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AN ASSESMENT OF GENDER MAINSTREAMING IN DECISION-MAKING POSITIONS IN THE PUBLIC SECTOR IN ZAMBIA

BY

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Abstract

There is a clear justification for promotion and encouragement of gender mainstreaming (GM) in Zambia.GM ensures men, women, boys and girls benefit equally from the development process by highlighting the impacts of policies, programmes and laws on the real situation of men, women, boys and girls. In other words men, women, boys and girls all deserve equal treatment in all spheres of life be it political, economic or social. This dissertation is an assessment of GM in decision-making positions of influence in the public sector-: the Ministry of Home Affairs (MHA), the Ministry of Labour, the Ministry of Agriculture, the Ministry of Gender and Child Development (MGCD), the Human Rights Commission (HRC). The other two institutions included are the Patriotic Front (PF) Secretariat and the Non-Governmental Organization Coordinating Council (NGOCC) taken as key informants. The main objectives of this research were to examine factors that affect women's participation in decision-making, to assess strategies that the Zambian Government has put in place to enhance gender mainstreaming in decision-making positions and to identify the challenges that the Zambian Government faces in mainstreaming gender. The study sought to examine how far the government of Zambia has gone to mainstream gender in positions of influence in the public sector. The researcher used questionnaires and interviews to collect data from the respondents using both qualitative and quantitative methods. Some data were presented in tables while others through thematic explanation. The research revealed that Zambia has deliberate move to gender mainstreaming in all sectors of society. The research revealed also that the country has both international and local legislations in promoting gender mainstreaming. The researcher discovered that almost all participants indicated that there are more men in positions of influence than women in the public sector. Some of the reasons that the respondents gave as to why women lag behind in positions of influence were the negative traditional and practices, stereotypes and myths that down grade women and the women themselves lacking self-support for each other especially in the political realm. However, the findings revealed that it is not every institution in the public sector that is dominated by men in positions of influence. Some are dominated by males in the case of the Ministry of Home Affairs (MHA) and the Ministry of Labour and Social Security (MLSS) while others are dominated by females in the case of the Ministry of Agriculture and the Ministry of Gender. In some institutions understudy, the disparity was too high in terms of who was occupying what position by gender. This therefore calls for the ensuring that the public sector attains GM in positions of influence by 2030 going by the SADC Protocol on Gender and Development. The SADC Protocol on Gender and Development advocates for 50/50 or equal participation between men and women in key decision-making positions not only in government but also in the private sector at all levels. This will in the long run create a more equitable and just society for all.

 Key Words: Public Sector, Gender Mainstreaming, Equity, Equality, and Zambia.

Declaration

I declare that this dissertation is my original work except where sources have been cited and acknowledged. The work has never been submitted, nor will it ever be submitted to another University for the award of a degree.

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Acknowledgements

Dedication

This work is dedicated to my beloved daughters Kafwembe Nkandu Kunda, Chisenga Katye Kunda and Kunda Kunda and my beloved wife Joan Mwila Nondo, my late father Mr. Chushi Kunda, my late mother Jennipher Chisenga, my mother Loveness Matumbaya all my sisters and brothers those living and those who are late, Mr. Frank Chikange and his family, My brother in law Mr. Boswell Sikabole and his family, all my relatives and to all who supported me materially, academically, spiritually and morally in the course of my study. Special thanks go to Professor P. Machakanja. Thanks mom for supporting me academically may God add more days to come and Mrs. Bere who made sure that my work at least attained an accepted standard.

