts that have been disbursed were far less than what was in the budget. Whilst the MGCD has advocated for gender budgeting in the various ministries, this has not been realized as yet. MGCD strategic plan revealed that despite the lack of gender budgeting, ministries/institutions do not allocate resources to gender mainstreaming activities such as gender auditing and gender analytical skills capacity building (GRZ, 2014).

3.3.2 Gender mainstreaming in Ministry of Agriculture and Livestock (MAL)

In the Ministry of Agriculture and Livestock (MAL), operations are hampered by financial constraints and limited capacity. The gender audit of MAL that was carried out by the MCGD raised the following issues:

- Inadequate commitment and leadership by senior management.
- GFP's role is an add-on instead of it being a core responsibility of the Director of Policy and Planning department.
- Ineffective horizontal linkages within the various ministry departments and vertical (national, provincial, district, ward village) gender coordination mechanisms.
- Weak and uncoordinated strategic alliances between gender work and other agricultural institutions.
- Inadequate information management leading to unsystematic information, lesson sharing and information dissemination.
- No deliberate effort observed to ensure gender mainstreaming in the planning, budgeting as well as in the reporting system.
- Inadequate and uncoordinated gender monitoring and evaluation (M&E) system, which is unable to track progress on gender equality implementation.
- Inadequate knowledge regarding the concept of gender within the various levels in the ministry.

The total budget for the MAL increased from Kwacha 3 031 654.38 in 2014 to K4 108 454.44 in 2015. The total budget of the MAL is 8.8 percent of the overall national budget. The GFP, through the Rural Sociology Unit was allocated 0.03 percent of total MAL budget. Discussions with the Unit revealed that the budget allocated was not adequate to drive the gender agenda. Moreover it was revealed that the actual funds finally availed for gender-related activities were far less than what was budgeted for and gender activities are not being prioritised.

In MAL, each department was supposed to have a GFP. These GFPs would form a gender steering committee for MAL and they were supposed to have the responsibility of driving the gender agenda in their work spaces. However this has not been the case because most of the departments do not have a GFP.

The ministry has in 2014, through the performance enhancement programme, carried out a gender situation analysis of the agricultural sector and produced gender mainstreaming guidelines for all the agricultural sub-sectors. The guidelines have not yet been cascaded down to the provinces and districts. If repackaged and disseminated to the decentralised structures, the guidelines can provide practical guidance to the extension staff. MAL however has no resources to cascade these to the decentralised structures.

The ministry has drawn up gender-responsive guidelines, which provide guidance on gender-sensitive budgeting. However the GFP indicated that the guidelines have not been implemented as yet as reflected by the planning and budgeting processes that are taking place. This is a clear case of theory not matching practice.

The Farmer Input Support Programme (FISP)

In Zambia the MAL is implementing a national Farmer Input Support Programme (FISP), which provides agricultural inputs to farmers countrywide. A study of FISP carried out by MGCD revealed the persistent lack of effective agricultural policies (policy rhetoric), and follow through and practice on the ground at implementation level regarding gender equality and equity. In FISP, the selection criteria (the ability to pay 50 percent upfront), which marginalises women from accessing inputs did not consider the poverty situation of women compared to men in rural areas. The subsidised fertilizer loans under the FISP are distributed through cooperatives despite the fact that female membership in cooperatives is generally low because of gender dynamics at both household and community levels. The result was that inputs were being disproportionately distributed in favour of men. It also noted that there was inadequate supply of inputs to women-only cooperatives. There was a lack of gender disaggregated data on the beneficiaries of FISP. Additionally, the study showed that there was a lack of gendered monitoring and evaluation to assess the extent to which women and men participate in and benefit from FISP (MGCD, 2013).

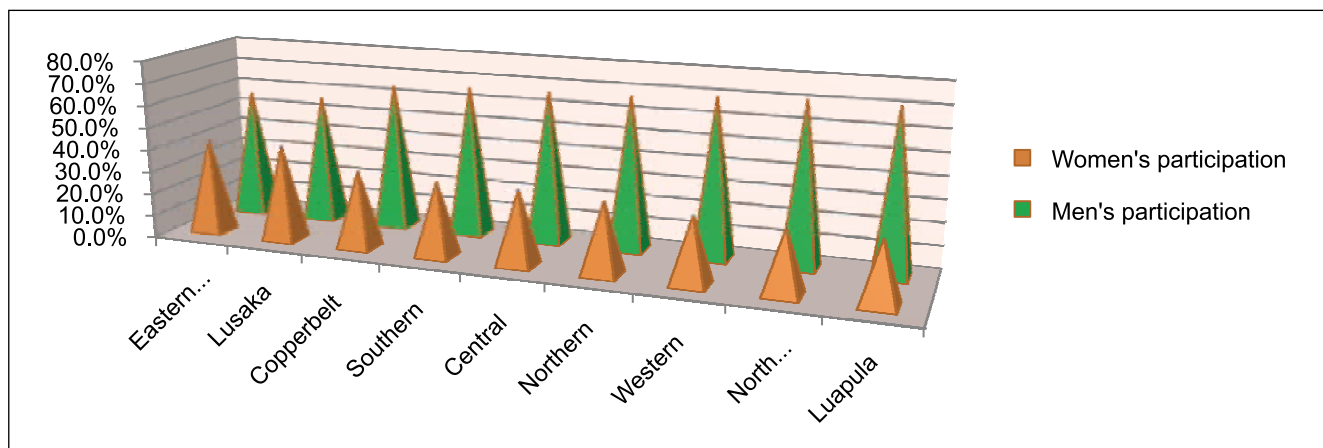
Between 2002-2009 FISP beneficiaries averaged 35 percent female and 65 percent male (MGCD, 2013). The distribution of percentage of women and men who received FISP support is shown in Figure 2.

The graph above shows that in all provinces there were more men compared to women who participated in FISP. The study also revealed that men who own land were comparatively less productive than females who own land. Conversely females who do not own land are comparatively less productive than males who do not own land. This could be indicative and confirmatory of the fact that investing in women's access and ownership of land will likely lead to increased productivity by women.

Agricultural Support Programme (ASP)

The Agricultural Support Programme (ASP) was implemented in 4 provinces, covered 22 districts and 242 camps. It was implemented through a collaboration between MAL, Swedish International Development Agency (SIDA) and the Norwegian Agency for Development Cooperation (NORAD). The target group was 44 000 small-scale farming households and the local service providers needed for the development of these households including the government, NGOs and the private sector. The intervention areas were: entrepreneurship and business development; land, crop, seed and livestock development; infrastructure fund component; improved service delivery of support entities; and management, information and learning systems.

Figure 2: Participation of women and men in FISP



Source: MGCD, 2013)

The vision was to achieve gender equity and equality within ASP i.e. meeting the needs and priorities of women, men and youth, in order to attain sustainable empowerment through, **farming as a business**. Key ASP gender strategies included (SIDA, Farnworth & Munachonga, 2010):

- Adopting a household approach in all interventions at household level in order to cater to the needs and priorities of all active adults and youth in the household.
- Training and promoting activities in a manner that does not discriminate against women, men and youth.
- Adopting affirmative action on selected training and interventions that target women only.
- Striving to achieve a minimum of 30 percent women's participation in all programme interventions.
- Promoting gender equity in resource allocation.

A special study carried out on the ASP revealed that the following changes had taken place as a result of the programme:

- Improved agricultural output and food security as a direct consequence of the household approach, and in particular, recognising and enhancing the skills of women and children as decision-makers.
- Attitudinal and behavioural changes, resulting in the shifting of gender roles and responsibilities performed by men and women, with husbands supporting their wives in predominantly women's roles and vice versa.
- Critically, using the household approach, empowering women has not been seen to disempower men, rather, both men and women have felt empowered because intra-household relationships are less tense and more productive. Men not only appear to have better relationships with their wives; they appear to have forged closer relationships with their children and can speak to them more freely.
- Men are more willing to share decision-making with their wives though they generally still consider themselves household heads. Shared decision-making has resulted in more rational livelihood planning.
- The emphasis of ASP on working with the farming household, including the wife and the children, has decisively increased the resilience and coping strategies of many households. This is because all family members understand their farming system and have been actively involved in shaping it. Investment and food security decisions are made collectively and, are directed at achieving a family vision.
- Significant inter-generational benefits are likely, and this may, in the long term, encourage children to stay in farming and thus reduce urban drift and rural underemployment. Joint planning on household expenditure has enabled more children to go to school, which indeed is a significant intergenerational benefit.

Despite these gains, however, ASP significantly failed to address structural gender inequalities in relation to access to, and control over, key productive resources. Women's access to resources remained reliant on their ability to maintain their relationship with the male head of household and to wider kinship networks. The performance of female heads of households was reported as growing much weaker across the programme (SIDA, Farnworth & Munachonga, 2010).

3.3.3 Gender Mainstreaming in Ministry of Lands, Natural Resources and Environmental Protection

The ministry is responsible for the governance of lands and natural resources such as forests and for environmental protection. The ministry has a GFP who is placed under the policy and planning department. The idea is to influence gender integration in policy formulation and implementation, as well as in the planning and implementation processes. The data collection system for land ownership was not disaggregated by gender in the past years. The ministry has embarked on a system to capture and analyse land ownership data according to gender. According to the ministry a new system to produce a database with sex-disaggregated data for state land has been set up in 2015.

The ministry's policy states that at least 30 percent of the state land with title deeds should be allocated to women. According to the ministry GFP, in the urban and peri-urban areas it is assumed that there are more women owning land than in rural areas because these women have greater access to information on land titles and on the benefits of having titled land. In addition, in urban and peri-urban areas women are better resourced to meet the necessary costs required until land is titled.

The Department of Forestry falls under the Ministry of Lands, Natural Resources and Environmental Protection. The Department of Forestry does not have a GFP. Discussions with MAL staff revealed that there is no link between the ministry GFP and the Department of Forestry.

3.4 Gender disparities in agriculture, food security and the rural sector

This section describes the main sources and issues around gender inequality in the different agricultural sub-sectors and areas of rural development, such as food and nutrition security, crop production, fisheries and aquaculture, livestock production, forestry, natural resources management, post-harvest activities, agribusiness, and climate change. It describes gendered factors in rural development including issues related to technology, access to credit, rural institutions and agricultural value chains.

3.4.1 Gender and food and nutrition security

The ZDHS report 2013-14 indicates that there are more boys (42.4 percent) compared to girls (37.6 percent) who are stunted and that the situation is critical in the Northern Province, which has seen stunting in 48.5 percent of children who are boys (CSO, USAID, UNICEF et al., 2013). There are societal myths based on cultural norms, taboos and practices in Zambia that prohibit eating of certain nutritious food by sex and age groups. According to the National Food and Nutrition Council (NFNC) it was revealed during a focus group discussion in the Eastern Province that boys traditionally were not allowed to eat yellow and orange food such as pumpkin, yellow maize and yellow potatoes because it is believed this type of food will affect their manhood and fertility in the future, neglecting the fact that they have high nutrition value.

Data from the ZDHS report 2013-14 also shows a correlation between the level of education of the mother and the degree of malnutrition in children. Children under 5 years had the following results: 44.7 percent were malnourished where the mother had no education; 42 percent where the mother had primary education; 36.9 percent for secondary education; and 18 percent for higher education. The mother's nutritional status positively influenced the nutrition status of the babies under 5 years. The children of thin mothers came in with 50.4 percent; children of normal mothers had 40.4 percent, while those of overweight mothers had 31.6 percent stunting.