List of Acronyms and Abbreviations

ACHPR   African Charter on Human and People's Rights

AIDS   Acquired Immune Deficiency Syndrome

BDPfA   Beijing Declaration and Platform for Action

CE DAW   Convention on the Elimination of Discrimination Against Women

CEEC   Citizen Economic Empowerment Commission

CSO   Central Statistics Office

DEC   Drug Enforcement Commission

ECZ   Electoral Commission of Zambia

ECOSOCO   Economic and Social Council

FDD   Forum for Democracy and Development

GAD   Gender and Development

GBV   Gender Based Violence

GFPP   Gender Focal Point Person

GEEA   Gender Equity and Equality Act

GEEC   Gender Equity and Equality Commission

GIDD   Gender In Development Division

GM	Gender Mainstreaming
GSR	Gender Status Report
GRZ	Government of the Republic of Zambia
HIV	Human Immunodeficiency Virus
HRC	Human Rights Commission
ICSECR	International Convention on Social and Economic and Cultural Rights
ICCPR	International Covenant on Civil and Political Rights
IGP	Inspector General of Police
ILO	International Labour Organisations
MHA	Ministry of Home Affairs
M GCD	Ministry of Gender and Child Development
MLSS	Ministry of Labour and Social Security
MP	Member of Parliament
NGOCC	Non-Governmental Coordinating Council
NGO	None Governmental Organisation
NGP	National Gender Policy
PF	Patriotic Front

SADC	Southern Africa Development Community
SI	Statutory Instrument
SPSS	Statistical package for the Social Science
UDHR	Universal Declaration of Human Rights
WAD	Women and Development
WID	Women in Development
ZCS	Zambia Correctional Service
ZDHS	Zambia demographic and Health Survey
ZGF	Zambia Governance Foundation
ZNWL	Zambia National Women Lobby
ZP	Zambia Police

Definition of Key Terms

DECISION-MAKING The process of deciding about something important in a group or in an organisation

EQUITY The just and fair distribution of benefits, rewards and opportunities between sexes.

EQUALITY Include the full and equal enjoyment, by both sexes, of rights, opportunities, responsibilities and freedoms, and where both sexes are equally treated, in accordance with the Constitution.

GENDER MAINSTREAMING Means the process of identifying gender gaps and making the concerns and experiences of both sexes integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres of life so that both gender benefit equally.

FEMINISM Collection of feminist movements aimed at defining, establishing and defending equal political, economic and social rights for women.

GENDER Gender means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, and girls.

LIBERAL FEMINISM   A form of feminist theory that believes that gender inequality is produced by reduced access for women and girls to civil rights and certain social.

OPPRESSION   Unjust or cruel exercise of authority or power.

PATRIARCHY   A social system in which men are seen as being superior to women and in which men have more social, economic and political power.

PUBLIC SECTOR   Any institution/Organisation udder full control of the government.

POWER   The capacity to affect the behaviour of others through real or threatened use of rewards and/or punishment.

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CHAPTER 1: INTRODUCTION

1.1   Introduction

This chapter introduces the study on the assessment of Gender Mainstreaming a in decision –making positions in the Public Sector in Zambia.

Gender Mainstreaming is the most recent and seems to be the most promising of all the various gender reform efforts for reforming public policy (Faisal, 2011). Gender Mainstreaming is considered as the modified version of Gender and Development (GAD). It emphasizes on the full participation of women for the attainment of sustainable development. The approach gender mainstreaming was first endorsed by 189 countries while the UN member countries adopted, by consensus, the Beijing Declaration and Platform for Action, at the UN Fourth World Conference on Women in Beijing in 1995. Some affirmative approaches of gender mainstreaming are: (i) it considers men and women as a complementary forces and not as opposing forces, (ii) it is an umbrella approach that targets gender equality policies, (iii) It has a wide scope to address all kinds of development settings from poverty alleviation to environmental protection, (iii) It aims at institutional restructuring for sustainable development on gender equality, (iv) It tries to determine the root causes of gender discrimination and institutional reform to achieve sustainable development in all spheres of the nation (Faisal, 2011).

1.2   Background to the Study

In many parts of the world, women and girls have few resources, limited rights and little opportunities to improve their lives as compared to their male counterparts. Women World over are restricted in many economic and social areas such as access to education, ownership of property, monetary return for their work, financial opportunities, and opportunities to influence decision-making at the level of the family, work place and society (Nils-Petter, 2005).

The World has seen a lot of gender imbalances between men and women. It is clear that there are global patterns to inequality between women and men. For example, women tend to suffer violence at the hands of their intimate partners more often than men; women's political participation and their representation in decision-making structures lag behind men's; women and men have different economic opportunities; women are over-represented among the poor; and women and girls make up the majority of people trafficked and involved in the sex trade.

Statistics reveals that more women suffer gender inequalities in all spheres of life but that should not be taken for granted that men are always winners in all spheres of life. The United Nations Development Programmes (UNDP) Gender Inequality Index (GII) reflects gender-based inequalities in three dimensions namely reproductive health, empowerment, and economic activity. In the 2013 index assessment, Zambia had GII value of 0.611, ranking the country number 133 of 149 countries. This high-level of gender inequalities arose because only 11.5 percent of parliamentary seats were held by women and only 25.7 percent of adult Zambian women had reached at least a secondary school level of

education compared to 44.2 percent of Zambian men(MGCD,2012-2014). In decision-making, the proportion of females MPs increased from 11.4 percent in 2011 to 13.3 percent in 2014. The total number of female cabinet Ministers as at 2011 was 2 (11.7%) and increased to 4(20%) in 2014 (MGCD, 2012-2014). The number of female deputy Ministers reduced from 6 in 2013 to 4 in 2014. Of the total ten (10) provincial deputy Ministers, 90 percent were males and 10 percent were females. The proportion for the female provincial deputy ministers remained the same from 2012 to 2014 (MGCD,2012-2014)   Many a time, gender has been misconstrued to mean women when the issue at hand relates to the relationships between men and women and how they react to, or benefit from a development intervention (National Gender Development Strrategy-2010-2015).

Studies have shown that gender vulnerabilities which disadvantage men are particularly notable in the area of health (Michaelson, 1993). In many societies, young men are at greater risk of committing suicide due to health problems and lack of outlets for emotions. According to Michaelson (1993), men have higher mental health problems due to social, economic and cultural pressure embedded in notions such as men do not cry, strong men do not talk about their problems, strong men do not go to the doctor, strong men cannot be conquered by a small disease e.g. cough but HIV/AIDS. These notions make some feminists to think men are always winners and when it comes to gender bias, men would suffer more than women (Michaelson, 1993).

In light of the above, prioritising gender mainstreaming as a key area of intervention in programme implementation at all levels of our society would be a good solution to eliminating gender disparities. (MGCD, 2010-2015). The UN Economic and Social

Council (ECOSOC) defined gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels.

Therefore, stakeholders involved in the implementation of gender mainstreaming in any sector, need to realise that gender mainstreaming is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men can benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality. (ECOSOC, 1997).

1.3   Statement of the Problem

In Zambia participation of women in decision making positions including political position has remained low despite the country ratifying a number of international and regional gender protocols aimed at promoting equity and equality. Even at regional level, Zambia still remains one of the countries where few women are represented in decision making positions.

Gender imbalance generally in all spheres of life, has been attributed to patriarchy system which enables men to have more opportunity access, control, power and authority of resources than women in most African Countries and the world at large. Men exert authority in their positions as heads of their households and this extend to their control over state and government (Into the future: SADC and Gender 1997). This situation contributes to the subordination of women to men and deprives women opportunities and

access to resources and participation in decision-making processes from household to public affairs.

This stems from the socialisation process in the up-bringing o boys and girls in the home. The gender division of labour which allocates gender roles for the girl or boy child has led to gender stereotyping. In most societies, girls are brought up to perform house-hold-related tasks such as cooking, cleaning the house, looking after younger siblings and other tasks which are traditionally associated with being female (GIDD, 2010).

Boys on the other hand are brought up to perform male tasks such as herding cattle, hunting, making decisions and other tasks which give them exposure and confidence to understand their surroundings and take independent actions.

Therefore, from the beginning, there is inequality in power relations between boys and girls which is translated into unequal power relations between men and women at all levels of society. This is because the gender division of labour emanating from the culture and traditional practices persists in people's attitudes, beliefs and values throughout their life time. This does not end here, but it is also reflected in government policies and laws since the same decision makers or politicians have been socialised in similar beliefs and values which govern the whole society.

1.4 Research Objectives

1. To examine factors that affect women's participation in decision–making positions.

2. To assess strategies that the Zambian Government has put in place to enhance gender mainstreaming in decision-making positions.

3. To identify the challenges that the Zambian government faces in mainstreaming gender in decision-making positions.

1.5   Research Questions

1.   What factors affect women's participation in decision-making positions?

2.   What strategies have the Zambian Government put in place to enhance gender mainstreaming in decision-making positions?