Among Zambian women in the age group 15-49, 1 out of 10 are thin (BMI < 18.5), while 23 percent of women are overweight or obese (BMI ≥ 25.0). Overweight and obesity increase with age; only 9 percent of women aged 15-19 are overweight or obese compared to 36 percent of women aged 40-49. Fifteen percent of women in rural areas are overweight or obese compared to twice that statistic of women in urban areas (32 percent). Chances

of being overweight and obese increase with both education and household wealth. More than one-third of the women in Lusaka are overweight or obese compared to only 10 percent of women in Western Province. Slimness has decreased since 2001-02 from 15 percent to 10 percent, while the number of women who are overweight and obese has increased from 12 percent to 23 percent in the same time period.

Gender issues are underlying factors in nutrition insecurity. Household food security is linked to women's gender roles and this is not usually recognised and no adequate support is provided at that level. This contributes significantly to women's lagging behind men in most productive ventures that have monetary value. This situation contributes to the cycle of feminisation of poverty. There is an absence of sex disaggregated data and gender-sensitive indicators on food security and nutrition including male and female daily calorie consumption in Zambia.

In Zambia women are the primary producers of food including its preparation and processing, yet they are not the main decision makers in the household food supply chain. More often than not, they do not decide on farm produce to be sold or to be reserved for home consumption. The participation and engagement of men in nutrition concerns and programmes is often downplayed even though they play a pivotal role in determining household nutrition outcomes. The approach in nutrition programmes targets women as victims and the vulnerable and not as development partners in providing solutions to nutrition issues.

The National Food and Nutrition Programme Strategic Plan (NFNSP) 2011-2015, considered local and international food and nutrition research and recent efforts that supported and placed nutrition at the centre of national development. Zambia's nutrition programme is aligned with the global **"Scale Up Nutrition" (SUN)** movement that calls for emphasis on well-proven, effective and low-cost food and nutrition interventions (GRZ, 2011).

The gender assessment in food and agriculture carried out by MAL as part of the process to develop gender mainstreaming guidelines indicated that there were various shortcomings particularly in relation to programming and practices in nutrition. Information in Box 1 highlights the issues raised in their document on gender and nutrition.

3.4.2 Gender and rural agricultural labour

According to the Labour Force Survey data (constructed from CSO, 2012), 70 percent of men working in agriculture, forestry and fishing are self-employed (e.g. having their own farms), 23 percent are unpaid family workers (working on family farms), and 7 percent are paid employees (e.g. working on someone else's farm for payment).

Box 1: Summary of MAL gender analysis of nutrition programming and practices

- In households experiencing food insecurity, women and children have high risk of malnutrition compared to men.
- Lack of diversity in on-farm food basket, with maize (starch) being the predominant crop.
- Most research focusses on the production of food, thereby neglecting food processing and utilisation, which is crucial to women farmers.
- Gender issues are not well addressed in the planning and implementation process of the food and nutrition security and disaster risk management programmes and strategies.
- Apart from problems on female-headed households, the needs of women in male-headed households are overshadowed by their husbands and these women are benefitting less from the programmes.
- Small-scale farming systems, in which women are the majority, are overwhelmingly dominated by a single crop due to fear of failure. This presents a nutrition challenge.
- Inadequate support for female farmers in the construction of traditional silos from local materials (mud and bricks) for the promotion of adequate food storage at the household level.
- A wider segment of the smallholder rural community including female farmers has inadequate nutrition education. Lack of emphasis on the importance of gender relations and dynamics in developing and disseminating recipes as well as training of farmers in the recipes developed to optimise diffusion of knowledge and skills to the community.
- Absence of accountability on gender mainstreaming in nutrition programmes (GRZ, 2011).

Table 3: Status in employment among those working in agriculture, forestry and fishing

	Paid employees	Apprentices/ interns	Employers	Self-employed	Unpaid family workers	Total
Men	7.3 %	0.1 %	0.1 %	70.0 %	22.5 %	100 %
Women	1.8 %	0.0 %	0.0 %	38.8 %	59.3 %	100%

Source: Constructed from CSO: Labour Force Survey data 2012

Of the women working in the same sector, most (59 percent) are unpaid family workers, 39 percent are self-employed, and 2 percent work as paid agricultural employees (Table 3). Both women and men in the agricultural sector are mostly working on the family farm, but men are more often considered as the decision-makers and holders of income from the farming business and women more often considered as unpaid work force (instead of co-managers) for that farming business. Although women are providing the bulk of the family labour, in agriculture their labour input is often not costed, neither is it given any economic value. Moreover, women are more often involved in food crops whilst men are involved in cash crops and in marketed household commodities. The labour burden of rural women exceeds that of men, and includes a higher proportion of unpaid household responsibilities related to preparing food, and collecting fuel and water. According to the SADC gender barometer Zambia has not yet documented time use by women, which could provide a clearer picture of how women spend their time and the contribution of their time spent to the household and national economy.

Women dominate employment in many of the high-value agricultural commodity chains in sub-Saharan Africa including Zambia, where 65 percent of those employed in vegetables and 35 percent employed in the flower business, in 2003, were women (FAO, 2011). New jobs in export-oriented agro-industries may not employ men and women on equal terms, however they often provide better opportunities for women than what exists within the confines of traditional agriculture, and can also be instruments of change with significant implications for women and rural development.

The national average monthly income was estimated at K1 724 106 in 2010. On average, males received an average monthly income of K1 981 661 compared to K1 245 157 for females. Urban areas recorded a higher average monthly income of K1 969 503 compared to a lower average monthly income of K1 486 703 for rural areas (GRZ, 2012).

3.4.3 Gender and land

Land is a critical resource to women's and men's participation in agriculture and rural development. In Zambia, like in any other African country, land is a convertible asset, which can be used to access benefits and privileges such as collateral, access to credit and financial markets, agricultural inputs, and decision-making on products of their agricultural labour. Lack of women's access to land and tenure rights reduce their full contribution to the eradication of hunger and poverty.

Zambia operates a two tier system of land ownership and distribution. Land ownership can either be through the state and its local government decentralised structures or a customary system, which is administered by chiefs. Although the government passed the Land Act in 1996 which guaranteed women the possibility of being land owners, the legislation allows for customary laws to dictate land ownership, which mainly confers land ownership on men. Under customary law, men dominate the allocation, inheritance and use of land. Under the customary law a woman has access to land through male folk, her father, husband, brother or son. Women have limited participation in the land allocation processes.

Women lack control over land but may have access and user rights to the land. To improve women's access to land, the Ministry of Justice has issued a circular allocating 30 percent of all advertised land to women. Although available information shows that 10 percent of the land is administered by the state whilst 90 percent falls under customary law, discussions with the stakeholders revealed that the 10 percent size of state-administered land could have increased during the years because the government has been allocating 99 year leases which are believed to have encroached in the customary land allocated by chiefs. In addition, the government and the chiefs have been allocating land to private investors, which has displaced women and men and at times, and turned them into contract workers. The displacement has marginalised women who bear the brunt of having to care and feed the family even when they are displaced.

It is not clear how much land has been acquired for foreign investor purposes, neither is the national impact of this on women and men known. This will be assessed by the land audit. There is no efficient monitoring mechanism to guarantee that women have access to the stipulated 30 percent land. Data from the SADC gender barometer reveal that from 2006–2010 women received 16 percent to 22 percent of land allocation (SADC, 2013).

Stakeholders concurred with MGCD findings on the 2013 study on land, which identified various barriers encountered by women in the land allocation system. The study findings revealed that the structures that are responsible for the allocation of land have inadequate representation of women. This inequality in representation promotes male dominance at a structural level. The ‘first come first served’ method of land allocation has less regard for gender disparities and imbalances, and the unlevelled playfield that exists in communities. With regards to the procedure for land allocation, it is mandatory that the applicant provides proof of capacity to develop the proposed property or business on the plot of land being applied for. The major proof required includes pay slips and bank statements. The challenge for most females is that they are not in the formal employment sector where they can get pay slips and most of those who run small-scale business or entrepreneur activities do not bank their returns. Therefore, even when they have the capacity to develop the proposed property/business, they cannot provide the required proof and as such they are automatically disqualified from accessing land.

The amounts required as service charges by most local authorities are very high and not affordable to many of the poor and marginalised Zambians, especially to women. Advertisement for council land is made in newspapers and this eliminates rural women who do not have access to such print media or who are illiterate. Most personnel involved in land administration do not fully know or understand the provision of 30 percent land allocation to women. There is poor sex disaggregated data at the levels of councils, which allocate land. Most laws that relate to land in Zambia are gender neutral and do not provide mechanisms for land to be easily accessed by all sexes (GRZ MGCD, 2013).

3.4.4 Gender and crop production

Globally it has been established that if women had the same access to productive resources as men, they could increase yields on their farms by 20–30 percent. This could raise the total agricultural output in developing countries by 2.5–4 percent, with significant contributions to the reduction of hunger and malnutrition (FAO, 2011). In Zambia, women are the major food producers and processors accounting for over 60 percent of the national food stocks.

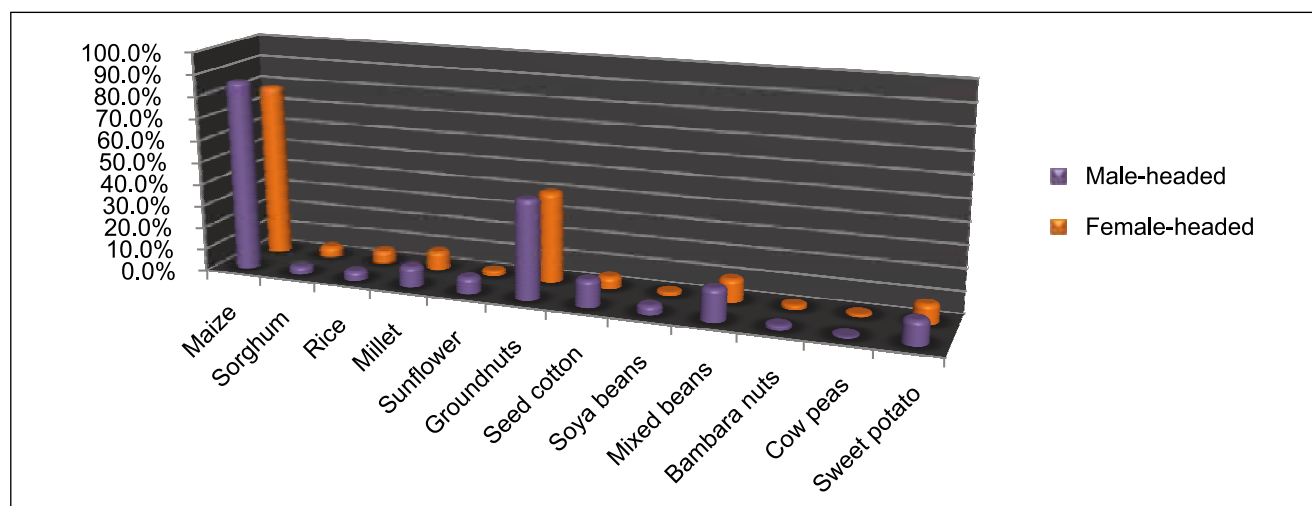
Maize is the main staple food and as such is grown by the largest percentages of female and male-headed households – 86.2 percent of male-headed households and 78.5 of female-headed households (GRZ CSO, 2010). In all the crops shown in figure 3 except for sorghum and rice, the percentage of male-headed households growing the crops is higher than the percentage of female-headed household growing the same crop. In the male-headed households women play a significant role in the crop production processes. A greater percentage of female-headed households are involved in food production while there is comparatively greater participation of male-headed households in cash crops.

The 2013 evaluation of the then FAO-supported Farmer Input Support Response Initiative (FISRI) revealed that although certain crops such as groundnuts are considered as women’s crops, when they have an increased market value, men come in to produce and market them.

The gendered perspectives of women and men in agricultural processes have a bearing on productivity. Tables 4, 5 and 6 provide an analysis of the tillage systems, access to inputs and herbicides and production levels per hectare for women and men.

Tillage is one of the labour-demanding operations on the farm if it is manually done. Data from Zambia CSO based on a national survey shows that the percentage among female-headed household using conventional hand and hoe tillage system is a high 38.5 percent whilst for men it is 31.4 percent. The variations of tillage systems used among female- and male-headed households is shown in Table 4 below.

Figure 3: Male- and female-headed households, participation per crop



Source: Constructed from CSO post-harvest survey raw data 2012

Table 4: Percentage of fields under each tillage method

	Among male-headed hhs (%)	Among female-headed hhs (%)
Conventional hand hoe	31.4	38.5
Planting basins/potholes	1.3	1.6
Zero tillage	2.4	3.2
Ploughing	32.4	26.6
Ripping	0.7	0.5
Ridging	25.5	23.2
Bunding	3.5	4.3
Chitemene ploughing/hand hoe	0.8	0.7

Source: Constructed from CSO post-harvest survey raw data 2012

The data shows that a greater percentage among female-headed households use conventional hand and hoe tillage systems, which is labour-intensive and increases drudgery. The data also shows that when it comes to ox-drawn tillage systems where the labour and drudgery is transferred to animals and machinery there is a greater percentage among male-headed households using the method as compared to women. Comparatively male-headed households have more equipment and draught power compared to female-headed households.

Data obtained on the use of inputs and herbicides shows that the percentage using these among female-headed households was low compared to male-headed households (see table 5.)

Table 5: Percentage of households using inputs and herbicide

	Percent of male-headed households	Percent of female-headed households
Use of herbicides	5.7	3.0
Animal manure	3.9	2.7
Basal fertilizer	51.3	36.9
Top dressing	52.8	37.7

Source: Constructed from CSO post-harvest survey raw data 2012

The situation above is explained by the fact that women often have less resources to buy the inputs compared to men. Furthermore, they do not have a lot of livestock for animal manure.

Data compiled by CSO (see Table 6) shows that the average harvest per hectare per crop for male-headed households is much higher in some cases even close to double the amount harvested per hectare for female-headed households.

Table 6: Average harvest per hectare (kgs)

	Male-headed hhs		Female headed hhs	
	Mean	Median	Mean	Median
Maize	2 053	1 035	1 058	575
Groundnuts	172	96	114	75
Sorghum	264	166	181	132
Millet	272	185	217	154
Rice	624	364	328	202
Sunflower	206	139	132	139
Soya beans	360	196	306	163
Mixed beans	185	108	128	54
Bambara nuts	136	60	81	69
Cowpeas	249	45	96	45

Source: Constructed from CSO post-harvest survey raw data 2012

Table 6 reflects the cumulative effects of production and productivity, lack of productive resources, labour, inefficient tillage systems and drudgery as well as other gender-related factors that have been analysed above. It is a confirmation that if women were to be provided with productive resources, they would increase their production levels.

3.4.5 Gender and livestock

In Zambia, livestock is an important agricultural sub-sector, contributing to 15.2 percent of agricultural GDP. Livestock has the greatest potential to propel sector growth with more than half of rural households owning livestock. This positions the sub-sector for significant contribution to the country's agricultural and overall economic growth (GRZ & FAO, 2013).

Table 7: Livestock production, 2006-2009

Year	2006	2007	2008	2009
Cattle	2 799 965	2 457 563	2 315 327	3 038 000
Sheep	117 930	101 191	485 033	466 506
Goats	1 762 461	956 304	746 143	758 501
Pigs	398 637	538 393	704 832	711 707

Source: Adapted from Zambia CPF 2013-2015

Except for pigs which had a constant increase in production, the rest of the livestock have not shown a definite trend. The data has not been disaggregated by sex throughout the years. Based on CSO data, FAO constructed some disaggregated data of livestock per household from a sample that participated in their crop survey. Table 8 below shows the correspondence of female and male-headed households with different types of livestock.

Table 8: Percentage of households having each livestock type

	Male-headed hhs (%)	Female-headed hhs (%)
Cattle	19.6	9.8
Sheep	0.9	0.9
Goats	21.0	14.3
Pigs	11.9	7.8
Poultry	60.8	52.5

Source: Constructed from CSO post-harvest survey raw data 2012

The data shows that female-headed households ranked lower than male-headed households in all livestock categories. In addition, across livestock species women have consistently less livestock than men. The main

purpose of keeping the livestock was different between male and female-headed households as shown in Table 9.

Table 9: Main purposes for keeping cattle (percentage of households citing the reasons)

	Male-headed hhs (%)	Female-headed hhs (%)
Meat	10.6	6.5
Milk	1.6	4.3
Draught power	75.3	69.3
Hide	0.2	0.0
Aesthetic value	6.8	11.2
Other	5.5	8.7

Source: Constructed from CSO post-harvest survey raw data 2012

3.4.6 Gender, fisheries and aquaculture

Most of the surface water resources (approximately 45 percent) in the SADC are concentrated in Zambia. This gives Zambia a huge comparative advantage for the development of integrated water resource management with the potential for an enhanced inland fisheries sector in terms of both natural capture fisheries and aquaculture development. Three major basins that provide capture fishery resources in Zambia are the Zambezi, Luapula, and Lake Tanganyika. Zambia is estimated to have the capacity to produce about 150 000 metric tonnes of fish from these systems annually on a sustainable basis. An estimated 300 000 rural households (2.3 percent of the population) earn part of their income from fishery, contributing to about 3 percent of GDP (GRZ & FAO, 2013).

Women and men are involved in varied types of fishing methods and activities. Fishing methods include the gillnet, kapenta fishing using rigs and fishing using fishing rods. A study carried out by FAO on the role and situation of women in Lake Kariba fisheries (FAO, 2012) revealed that the participation of women in kapenta fishing especially in lake fishing activities was very low. The Zambia frame survey on Lake Kariba fisheries revealed that only 1 percent of women owned fishing rigs (GRZ, 2012). The process of acquiring fishing rigs and getting fishing permits to buy fishing gear require substantial access to capital, which women often do not have. Moreover rig ownership data kept by the Department of Fisheries (DoF) is not disaggregated by gender. Some of the rigs are registered in the name of companies and there is no further information on the gendered nature of ownership or the knowledge of the gender of the directors. Other reasons of the low participation of women in fisheries activities include cultural hindrances, gender stereotypes and security risks associated with fishing in the lake.

Women are involved in fishing methods such as the use of fishing rods, which do not require capital, but yield low volumes. Even within the fishing rods method, women, when compared to men use the less complicated and less expensive rod line and hook type that do not go very far, and hence cannot get the bigger varieties of fish. Men use modernised and mechanised fishing rods, which provide for a longer throw and hence give a higher possibility for catching bigger fish. The fishing rig infrastructure and operation technology itself was not conducive for women. Women compared to men are actively involved in post-harvest activities such as fish marketing, drying and processing while men are mostly producers, wholesalers and exporters. Whilst there are more women involved in marketing compared to men, the study revealed that men are typically involved in marketing big volumes of fish compared to women, who are mostly petty fish traders.

Aquaculture: In rural Zambia there exists the potential to reduce poverty and improve food security through aquaculture development. Aquaculture presents a good opportunity for women to be involved in fisheries. The government has been scaling up efforts in fish farming, including in the rural areas. The Department of Aquaculture is also providing technical training and extension services on fish farming.

The MGCD under its women's empowerment programme is supporting women's projects in aquaculture. In Siavonga, some groups received support (fishing gear and financial resources) from the MGCD. Discussions with the DoF revealed that men are often involved as individuals in aquaculture and women are often involved as groups, and women are usually supported by cooperating partners. Barriers and challenges for women's participation in aquaculture are labour constraints in terms of the construction of cages and or fish ponds, lack of land to construct the fish ponds, and security of the fish once farming starts.

3.4.7 Gender and forestry

Zambia has an abundance of natural resources, high biological diversity and a wealth of forest resources. Forestry and related wood processing in Zambia contribute significantly to the national GDP. The average between 1994 and 2010 has been 6.2 percent. In 2010, the share of forest and logging to the GDP was 4.5 percent, wood and wood products was 1.2 percent, bringing the contribution to GDP to 5.7 percent. The higher contribution to GDP of logging than processing indicates a lack of value addition in the downstream processing segments. Despite the importance of forests, Zambia is subject to high levels of environmental and forest degradation with an annual forest loss of 250 000-300 000 hectares. More families can get additional income from growing, processing and trading in wood products (FAO, 2017). Forests are areas of importance to biological diversity.

FAO initiatives in collaboration with the GRZ include supporting institutional strengthening and building capacity in the Natural Resource Management (NRM) sector and the Forestry Department, the Integrated Land Use Assessment phase II (ILUA II), and the United Nations Programme on Reducing Emissions of Deforestation and Forest Degradation (UNREDD) programme. The ILUA II Forest Livelihoods and Economic Survey (FLES) study that was conducted includes getting information on land tenure, gendered roles in forest product harvesting, processing, selling and use of benefits, and time use (fuel wood collection). FAO is also implementing a One-UN Zambia Green Jobs Programme (UN REF: ZAM/12/01/FIN): Enhancing Competitiveness and Sustainable Business among Micro, Small and Medium Enterprises (MSMEs) in the Construction Industry, implemented from 2013.

There is limited gender-disaggregated data on forestry in Zambia. National statistical databases, published and unpublished literature, and the online databases of international organizations (FAO, ILO, UNDP, World Bank and others) contain limited gender disaggregated information on forestry.

The gender profile carried out by SIDA in 2009 revealed that women are more involved in the collection of firewood, fruits, nuts, seeds, roots, mushrooms, plant medicines, caterpillars, grass for thatching houses, while most men produce charcoal (for sale), collect wood for poles, fiber for rope as well as honey harvesting. Due to their traditional reliance on forestry resources, women are often the main repositories of traditional knowledge about the use and management of trees and forest plants (for example, the calorific value of woody species).

The study revealed that Zambian women spend more than 800 hours every year, or 2.3 hours every day collecting firewood, while Zambian men spend less than 50 hours. About 4-6 hours per day, is spent on cooking. Women collect fuel wood for cooking and domestic household use while men often collect it for commercial purposes (SIDA, 2013).

The CASU project baseline survey (2015) revealed that agroforestry was practiced more in men's fields 27.4 percent than those of women – 25.4 percent. This may be linked to security of land tenure, perceived benefits from the trees, or access to seedlings. The baseline revealed that with respect to agroforestry among the sampled farmers, there were more men's fields, 31 percent compared to 23 percent women's fields, with 27 percent constituting joint fields, that received seeds and seedlings, often from NGOs. Women tended to rely more on other sources than men.

Table 10: Agroforestry seeds and seedlings

Source of agroforestry seeds/ seedlings	In women's fields (%)	In men's fields (%)	In joint fields (%)
Project/NGO	23.1	30.9	26.7
Government Extension	11.2	13.8	4.0
Relative	3.7	12.8	16.0
Neighbour	7.5	9.9	8.7
Private nursery	4.5	4.6	6.0
Other (specify)	50.0	28.0	38.7

Source: CASU baseline survey 2015

The data in table 10 depicts the gender imbalances of NGO and government services and material support to women and men. The data shows that services tend to favour men.