3.   What challenges does the Zambian government face in mainstreaming gender in decision-making positions?

1.6   Assumptions

In this study, the researcher assumes that despite all efforts put in place by the Zambian government to mainstream gender, women still lag behind in holding positions of influence in government institutions unlike their male counterparts. The researcher also assumes that implementation of gender mainstreaming in Zambia requires concerted effort from all stakeholders to attain gender equality and equity for both men and women to have equal access to holding positions of influence in government institutions.

1.7   Significance of the Study

Gender equality the main aim for gender mainstreaming is a goal that has been accepted by governments and international organizations. It is enshrined in international agreements and commitments. There are many ongoing discussions about what equality means (and does not mean) in practice and how to achieve it. However, factors for achieving gender equality through gender mainstreaming in Zambia have not been fully explored (National Gender Communication Strategy-2010-2015). Therefore, the significance of this study was to carry out An Assessment of Gender Mainstreaming in Decision-making Positions in the public sector in Zambia.

The study tries to fill a significant gap by providing answers to the three research objectives highlighted above. However, this study is not claiming to have fully explored gender mainstreaming in key government positions in Zambia. It makes a contribution to the study of gender mainstreaming in Zambia. The envisaged findings of the study may be pointing the way for future research in enhancing and achieving gender equality in Zambia through mainstreaming of men and women in various decision making positions.

The study establishes the strategies that the Zambian government through the ministry of gender and other line ministries has put in place to ensure participation of men and women in decision making positions and also identify the challenges that the Zambian government faces in gender mainstreaming in key government positions.

1.8   Delimitation of the Study

This study is focused on gender mainstreaming only because it is the current strategy that the World over seem to be adopting in trying to attain gender balance between men and women in all sphere of life after other strategies like Women in Development, Women and Development and Gender and development failed to achieve gender balance in all sphere of life. The study assessed mainstreaming in the following ministries-: The Ministry of Home Affairs, the Ministry of Labour, the Ministry of Agriculture and the Ministry of Gender and Child Development and not others because they were key institutions that could give the needed information on the topic. For example, the Ministry of Gender is the institution mandated to deal with gender issues. Other institutions were the PF Secretariat the people who are influencing the overall public policies which must speak or bring out the aspirations of the party manifesto in influencing the general welfare of women, men, boys and girls and the NGOCC the mother of all NGOs that influence public policies through their advocacy. The research was only concentrated in Lusaka as an urban centre and capital city of Zambia where most of the intended participants are found. Lusaka is a hub of all political, economic and social activities and the probability to meet the intended population by the researcher was very high.

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The researcher would have loved to cover a lot of public sector organisations in Zambia but due to limited time in which the research was required to be completed and financial constraints, the researcher had to concentrate only Lusaka. Qualitative research method was limited to the focal point persons who were recommended to the researcher by the Ministry of Gender and Child Development (MGCD). The questionnaires were structured as questions were logically listed down to collect both qualitative and quantitative data. The researcher used SPSS to analyse quantitative data. As stated above, this study was delimited to the study of an assessment of Gender Mainstreaming in the public sector. Most of secondary information was limited to government reports, None Governmental Organisation's (NGO's) reports, official statistics (quantitative method) and web pages on the internet.

1.9   Limitation of the Study

The researcher would have wanted to cover all the key public sector institutions to get more information on gender mainstreaming but due to the limited time given to the researcher to complete the research and financial difficulties, the research was only concentrated in Lusaka. Transportation was costly as the researcher had to move from one organisation to another some kilometres apart to interview the respondents and delivering the questionnaires. Other limitations were the observance of the ethical code of conduct not to force the respondents to answer the questionnaires at the time appropriate for the researcher. This made the researcher to make several movements back and forth to the

institutions to ask the respondents when the questionnaires would be answered. The same problem applied even to the focal point persons who could not give the exact dates when to interview them by the researcher. Other institutions would not accept the instruments until they were endorsed by the person addressed to for authority to receive them. Even after filling the questionnaires, some respondents could not hand them over to the researcher on time. Those interviewed, no one agreed to be recorded and the researcher could not force them as this would be unethical

To resolve these problems, the researcher had to persevere. The researcher kept on knocking on their doors every day except on holidays. This prompted the researcher to get the cell numbers for secretaries of some of the institutions and the focal point persons so that the researcher could call them before going to see them. For the focal point persons, the researcher would interview them and ask them to complete the interview guide and collect them the following day and the following day to some was two to three days later.