3.4.8 Gender and agriculture value chains

The gender analysis of agriculture value chains identifies critical issues and blockages for men and women and then uses the analysis to generate robust and effective policies and strategies for improving performance in that particular value chain. Women are generally disadvantaged in terms of their place in the value chain, which in most cases, is at the lower, less lucrative node of the value chain. For example most women market their maize at farm gates or as traders. They do not process the maize to get value for their labour. A summary of the key gender in Zambia's agricultural value chain are analysed for the major crops below. The information has been summarised from the CSO data (2010-2012), CASU baseline data (2015) and from USAID report (2011).

Maize is main food crop and the agricultural support system in Zambia is centred on it.

- Women are primary producers and net buyers of maize.
- Women provide most of the labour in maize fields.
- Men are the main land/field owners and have the decision-making power in the household.
- Women do most of the planting, weeding, harvesting and post-harvest handling. Men do the bulk of land preparation if animal drawn, women participate in land preparation if done by hoe.
- Limited female participation in maize marketing.
- Limited female-headed household participation in more profitable maize downstream trading activities such as processing due to lack of capital.

Groundnuts

- Women participate more as producers and to a limited extent as sellers.
- Groundnut is often a women's crop but men take over when it becomes cash crop and is therefore more profitable.
- Women do most of the manual shelling, which is very time consuming.
- Women do on-farm groundnut processing.
- Women do not have the capital to purchase efficient and high performance groundnut processors.

Vegetables

- Growing and retail selling is predominantly done by women, providing 70 percent of labour in production and post-harvest.
- About 52 percent female and 50 percent male-headed households sell and grow vegetables.
- Access to transport is more limited for women.

Sweet potatoes

- Women are involved in the value chain as producers, sellers and buyers at wholesale, retail and urban markets.
- Sweet potato is a cash crop for women especially those close to urban areas.
- There is limited availability of technologies for storing and increasing the shelf life of sweet potatoes.

Cassava

- Variety improvement gives high returns on labour.
- The percentage of female-headed households growing cassava is almost the same as for male-headed households.
- The percentage of female-headed households that sell cassava is higher than male-headed households.
- On-farm processing (labour intensive) is solely done by women.

Livestock

- Women have limited ownership of large livestock like cattle and more likely manage small ruminants like goats, sheep and poultry.
- Women participate in all stages/nodes of the poultry value chain. Market linkages for poultry are not well developed.

- Urban traders (middlemen) are mostly men who buy livestock from rural areas and sell in urban areas.
- Men are involved in slaughter/butchering of cattle, goats, sheep and pigs.

3.4.9 Gender and post-harvest management

CSO data reveal that women have poor post-harvest technologies such as storage and they at times store in the rooms where they sleep. The poor storage can result in post-harvest losses. With new seed varieties being introduced, these may require different storage mechanisms and systems yet women do not often have access to such information. There is no information on gender roles in post-harvest management. However, there is information on access and control of post-harvest equipment, technologies and capacity development.

The extent to which different types of post-harvest storage facilities are used by female and male-headed households is reflected in table 11.

Table 11: Percentage of households using each type of storage facility (for any type of crop)

	% of male-headed hhs	% of female-headed hhs
Improved	6.2	6.0
Crib	40.5	32.8
Room in main house	58.5	60.5
Room in other house	7.7	7.0
Tent	0.3	0.1
Bags left outside	2.7	1.7
Other type of building	3.0	1.8

Source: Constructed from CSO post-harvest survey raw data 2012

The data reveals that 40.5 percent of male-headed households compared to 32.8 percent of female-headed households use cribs for post-harvest storage and drying. One of the reasons for this disparity is the lack of labour in female-headed households to construct the cribs as this is often constructed by men. Due to lack of capital resources for construction of separate storage facilities, there is a higher proportionate percentage of female-headed households – 60.5 percent – compared to male-headed households – 58.5 percent – using a room in the house for storage.

Data from CSO reveal that post-harvest losses for grain is experienced as a result of weevils, termites, rodents, sprouting rot and theft. The largest cause of loss was revealed to be weevils, which account for 42.8 percent in male-headed households and 49.3 percent of the loss experienced in female-headed households (CSO, 2012). This disparity could be a result of limited access to post-harvest information, and capacity development on management of weevils by female-headed households compared to male-headed households. One of the ways to manage weevils is through the use of metal silo technology. The Zambia Agricultural Research Institute (ZARI) indicated during discussions that metal silos/granary were tested and distributed to communities although there is no indication of the gendered nature of the recipients.

3.4.10 Gender and agricultural extension

Extension services for agriculture fall under the mandate of the MAL and Ministry of Lands, Forestry and Environmental Protection. Statistics show that there are few female extension officers compared to male extension officers despite the greater percentage of farmers in the rural areas being female. The existing staff demonstrates a weak gender approach to extension services. In general, there is limited access to extension services by both female and male-headed households.

A gender assessment carried out by MAL in 2014 revealed the following about gender and extension (MAL, 2014):

- Extension programmes do not fully identify the specific needs, interests and constraints of men and women. Extension meetings do not take into account women's schedules.
- The attitude of farmers towards the issue of gender and other socio-cultural beliefs and practices affect the gender sensitivity of extension services.

- There is an inadequate gender-sensitive monitoring system that holds extension workers accountable to the issue of gender equity in service provision to women and men farmers.
- High illiteracy levels in women prevent them from having equal access like their male counterparts to extension services, which severely hamper their production and productivity.
- Women lack the adequate institutional support which could have addressed their practical and strategic gender needs.
- Due to the limited number of female extension workers, extension services have failed to address the conditions in which a majority of rural women live.
- Most of current agricultural technologies are not appropriate for women, given their low literacy rate and cultural barriers that hinder them from accessing .
- Apart from problems within female-headed households, the needs of women in male-headed households are overshadowed by those of their husbands, hence women always benefit less from the extension system.
- The level of awareness and skills on gender issues as well as planning, implementation, and monitoring and evaluation, are inadequate among the staff.
- There is limited availability of sex disaggregated data and gender-sensitive indicators on agricultural extension services.
- The limited gender analytical skills among decision makers and experts at various levels.
- Information flow among national, provincial, district, block and camp structures on gender related issues is inadequate.
- Gender related topics are not adequately addressed in the curriculum of the agricultural technical training institutions.
- The knowledge and skill gap on gender among technical staff is wide as there is inadequate training on gender.
- There is no accountability system where decision makers and technical staff could take the full responsibility for implementing gender mainstreaming initiatives. There is an insufficient number of assigned responsible personnel fully in charge of ensuring gender mainstreaming in the agricultural extension services.

There is some innovation to encourage the participation of rural women and men through the CASU project, which has introduced the concept of lead farmers and farmer field schools. This serves as one way of taking the extension to rural women and men. There are efforts to increase the number of female lead farmers however, the male and female imbalances in terms of numbers still exist. Additionally, the issues raised in the MAL assessment that pointed out the limited gendered approach of extensions are still apparent.

FAO Zambia is providing some briefing notes on gender sensitive and responsive climate smart extension services and considerations, and encouraging the learning approach to agricultural extensions that can facilitate and provide space where both men and women's innovations and knowledge can be recognised and utilised. In using this type of adaptive agricultural extension services, it is hoped that there can be some mileage towards gender-sensitive, climate smart, agriculture extension services.

3.4.11 Gender and agricultural marketing

In Zambia women are often excluded from better markets due to limited access to transport and market information. Women experience more challenges than men in marketing their products, especially food products. Their products are marketed locally and they often get lower prices at the farm gate. Women, compared to men also have mobility constraints. They cannot be away for a long time to market their products because of the numerous household chores. Focus group discussions with female farmers during the FAO supported FISRI evaluation carried out in 2012, revealed that the marketing of maize was a male domain because in the first instance it was difficult for women to negotiate with transporters. In addition, the official government grain marketing system was said to be inefficient since one had to spend a week or more away from home, marketing their produce. This is not convenient for women in view of their numerous gender roles in the home.

Market information through the use of cell phones has been adopted lately where female and male farmers can get information on prices and buyers through text messages. Cellular phones were evenly distributed among both sexes. This method constitutes an opportunity for gender-sensitive marketing.

There is limited participation of women at wholesale markets due to intimidation by brokers. The brokers who are usually men create an environment that makes marketing of products by women very complicated and harsh. The Zambia National Farmers Union (ZNFU) through its highly decentralised District Farmers Associations (DFAs) is playing an organizing role in the marketing of producer commodities for its members. However the women are not equally represented in the DFA decision-making processes to adequately push the gender agenda in marketing at this level.

3.4.12 Gender and rural finance

There is limited availability and institutional presence of rural finance options for women and men in the rural areas. The existing network of business development support does not seem to have the adequate capacities and willingness to meet the increasing needs of rural women entrepreneurs (ILO, 2013). Women have challenges in securing loans with banks because most of them do not have collateral to secure the loan. Although this has been the situation, there has been some improvement in women's access and use of financial services.

In 2015, the Bank of Zambia reported that there was an increase in women's access and usage of financial services compared to the 2009 position. The following situation was reported:

- The level of financial access for women increased to 57.4 percent in 2015 compared to 33.9 percent in 2009.
- About 17.2 percent of women had, or used, formal financial services, compared to 13.9 percent in 2009.
- About 24.1 percent of women used informal financial services, compared to 14.1 percent in 2009
- The proportion of women who were financially excluded had declined to 42.6 percent compared to 62.7 percent in 2009 (Bank of Zambia, 2015).

There is, however, no national disaggregated data on the extent of financial inclusion of women according to rural and urban areas.

Data from the CASU baseline (see Table 11) revealed that the Government run programmes are providing more loans to women than to men (54 percent women compared to 27 percent men). This unusual trend of increased percentage of women receiving money from government-run programmes is possibly due to the fact that MGCD has been providing soft loans specifically to women, under its economic empowerment programme. These soft loans do not make collateral security a requirement and thus are convenient for women who often do not have assets for collateral security.

Table 12: Percentage of loans going to men, women or jointly

Source	percent of loans from this source going to...		
	Men	Women	Joint
Government-run programme	27.3	54.5	18.2
Farmers union or cooperative	83.3	12.5	4.2
Micro credit institution/community credit scheme	47.1	52.9	0.0
Out-grower scheme	59.1	24.2	16.7
NGO/fairth-based organization/church	57.1	28.6	14.3
Friend/relative/informal moneylender (e.g. kaloba)	60.3	31.7	7.9
Company leasing equipment to own (e.g. Rent to own)	85.7	14.3	0.0
Others (specify)	55.6	44.4	0.0

Source: CASU Baseline Survey 2015

An interesting finding is that 83 percent of men received loans from farmers unions or cooperatives as compared to 12.5 percent women who also received loans from the same source. The reason could be that there are more men than women who are members of cooperatives and farmers unions.

3.4.13 Gender and climate change

Climate change manifests in floods or unexpected droughts and inconsistent seasons. These changes present challenges to smallholder farmers, particularly female farmers who in most cases are not able to quickly adapt to the changing environment. Most rural households have received support under the Disaster Resilience programmes organized by the Government of Zambia if they failed to harvest due to floods, particularly in areas like Western Province and Luapula. Southern Province on the other hand is more vulnerable to droughts.

Zambia lies on the periphery of the semi-arid environment of the Kalahari region, which is a zone of very high risk climate variability. Furthermore, it lies at the southern part of the Inter Tropical Convergence Zone. It has experienced increasing climate variability in the form of extreme weather events such as severe storms, higher annual floods, more years when the rainy season fails, higher temperatures and more winds. The most serious impacts have been drought leading to food insecurity, overly high and damaging seasonal flash floods damaging infrastructure, lives and livelihoods, heat stress and other intensified health issues, which together have led to diminishing socio-ecological resilience.

Climate variability affects women more than men because men migrate to other areas in times of stress leaving women to do all the agricultural roles from production to marketing. Moreover in view of drought-related climate change variations, women are more affected because they are responsible for the food security and nutrition needs of the family. Further research and analysis on the impact of gender and climate change in the different climatic zones is needed for evidence-based support. Moreover the depletion of forests due to climate change affects women more than men as women have to walk for long distances to collect firewood. Data from FAO Gender and Forestry website suggest that women spend on average 800 hours a year in Zambia in fuelwood collection. The depletion of water resources also affects women negatively as they have to struggle to get water for domestic/ household use.

In the later part of the year 2015 and early 2016, Zambian farmers faced the harsh condition of dry weather as a result of El nino Southern Oscillation (ENSO), one of the main fluctuations in the earth and climate system that has consequences across the globe. This resulted in a serious drop in crop production, along with a substantial increase in food prices on local markets. The Ministry of Agriculture 2014/2015 crop forecasted that for an estimated population of 15.7 million people, the total amount of maize required for human consumption, industrial use and other commitments is about 3, 086, 854 metric tonnes and this figure was more than the 2,618,221 metric tonnes produced that year.³

3.4.14 Gender and social protection

According to the Government of Zambia, social protection consists of policies and programmes designed to reduce poverty and vulnerability by promoting efficient labour markets, reducing people's exposure to risks and enhancing their capacity to protect themselves against hazards and interruption/loss of income (UNDP, 2010). The GRZ in collaboration with cooperating partners and some NGOs is implementing a social protection system, which is meant to protect and promote the welfare of the poor and the vulnerable in society to cope with their present needs.

The main programme is being provided by the Government through the Public Welfare Assistance Scheme (PWAS), Social Cash Transfer Scheme (SCTS), Street Children Programmes (SCP), Micro Bankers Trust (MBT) and the Food Security Pack (FSP). The 2015 budget allocated 2.7 percent of the overall budget towards social protection.

In 2011–2012 GRZ provided cash transfers to 37 545 female and 20 379 male-headed households. The number of women who received cash transfers is higher than that of men and this could be a reflection of the gender sensitive nature of the GRZ targeting criteria, and could also be a reflection of the vulnerability of women in comparison to men. It can also be a reflection of the fact that women have to take care of Orphans and Vulnerable Children (OVC) as the money going towards children is usually channelled to the women who the children are staying with.

Some organizations such as Care International and World Vision support the recipients of the cash transfers to generate more income through Village Savings and Loans (VSL). Some income-generating projects such as

3. <https://www.daily-mail.co.zm/el-nino-affecting-zambia/>

goats and poultry, are implemented as a means of breaking out of the perpetual cycle of rural poverty and for sustainability purposes.

The discussions held revealed that individuals and representatives of households, a majority of whom were women accessing social cash transfers experienced notable improvements in their lives, including reduced hunger and better school attendance for children. Social protection initiatives in the past have been criticised as fragmented, uncoordinated, poorly resourced and ineffectively evaluated. However, it is envisaged that with the launching of the National Social Protection Policy, these weaknesses will be addressed.

Within the social and development scene, preventing confiscation of property or livestock upon the death of a husband is an important social protection mechanism. Heifer Zambia, an NGO, recognised the constraints women faced in owning and inheriting property, including livestock. Heifer worked with households and communities to establish joint ownership of livestock by the husband and the wife.

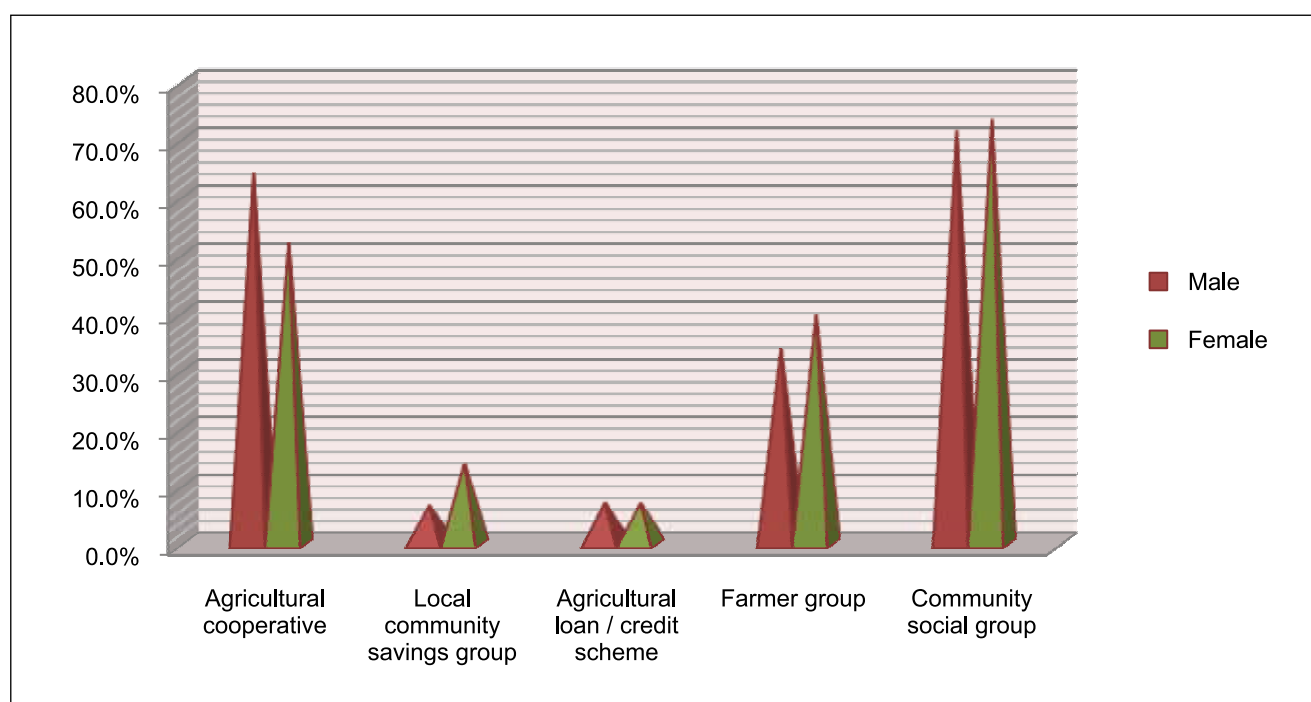
3.4.15 Gender and rural institutions

Culture acts directly and indirectly as a barrier for women to actively participate in leadership of rural institutions. Women are poorly represented in the leadership of rural institutions and cooperatives. This is despite the fact that women are the major contributors to food security in the country. There is a mismatch between women's huge contribution to food security and their limited opportunities and ability to influence policy at all levels, and they are not in a position to influence decisions that impact their operations.

In view of the low literacy levels of women and the numerous cultural norms and beliefs especially in the rural areas, the potential for women to be involved in leadership and decision-making is stifled. There is inequitable representation of women in agricultural associations and cooperatives. Cooperatives demand a lot of time for meetings, which women do not have due to a lot of household chores. Moreover, in the case of male-headed households men go for meetings leaving the spouse attending to the home. One of the largest farmers union membership organization working in agriculture and rural development is the ZNFU.

Women's participation in the ZNFU DFA is 38 percent (ZNFU, 2015). However, the number of women in leadership at the DFA level is low. The current president for ZNFU is a woman and it is hoped that women's leadership and empowerment efforts will be accelerated. At the DFA level there is a requirement to have mandatory representation of the interests of women.

Figure 4: Percentage of CASU baseline respondents belonging to the groups and associations



Source: CASU baseline survey 2015

There are more men compared to women in agricultural cooperatives. About 83.5 percent of the registered CASU male lead farmers are members of cooperatives, compared to 77.3 percent of CASU female lead farmers.

Organizations such as Women for Change, Non-Governmental Organization Coordinating Council and Zambia Land Alliance empower women and build their capacity to prepare them for participation in leadership. Gender and women's empowerment approaches by some of these CSOs resulted in women taking up leadership positions in cooperatives and rural organizations.

A farmer's organization called the National Union for Small-Scale Farmers of Zambia (NUSFAZ), which was formed in 2000 to intensify the voice of small-scale farmers in the interface with the government now has a membership of 4 000 farmers. About 70 percent of its members are women and the national chairperson for the association is a woman.

In the fisheries sector the associations are male dominated. Women are not actively involved, and neither are they meaningfully represented in key governance processes of Lake Kariba Fisheries. Consequently, specific women's concerns and needs have not been addressed at the fisher's associations. In Zambia along the Lake Kariba, there is a Village Management Committee (VMC) which was established to ensure the sustainable utilisation of fisheries resources. The Kamimbi VMC had six members in the committee who are all males (FAO 2012).

3.4.16 Gender and technologies

According to the study by GIDD, more than 70 percent of women's groups and individual entrepreneurs claimed that they had little or no support for technology and skills. A number of players from the public sector such as the ZARI and the private sector are involved in new innovations and new technologies, but the adoption rate by female and male farmers is not known. Technology dissemination often targets the head of the household on the assumption that the head of the household will further share the information with members of the household, however this is not always the case.

There is no coordinated national inventory of available technologies in agriculture and the extent to which these are accessible, owned and used by women and men.

Food processing technologies

Women and men are involved in and have access to food processing technologies for peanut butter, soya mince, popcorn, drying fruits and vegetables. Women have been using traditional ways of food processing which has been drudgery in most cases, for example in processing peanut butter. However, when the same function of food processing is mechanised and there are higher returns, men quickly take over. A project on agro-processing that was supported by FAO was designed in such a way that it gave an equitable opportunity to men and women to be trained and to participate in the project.

Irrigation technologies

According to the R-SNDP 2013-2016, in order to reduce the dependency on rain-fed agriculture, the government, working with cooperating partners continued the construction of irrigation schemes. Construction of Nega-Nega irrigation scheme (595 hectares) in Mazabuka, and the Nzenga irrigation scheme (98 hectares) in Sinazongwe were completed, bringing an additional 693 hectares under irrigation against the target of 3 000 hectares (GRZ, 2013). Irrigation schemes can contribute towards the reduction of poverty through increased productivity. The extent to which women and men are participating in the irrigation schemes and their roles is not clear.

Other irrigation systems being used include drip irrigation. The treadle pump is another technology that has been used on a small scale to irrigate vegetable gardens. A study by the International Development Enterprise revealed that the treadle pump has posed a problem for women and children. The technology is not all that user friendly to women and has wooed school-going children into pumping water rather than going to school (Agriculture Consultative Forum, 2012).

Agricultural technologies

Research is key to bringing new technologies and innovations to farmers. Public research in agriculture in Zambia is carried out mainly through the ZARI, a department of MAL. Other players in public agricultural research include the Golden Valley Research Trust (GART), which focusses on conservation agriculture and smallholder livestock. Generally, research and new technology innovations are concentrated on maize and neglect so-called “women’s crops”, which are usually grown in home gardens and sustain households at the farmer level. Discussions with ZARI and MAL officers showed that there is no sex disaggregated data available on the adoption rate of new technologies.

Data obtained from CASU revealed that more men than women own and use technologies that reduce labour and drudgery. Fewer women compared to men owned labour-reducing equipment.

Table 13: Asset ownership according to CASU baseline (percentage of households owning the asset)

Asset	Female farmers’ households (%)	Male farmers’ households (%)
Ox-drawn plough	34.5	44.8
Disc plough	1.7	1.0
Harrows	10.9	11.8
Cultivators	10.2	9.9
Rippers	7.5	13.4
Ridger/weeder	4.0	3.8
Planter	0.4	0.8
Fitarelli (for zero tillage)	1.7	3.9

Source: CASU Baseline Survey 2015

Moreover, even though women are the majority of farmers, it is men who actively participate in the activities related to farm mechanisation and engineering projects. This is a result of gender stereotypes inherent in the socialisation process of women and men where certain agricultural machines and equipment such as ploughs are owned and used by men. A case in point is the farm mechanisation programme, which was supported by FAO and was managed by ZNFU in 2011. ZNFU provided tractors and equipment to men and not even one woman received equipment. These were being provided on soft loan basis. The programme design was not gender sensitive in this aspect.

3.4.17 Gender and rural development planning

There are various opportunities for mainstreaming gender in agriculture and rural development in particular through the MAL decentralised structures such as the province, district and camp level. However, despite the existence of this opportunity there are limited mechanisms in place for gender equality issues to be mainstreamed in development planning at the various levels. There are limited mechanisms in place for rural women and men to equally participate in agricultural planning, budgeting and policy formulation. The agricultural extension services do not always take into account the different needs of male and female farmers.

Although MAL has developed a framework on mainstreaming gender budgeting in the ministry, this still has not been actioned. This however constitutes a positive entry point of consultative processes with the various levels of society to determine their needs including their gender needs. Discussions with civil society confirmed the inadequate consultation in agricultural planning and budgeting activities of MAL.

There are disparities in local government representation and local government councillors. This consists of 6 percent women compared to 94 percent men.⁴ There is low representation of women in traditional leadership yet these structures play a big role in development planning processes at the local level. Moreover in some areas there is a culture of women not speaking up, so they cannot stand up for their right to contribute in

4. The chairperson of NGOCC and Minister of MGCD 2015. International Women’s day speeches.

planning issues that will finally affect them. Some stakeholders indicated that there was limited participation and consultation of women in design and planning of irrigation projects and introduction of new technologies.

3.4.18 Partnerships

Civil society

Although the key partner of FAO is the government, civil society has been instrumental in many ways in advancing gender equality in agriculture. Civil society organizations work with communities on the ground and they are instrumental in lobbying and advocating especially for policy reforms.

The Non-governmental organizations coordinating Council (NGOCC) has become recognised as the focal point of the women's movement in Zambia and has more than 102 members throughout the country. Its members have been instrumental in lobby and advocacy for gender equality and equity in agricultural policies. The organization has been running sensitisation sessions and engaging the government on gender budgeting. NGOCC is implementing the advocacy on women's rights to land. It uses its widespread national structure and networks to influence change of policy.

The ZNFU has been a partner of FAO and currently there is collaboration in a Forest and Farm Facility Project where ZNFU is a key partner to FAO alongside with the Forestry Department. The union has the largest membership of producers in Zambia and it has representation in the form of committees in all the districts throughout the country. There is a practice to have female member representatives in each of the DFAs. Women are encouraged to take up leadership positions. DFA committees also participate in the local district development committee of the district council.

Zambia Alliance of Women and Women for Change have been involved in the empowerment of women for access to agricultural productive resources such as land and inputs and markets. The Zambia Land Alliance together with other NGOs has successfully lobbied local traditional leadership for adoption of a localised land tenure model based on written certificates. This gives a kind of security to the holder of the certificate because at least it is something that is written down. CSOs have been contributing to communities through capacity development of local farmers in leadership, supporting women's involvement in cooperatives and farmers groups to enable them to be organized and to strengthen their capacities.

The Common Market for Conservation (COMACO) Ltd. is a limited by guarantee non-profit-making company, which is involved in adding value to a number of agricultural forest products and other products such as rice (white and brown), packed groundnuts, peanut butter, soya flour and honey. These are packaged and sold under the trade name "*its Wild.*" COMACO operates in six districts including Eastern and Lusaka districts, with a trading centre that functions throughout a network of producer depots with local extension staff and trainers. COMACO uses a business approach that finds economic solution.

Farmers Organisation Support Programme (FOSUP) has been supporting women in Conservation Agriculture (CA) through development of technologies targetting women. These include the production of a lighter sprayer which means women can easily spray without hassle.

Conservation agriculture network

Over the years, Zambia's conventional agricultural farming methods have been insufficient to meet national food requirements due to a variety of factors including low farm productivity; the high HIV prevalence affecting farm labour; the frequent occurrence of climatic shocks in rainfed agriculture; the degeneration of farmer support services/infrastructure; and inconsistent agricultural policies. Maize productivity among small-scale farmers has been reducing over the years from about 3 metric tonnes per hectare at the time of independence to the current 1.3 metric tonnes per hectare, hence making some households food insecure.

In the advent of climate change, conservation farming has been widely adopted in Zambia in order to mitigate the effects of climate change such as the low rainfall. Several organizations including CFU, FOSUP and COMACO and projects such as CASU have been supporting CA implementation. FAO Zambia in collaboration with MAL is implementing the CASU project in 31 districts of Zambia with funding from the European Union (EU) through

the 10th European Development Fund (EDF). The project has been implemented for a period of 4 years, from June 2013 to May 2017, to address emerging issues of decline in crop productivity and production.

The gendered effects of CA have been debatable whilst some say it has been beneficial to women, some discussions with women have indicated that CA makes women toil harder especially when the processes are not engendered such as through mechanisation for tillage and the use of herbicides instead of weeding.

According to the report of a fact finding mission in January 2011 by NORAD, conservation farming has many benefits for women. It reduces and spreads women's workload over time and reduces women's burden of fetching water. It enables early planting of crops; makes women less dependent on oxen or mechanical tillage equipment, increases crop productivity and production of food crops. Women farmers maintain that their work within agriculture have become more planned and systematic (planting, use of fertilizer, crop rotation). Women manage to improve the welfare of their families because of conservation farming (NORAD, 2011).

Cooperating partners

The international community or development partners consist of UN agencies and bilateral and multilateral agencies. They have two processes for supporting the advancement of gender equality mandates in agriculture and rural development. Collaboration on gender equality among the agencies have been through meetings and platforms. The United Nations agencies meet as United Nations Country Team (UNCT) to discuss gender issues in the framework of the UNDAF or for reporting to CEDAW. UN Women does not have an office in Zambia and as such the UNFPA convenes whilst UNDP is the technical lead of UNCT gender meetings.

All development partners including some UN agencies meet separately in a platform for development partners to discuss issues of common interest in the area of gender. In addition there are sub-committees, which are organization and interest focussed for instance the GBV group is attended by members whose organizational mandate deals with the issue. These platforms are important as they provide for sharing and networking especially in defining areas of collaboration.



4. GOOD PRACTICES

- Provision of gender equitable financial and technical support in agriculture towards increased productivity and food security, access to financial markets, information, markets, technology, productive resources being supported and facilitated by some partner organizations.
- Research and dissemination of women friendly technologies that reduce the burden of labour intensive work on women in conservation farming is being done by FOSUP. The research results such as the innovative women friendly knapsack sprayer can be replicated in other areas to enable women to use knapsack sprayers.
- Supporting, gender-focussed programming and interventions through the provision of gender-based evidence through gender audits, gender analysis and studies such as those being carried out by the MGCD.
- Gender-based performance enhancement through gender assessment, and drawing of gender mainstreaming guidelines to guide agricultural sub-sectoral operations being implemented by the MAL. The guidelines can be disseminated and used by all food and agriculture institutions.
- The ASP, supported by SIDA and NORAD was implemented in collaboration with MAL and the private sector, based on the *“Household approach”*. All interventions were at household level in order to cater to the needs and priorities of all active adults, youth and children in the household. This approach can be replicated in other districts that were not in phase 1 and 2 of the ASP.
- Land Certification (initiated by Zambia Land Alliance) and supported by NGOCC membership, where traditional leadership has been lobbied and gives some form of loose evidence for authorisation of land use and protection for women.
- Gender analysis carried out before policies and programmes are designed.
- Support towards increased participation of women in decision-making in rural institutions and development planning such as is supported by Women for Change, Zambia Alliance of Women and NGOCC.
- Promotion of gender budgeting as is the case with the NGOCC and development and dissemination of gender-responsive budgeting guidelines as has been done by MAL.
- Supporting community based savings and lending initiatives as a vehicle for rural community empowerment, for instance schemes being supported by Christian Care and World Vision have resulted in the financial empowerment of women.



5. CONCLUSION

This CGA concludes that the Government of the Republic of Zambia (GRZ) has made some progress in mainstreaming gender equality and women's empowerment in the agriculture and rural sectors although this has been slow. In the same vein some stakeholders concurred with the observation that was made by the gender mapping exercise carried out in 2010 by the Department of International Development (DFID) and Irish Aid, which described the *“period between 2000 and 2010 as a lost decade in terms of the advancement of women in Zambia. Although there are pockets of good practices throughout the country. The momentum that followed the Beijing Platform for Action in the late 1990s and the development of a National Gender Policy in 2000 have not been sustained”* (Jennings, Nkonkomalimba & Irish Aid, 2011).

Over the years GRZ has undertaken various programmes and projects and has made political commitment to support gender mainstreaming and women's empowerment in agriculture. This includes the allocation of financial resources to push forward the agenda of gender equality in agriculture and various initiatives to improve women's productive capacities and strengthen their resilience to shocks although many initiatives related to social protection could not be sustained.

However, women continue to face challenges of unequal access and control over productive resources, unpaid labour, drudgery, and limited participation in rural institutions and markets. For instance, there is limited participation of women at wholesale markets due to intimidation by brokers. The brokers who are usually men create an unfriendly environment that makes marketing of products by women very complicated and harsh.

The Zambia National Farmers Union (ZNFU) through its highly decentralized District Farmers Associations (DFAs) is playing an organizing role in the marketing of producer commodities for its members. However the women are not equally represented in the DFA's decision-making processes to adequately push the gender agenda in marketing at this level. It is very important to ensure equal representation and participation of women in the DFAs since women have mobility and security challenges in going beyond their local area to market their produce.

The National Gender Machinery, which is responsible for the overall coordination and monitoring of the gender equality mandate faces a lot of challenges in carrying out its responsibilities, including the lack of monitoring and accountability for reporting on gender mainstreaming among the Gender Focal Persons (GFPs). This is mainly due to the fact that the GFP role is an add-on to their jobs, hence they do not constitute one of the indicators for performance evaluation. As a result not much time is invested in gender work. The lack of adequate budgetary allocation and staffing for GFPs also hinders effective gender mainstreaming in the various departments and ministries.

The lack of evidence-based gendered data with causal and effect correlations makes it difficult to drive the gender mainstreaming approach in agriculture in Zambia. Nationally, there is a lack of an efficient coordinating, monitoring and evaluation system, which can track gender equality and present an opportunity for ushering in relevant and targeted gender-focussed interventions.

To conclude, although Government of the Republic of Zambia and its partners are playing crucial roles to move the agenda of gender in agriculture and women empowerment forward, there still remains a lot more to be done. Thus it requires, a systematic planning and programming with appropriate monitoring and evaluation systems and tools to ensure gender is well mainstreamed as part of the agricultural development agenda for Zambia.



6. RECOMMENDATIONS

Based on the CGA findings, the following are recommendations which the GRZ in partnership with FAO and other development partners can pursue towards achieving gender equality in its programming and policy formulation, implementation and monitoring:

MGCD should take leadership in:

- Reviving the all-inclusive gender consultative forum with major stakeholders which was formed in 2003 for purposes of sharing and advising GIDD on policy. This could serve as a major coordination platform, to enable all stakeholders to share on happenings in their areas of work and also support each other to avoid duplication of efforts.

Revamping the Gender Focal Point (GFP) system in the ministries of agriculture, food and rural sectors and also ensure that appointed GFPs are in leadership positions such as Directors of Departments of Planning for sufficient gender budgeting for their work.

- Strengthening capacities of government bodies working in the area of food, agriculture and natural resource management such as MAL, Ministry of Lands, Department of Forestry, Nutrition Council, to mainstream the gender equality approach at policy, programming, implementation, and M&E levels; in collaboration with FAO and other partners. This involves strengthening the GFP system in these institutions for the initiation and coordination of gender mainstreaming efforts across departments.
- Collaborating with the Ministry of Lands, national and local level stakeholders including CSOs such as the NGOCC and its members such as Zambia Land Alliance, to improve women's access to land and tenure rights in Zambia.

MAL should:

- Strengthen its capacity in mainstreaming gender equality and women's empowerment in its operations going as far down as the lowest extension provision level, which is the camp level, with support from MGCD, FAO and other partners. Areas of strengthening include:
 - Packaging and disseminating the gender mainstreaming guidelines produced by MAL.
 - Using the guidelines to build the capacity of MAL staff in gender mainstreaming.
 - Collection, analysis and use of sex disaggregated data and gender-sensitive indicators to ensure robust and relevant gender-sensitive policy analysis, planning, programming and M&E systems linking the local and national levels to measure progress on gender equality in agriculture.
- Identify, showcase and document good practices in terms of gender-sensitive extension services and business models, as well as strategies that have positive implications for rural employment and economic empowerment activities for both women and men.
- Review, inventorise and disseminate information on technologies and innovations and support the implementation of technologies that reduce the work burden and drudgery for women, whilst increasing productivity and reducing post-harvest losses.
- Replicate the ASP household approach in collaboration with other development partners.



- Use the CASU project as an entry point to document the evidence and the case for the gendered benefits, impacts, disadvantages and advantages of conservation agriculture.
- Promote women's leadership and participation in the Zambia National Farmers Union (ZNFU) and its highly decentralized District Farmers Associations (DFAs) so that they can better market their produce.

FAO and other development partners should:

- Support the government, in collaboration with private sector and civil society stakeholders in driving the gender agenda in the agricultural and rural sectors. This involves strengthening partnership and collaboration on gender equality programming and implementation between MAL, Ministry of Lands, Forestry department, MGCD and organizations working on women's leadership and participation in rural institutions, rural savings and lending, financial inclusion, and land tenure rights for women such as: NGOCC, Women for Change, Zambia Land Alliance, Zambia Alliance for Women, FOSUP, World Vision and Christian Care.
- Support the MAL and MGCD on researching and documenting on time use, gender and climate change since this affects the labour time, natural resource base and hence livelihoods and household food security.
- Promote the domestication, implementation and monitoring of the VGGT to enforce the land rights of women.

References

- ADB & ADF. 2006. *Zambia Multi Sector Country Gender Profile*. Agriculture and Rural Development North East and South Region.
- Sharp, D. 2009. *Assessing Zambia's Progress in Achieving the Gender Related Millennium Development Goals*.
- Department of Fisheries. 2012. *Zambia frame survey on Lake Kariba fisheries*.
- FAO Zambia. Paikkala, T. 2013. *Stock Taking of the on Going Gender – Related Work of the FAO Zambia*. December 2013–January 2014.
- FAO. 2013. *Gender Assessment of FISP –MGCD Report*.
- FAO. 2013. *Gender Equality Policy*.
- FAO. 2011. The Sofa Team and Cheryle Doss. *Role of Women in Agriculture*.
- FAO. 2010. *Women in Agriculture. Closing the Gender Gap for Development 2010 –2011*.
- FAO. 2017. *Country Programming Framework for Zambia 2017–2021*.
- FAO. 2013. *The Gender and Equity Implications of Land Related investments on Land Access. Labour and Income–Generating Opportunities: A Case Study of Selected Agricultural Investments in Zambia*.
- FAO. 2015. *Gender Analysis to inform CASU*.
- FAO. 2009. *Bridging the Gap FAO's Programme for Gender Equality in Agriculture and Rural Development*.
- FAO. 2015. *CASU Sentinel Site Monitoring Form*.
- FAO. Eckman, K. 2007. *Gender Mainstreaming in Forestry in Africa Zambia*.
- FAO. Shinga Mupindu. 2012. *Role and Situation of Women in Lake Kariba Fisheries (Zambia and Zimbabwe)*.
- Summerfield, G., Colverson, K & Akeredolu, M. 2013. *Reducing the Gender Gap in Agricultural Extension and Advisor Service*.
- Gender in Development Division and UNDP. 2010. *Gender Status Report, a Baseline Review*.
- Government of the Republic of Zambia. 2011. *National Food and Nutrition Programme Strategic Plan 2011–2015*.
- Government of the Republic of Zambia. 2013. *Revised Sixth National Development Plan*. 2013–2016.
- Government of the Republic of Zambia, CSO. 2010. *Living Conditions Monitoring Survey*.
- Government of the Republic of Zambia. 2010. *Gender Audit of Ministry of Agriculture and Cooperatives*.
- Government of the Republic of Zambia. 2010. *Central Statistical Office*.
- Government of the Republic of Zambia. 2011. *The Environmental Management Act*.
- Government of the Republic of Zambia. 2013. *Demographic and Health Survey 2013–2014*.
- Government of the Republic of Zambia. 2014. *National Gender Policy*.
- Government of the Republic of Zambia. UNDP. 2013. *Millennium Development Goals, Progress Report for Zambia*.

- Government of the Republic of Zambia. CSO. 2010. *Population and Housing Census Survey*.
- Government of the Republic of Zambia. CSO. 2012. *Zambia Labour Force Survey*.
- Government of the Republic of Zambia. CSO. *Post Harvest Survey for Small and Medium Scale Holdings 2010/2011*.
- Government of the Republic of Zambia. Ministry of Gender and Child Development. 2014. *MGCD Strategic Plan 2014–2016*.
- Government of the Republic of Zambia. *National Constitution of Zambia, 1996*.
- Government of Zambia. CSO. 2015. *Data for Post Harvest Survey 2010–2011*.
- Arthur, M. S. & Jayne, T. S. Indaba Agriculture Policy Research Institute. 2012. *Gender Control and labour Input: Who Controls the Proceeds from Staple Crop Production among Zambia Farmers*.
- Jennings, M. & Nkonkomalimba, M. Department for International Development (UK AID) and Irish Aid. 2011. *Gender Sector Analysis and Mapping of Civil Society and Cooperating Partners initiatives*.
- Ministry of Agriculture and livestock. Ministry of Foreign Affairs of Finland. *Programme of Luapula Agriculture and Rural Development (PLARD 11) 2011 Gender Mainstreaming Assessment Report*.
- Ministry of Agriculture and Livestock. 2014. *Gender Mainstreaming Guidelines and Checklists for Agricultural Sector*.
- Ministry Of Gender and Child Development. 2013. *Challenges and Opportunities for Gender Equality in the Smallholder Agricultural Sector in Zambia: Evidence from the Gendered Assessment of FISP*.
- Ministry Of Gender and Child Development. 2013. *Gendered Assessment of Access and Ownership of Land in Zambia*.
- Ministry of Gender and Child Development. 2014. *Ministry of Gender and Child Development Gender Audit of the Ministry of Health Report*.
- Ministry of Gender and Child Development. 2013. *Gender Analysis of the Zambia 2010 Census of Population and Housing. National Analytical Report Volume 11*.
- Ministry of Gender and Child Development. 2013. *Gendered Assessment of Access and Ownership of land in Zambia*.
- Ministry of Lands Gender in Development Division. 2010. *Gender Audit of the Ministry of Lands Gender in Development Division Cabinet*.
- NORAD. 2011. *Report on Fact Finding Mission, Women, Gender and Conservation Agriculture in Zambia*.
- SIDA Cathy Rozel Farnworth, Monica Munachonga. 2010. *Gender Approaches in Agricultural Programmes Zambia Country Report a Special Study of the Agricultural Support Programme (ASP)*.
- UNDP. 2013. *Zambia Millennium Development Goals Progress Report*.
- UNDP. 2016. *Human Development Report*,. 1 UN Plaza, New York, NY 10017 USA
- USAID. Cathy Rozel Farnworth. Vincent M Akamandisa. Munguzwe Hichaambwa. 2011. *Zambia Feed the Future Gender Assessment*.
- WHO/UNICEF Updated 2001. *Joint Monitoring Programme for Water and Sanitation*.
- WILDAF. 2004. *Elimination Of Discrimination Against Women In Zambia*.
- World Bank. 2015. *Gender Equality Data Statistics*.

Annexes

Annex 1: Zambia at a glance: Socio-economic and demographic data

Indicator	Value	Year	Source
GDP	USD 27 billion	2014	World Bank
GNI per capita	USD 1 762	2014	World Bank
Total land	752 614 km ²	2013	GRZ, FAO Country Programme Framework For Zambia 2013 – 2015
Arable land	58%	2013	GRZ, FAO Country Programme Framework For Zambia 2013 - 2015
Current arable land under cultivation	14%	2013	GRZ, FAO Country Programme Framework For Zambia 2013 - 2015
Total population	14 375 601	2012	CSO Living conditions monitoring survey
Male percentage of total population	49.3%	2012	CSO Living conditions monitoring survey
Female percentage of total population	50.7%	2012	CSO Living conditions monitoring survey
Percentage of total population living in rural area	60.2%	2012	CSO Living conditions monitoring survey
Percentage of total population living in urban area	39.8%	2012	CSO Living conditions monitoring survey
Percentage of population living under poverty datum line	60.5%	2010	CSO Living conditions monitoring survey
Incidence of extreme poverty for female-headed households	44.5%	2010	CSO Living conditions monitoring survey
Incidence of extreme poverty for male-headed households	41.9%	2010	CSO Living conditions monitoring survey
Total number of households	2 802 602	2012	Zambia CSO Labour force survey
Percentage female-headed	22.3%	2012	Zambia CSO Labour force survey
Percentage male-headed	77.7%	2012	Zambia CSO Labour force survey
Percentage female-headed in rural	24.1%	2012	Zambia CSO Labour force survey
Percentage male-headed in rural	76%	2012	Zambia CSO Labour force survey
Total labour force (economically active)	5 966 199	2012	Zambia CSO labour force survey
Percent female in labour force	51.6%	2012	Zambia CSO labour force survey
Percent male in labour force	48.4%	2012	Zambia CSO labour force survey
Percent labour force participation rate in rural areas	79.3%	2012	Zambia CSO labour force survey
Percent labour force participation rate in urban areas	71.5%	2012	Zambia CSO labour force survey
Percent female employed	50.9%	2012	Zambia CSO labour force survey
Percent male employed	49.1%	2012	Zambia CSO labour force survey
Percent employed in rural	61.7%	2012	Zambia CSO labour force survey
Percent employed in urban	38.7%	2012	Zambia CSO labour force survey

Indicator	Value	Year	Source
Total of employed who are self-employed	44.2%	2012	Zambia CSO labour force survey
Total of employed who are unemployed family workers	38.8%	2012	Zambia CSO labour force survey
Maternal mortality rate	440/100 000 live birth	2013	UNFPA
Male life expectancy	57	2013	WHO
Female life expectancy	60	2013	WHO
National literacy rate	70.2 %	2010	CSO Census
Male literacy rate	73.2%	2010	CSO Census
Female literacy rate	67.3%	2010	CSO Census
Total Members of Parliament (MPs)	158	2015	The Chairperson of NGOCG and ministry of MGCD 2015 International Women's Day speech
Percent female MPs	15%	2015	The Chairperson of NGOCG and ministry of MGCD 2015 International Women's Day speech
Percent male MPs	85%	2015	The Chairperson of NGOCG and ministry of MGCD 2015 International Women's Day speech
GDI ranking	101 out of 148 Countries	2013	UNDP, Zambia human development report
GII value	0.617	2013	UNDP, Zambia human development report
GII ranking	133 of 149 countries		UNDP, Zambia human development report
HIV prevalence (women)	15.1%	2013	ZDHS 2013 – 2014 key findings report
HIV prevalence (men)	11.3%	2013	ZDHS 2013 – 2014 key findings report

Annex 2: List of key people interviewed

Full name	SEX	Position	Organization	Contacts
George Okech	M	FAO Representative in Zambia	FAO	+260211251717 george.okech@fao.org
Gregory Chanda Chilufya	M	Assistant FAO Representative (Programme)	FAO	
Mtendere Mphatso	M	Coordinator, CASU	FAO	Mutendere.Mphatso@fao.org
Misael Kokwe	M	Climate Smart Agriculture Technical Coordinator	FAO	260211252277 Misael.Kokwe@fao.org
Mpulu Makayi	M	Soybeans Portfolio Manager, RYE-SF	FAO	Mpulu.Makayi@fao.org
Francis Chimpangu	M	Programme Associate	FAO	Francis.Chimpangu@fao.org
Celestina Lwatula	F	Programme Associate	FAO	Celestina.Lwatula@fao.org
Cassandra Lundu	F	National Project Facilitator, Green Jobs	FAO	Cassandra.lundu@fao.org
Terhi Paikkala	F	Gender Officer	FAO	260211252277 paikkala@fao.org
Susan Chipeta	F	Senior Programme Assistant	WFP	Susan.chipeta@wfp.org
Jennifer Sakwiya	F	Senior Programme Assistant M & E	WFP	Jennifer.sakwiya@wfp.org
Dellia Yerokun	F	Gender Advisor	UNDP	260211250800 Dellia.yerokun@undp.org
Shupe Makashinyi	F	Programme Coordinator, GRZ/ UN Joint Programme on GBV	UNDP	Shupe.makashinyi@undp.org
Elizabeth Mbeza Simonda	F	National Programme Coordinator UN Joint Programme on GBV	ILO	260211252743 simonda@ilo.org
Precious Zandonda	F	Gender Officer	UNFPA	Precious.zandonda@unfpa.org
Norah Mbawa Anyoti	F	Gender Focal Point	MLNREP	MLNREP, Lusaka, Zambia
Wiseman Sangulube	M	Chief Forestry Officer Extension	MLNREP, Forestry Department	MLNREP, Lusaka, Zambia
Deuteronomy Kasaro	M	Climate Change Mitigation Coordinator	MoF, Climate Change Secretariat	
Martin Kunda	M	Senior Sociologist	MAL, Department of Policy and Planning	kundamu@yahoo.com
Butwell Chooka	M	Senior Sociologist	MAL, Department of Policy and Planning	260211250532 butwellchooka@yahoo.com
Karen Chenda Mukuka	F	Chief Food and Nutrition Officer	MAL, Department of Agriculture	chendakar@yahoo.com
Mulenga Venantious Musonda	M	Chief Aquaculture Officer	MAL, Department of Fisheries	venantiousm@gmail.com
Dr. Ceasar H. Lubaba	M	Principal Epidemiologist	MAL, Department of Veterinary Services	260211229470 Ceasar.lubaba@gmail.com
Dr. Mukanga Mweshi	M	Chief Agriculture Research Officer	MAL, ZARI	260211278380 mmukanga@zari.gov.zm
Yunike Zulu Mutale	F	Assistant Director	MGCD, Gender in Development Department	
Simon Mulenga Kapilima	M	Assistant Director	MGCD, Gender Rights Protection Department	

Full name	SEX	Position	Organization	Contacts
Patricia Sakala	F	Nutritionist	The National Food and Nutrition Commission of Zambia	260211227803 pskala@nfnc.org.zm
Friedrich Mahler	M	Agriculture and Rural Development Advisor	EU Delegation to the Republic of Zambia and COMESA	260211250711 Friedrich.MaHLER@eeas.eurpa.eu
Lorraine Tembo Mupeta	F	Programme Officer, Social Sectors & Governance Section	EU Delegation to the Republic of Zambia and COMESA	Lorraine.mupea@ecas.europa.eu
Nachili Kaira	F	Advisor, Agriculture and Rural Development	Embassy of Finland	26021125373 kaira@formin.fi
Elizabeth Ndhlovu	F	Advisor, Environment and Forestry	Embassy of Finland	
Zoole Nawa	M	National Programs Officer	SIDA	
Leena Akatama	F	Gender Expert	GIZ	260211250822 Leena.akatama@giz.de
Valerie Roberts	F	Co-Chair of the Gender Cooperating Partners' Group	DFID / CP Gender	
Dr. Anna Toness	F	Office Director, Economic Development	USAID	
M. Jeannie Harvey	F	Gender Advisor	USAID	2085960692 marharvey@usaid.gov
Dr Kristy Cook	F	Senior Technical Advisor	Cultural Practice / Ingaes Project of USAID	3016541995 kcook@culturalpractise.com
Vincent M. Akamandisa	M	Director	Mutakamwa Productions Ltd / Ingaes Project of USAID	260955 / 967 / 977802357 vmakamandisa@gmail.com
Edah Chimya	F	Executive Director	Zambia Alliance of Women	260 977 / 955803798 egchimya@gmail.com zaw@zamnet.com
Kunda Jesinta	F	Programmes Assistant	Zambia Land Alliance	
Dimuna Phiri	F	Social and Economic Justice Office	Zambia Land Alliance	
Shadreck Chembe	M	Monitoring & Evaluation Manager	Women for Change	
Lumba Siyanga	F	Programmes Manager	NGOCC	260211224727 lumbayanga@ngocc.org.zm
Ernest Sibande	M	Capacity Building & Networking Co-ordinator	NGOCC	260211224727 ernest.sibande@ngocc.org.zm
Florence Phiri	F	Head - Outreach & Membership	Zambia National Farmers Union	260211252649 florencephiri@znfu.org.zm
Elly Mwale	F	President	National Union for small scale farmers of Zambia	emwale@yahoo.com
Joseph Mbinji	M	Executive Director	Agricultural Consultative Forum	260211294047 joseph.mbinji@acf.org.zm
Christine Munalula	F	Gender Programme Manager	Care International Zambia	260211267950-4 munalilac@carezam.org
Emmanuel Phiri	M	Gender Programme Officer	World Vision	Emmanuel-phiri@wvi.org
Bertha Munthali	F	Nutritionist Freelance Consultant	Former FAO	
Penelope Malilwe		MAL	Senior Coordinator Technical Cooperation	+260 974952277 malilwepenlope@yahoo.com
Sydney Phiri	M	Agriculture Research Officer	ZARI/MAL	260953228325 nysydp@gmail.com



©FAO/Precious N. Chitembwe

Annex 3: List of participants – stakeholder validation workshop

No	Name	F/M	Organization	Position	Email
1	Matti Vänänen	M	Embassy of Finland	Counsellor	matti.vaananen@formin.fi
2	Martin Kunda	M	MAL	Senior Sociologist (GFP)	kundamu@yahoo.com
3	Dr. Caesar Lubaba	M	NALEIC, MAL	Principal Epidemiologist	caesar.lububa@gmail.com
4	Susan Chipeta	F	WFP	Senior Programme Assistant	Susan.chipeta@wfp.org
5	Jennifer Sakwiya	F	WFP	Senior Programme Assistant	Jennifer.sakwiya@wfp.org
6	Kevin Chilemu	M	USAID	Evaluation Specialist	kchilemu@usaid.gov.org
7	Emmanuel Phiri	M	World Vision	Gender Programme Officer	Emmanuel-phiri@wvi.org
8	George Okech	M	FAO	FAO Representative	george.okech@fao.org
9	Alyson Young	F	INGENAES	Representative	Alys.yng@ufi.edu
10	Rick Olson	M	UNICEF	Gender Focal Person/HIV Specialist	rolson@unicef.org
11	Jane Chirwa	F	Women for Change	Information Advocacy	janechirwa@yahoo.com
12	Elly S. Mwale	F	NUSFAZ/AINAB/ZC	President/Chair Lady	emwale@yahoo.com
13	Malilia Nkanyika	F	Fisheries Department	Fisheries Sociologist	nakanyikamalili@gmail.com
14	Andrew Muma	M	MAL	NPC-CASU	Muma_andrew@yahoo.com
15	Milimo Chiboola	F	ZARI	Programme Officer	milimoboola@yahoo.com
16	Mulenga V. Musonda	M	DOF-MAL	Chief Aquaculture Officer	venantiousm@gmail.com
17	Lorraine Mupeta	F	EU	Gender Focal Point	lorraine.mupeta@ecas.europa.eu
18	Fredrick Mahler	M	EU	RD- Advisor	Fredrich.mahler@ecas.europa.eu
19	Christine Munalula	F	CARE	Gender Advisor	munalulac@carezam.org
20	Karen Mukuka	F	MAL-DOP	Chief Food and Nutrition Officer	chendakar@yahoo.com
21	Odilia Chilekwa	F	Forestry Department	Senior Forestry Officer	ochilekwa@yahoo.com
22	Florence Phiri	F	ZNFU	Head-OMG	florencephiri@znfu.org.zm
23	Petronella Kaputu	F	CSO	Press Liaison Officer	pettykaputu@hotmail.com
24	Kunda Jesinta	F	Zambia Land Alliance	P.A Social & Economic Service	Jesintak2002@yahoo.co.uk
25	Brenda Daura	F	MLNREP	Planner	brendadaura@yahoo.com
26	Cassandra Lundu	F	FAO	National Project Officer Green Jobs	Cassandra.lundu@fao.org
27	Rita Magawa	F	FAO	Monitor & Evaluation Officer CASU	Rita.magawa@fao.org
28	Ronald Msoni	M	FAO	Agronomist	Ronald.msoni@fao.org
29	Dellia Mwale Yerokun	F	UNDP	Gender Advisor	Dellia.yerokun@undo.org
30	Edah Chimya	F	Zambia Alliance of Women	Executive Director	egchimya@gmail.com
31	Annie Sampa	F	UNICEF	Gender Focal Person	akamwendo@unicef.org
32	Keddy Mbindo	M	Forestry Department	Senior Forestry Officer	kdfolks@yahoo.co.uk
33	Terhi Paikkala	F	FAO	Gender Officer	Terhi.paikkala@fao.org
34	Mahongo Nyongola	F	FAO	Administrative Assistant	Mahongo.nyongola@fao.org
35	Shinga Mupindu	F	GERUDE	Gender Consultant	gerude@africaonline.co.zw
36	Peggy S. Simwanza	F	MGCD	Planner	simwanzap@gmail.com
37	Boniface C. Mumba	M	RSA Seed and Grain	Partner	Mumbab2014@gmail.com

National gender profile of agriculture and rural livelihoods

Gaps between policy and implementation, and limited availability of sex disaggregated data and gender-sensitive indicators to inform sound policies and budgets have kept women marginalized in many sectors. No baselines mean no measurement of progress in effectively implementing the array of commitments towards gender equality and women's empowerment in agriculture, food security and nutrition, rural development and management of natural resources. This report reveals gender disparities in access to critical agriculture and rural resources, knowledge, opportunities, services and markets. It explores the existing gender relations and gaps in the various sub sectors of agriculture, and their possible causes and impact on food and nutrition security, and makes policy recommendations to address them.

Food and Agriculture Organization of the United Nations

FAO Representation

House 5, Addis Ababa Drive, Ridgeway 10101 Lusaka

PO Box 30563, Lusaka, Zambia

Tel.: +260 211 251 717

E-mail: FAO-ZM@fao.org

ISBN 978-92-5-130236-1



9 789251 302361

18461EN/1/03.18