CHAPTER 2: REVIEW OF RELATED LITERATURE

2.1   Introduction

The aim of this section is to provide a preliminary overview of current literature with regard to the research understudy. The review of literature is structured as follows: theoretical framework and its relevance to the study. The section explains why women world over are restricted in many economic and social sectors, understanding of gender mainstreaming at international, regional and local levels and its benefits to both men and women. The literature will examine the compositions of top management in critical positions for the institutions understudy and see which gender was dominant in these organisations. The study would be informed by the feminist theory called the Liberal feminism which is the direct opposite of the radical feminism.

2.2   Theoretical Framework

Feminist theory is a perspective which emphasises the centrality of gender in analysing the social world, and particularly the uniqueness of the experience of women. There are many different types of feminist theory, but they all share in common the desire to explain gender inequalities in society and to work to overcome those gender inequalities (Giddens, 2008, p.1016).

The liberal feminism is a form of feminist theory that believes that gender inequality is produced by reduced access for women and girls to achieve civil rights and certain social

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resources, such as education and employment. Liberal feminists tend to seek solutions through changes in legislation that ensure the rights of individuals are protected (Giddens, 2008, p1022).

2.2.1 The Liberal Feminism

The liberal feminism is a form of feminist theory that believes that gender inequality is produced by reduced access for women and girls to achieve civil rights and certain social resources, such as education and employment. Liberal feminists tend to seek solutions through changes in legislation that ensure the rights of individuals are protected (Giddens, 2008).

The liberal feminism has its roots from the first wave of feminism in the 19th -20th Century. One of the mothers of the liberal theory is Mary Wollstonecraft. The first wave of feminism dealt with the right to vote in elections, working conditions and educational rights for women and girls. According to Wollstonecraft (1792), stereotyping of women in domestic roles, the failure to regard women as individuals in their own right and the failure to educate girls and women to use their intellect made women and girls world over to be in a disadvantaged position over their male counterparts politically, economically and socially. According to her, the vindication of the rights of women and girls would be the solution to ending these inequalities.

Liberal feminism does not blame any gender as being the oppressor of the other hence suitable theory for gender mainstreaming. It enjoys greater popular support than the other perspectives because of its moderate aims. Its views pose less of a challenge to existing

values of society. Liberal feminists aim for gradual change in the political, economic and social systems (Horalambos & Holborn, 2007, p102).

To the liberal feminist, nobody benefits from existing gender inequalities. Both men and women are harmed because the potential of females and males alike is suppressed. For example, many women with the potential to be successful and skilled members of the workforce do not get the opportunity to develop their talent to the full because society confines them to domestic roles while men are also denied some of the pleasures of having close relationship with their children because society defines child rearing as women's work. The explanation of this situation, according to the liberal feminists, lies not so much in the structures (e.g. capitalism, patriarchy, caste system etc) and institutions of society (multinational companies, mining companies educational colleges, governments etc) but in its culture (the way of doing things) and the attitudes of individuals (Horalambos & Holborn, 2007, p102).

The culture and attitude by both males and females viewing each other as winners and losers respectively does not bring any developmental effects on either gender but misery. In other words, one gender's existence imposes itself on the other gender for it to survive. The liberals here qualify what Franz Fanon said in his book **"Black Skin, White Masks"** with regard to attitudes and culture of individuals.

According to Fanon Man is human only to the extent to which he tries to impose his existence on another man in order to be recognized by him. As long as he has not been effectively recognized by the other, that other will remain the theme of his actions. It is

on that other being, on recognition by that other being, that his own human worth and reality depend. It is that other being in whom the meaning of his life is condensed. (Fanon, 197:216).

Only when the culture and attitudes of individuals are changed to work for the better of one another that the world would be able to see gender mainstreaming work well and achieve its main goal which is gender equality. Survival of the Patriarchal system is depended on its imposition on women while survival of the women is depended on imposing their submission to patriarchy system. This cannot benefit either gender because there is imposition and submission of one's gender on the other. Only when the two realised that their existence depended on mutual relationship and not on oppression of the other that the world would be able to attain gender equality which is the ultimate goal for gender mainstreaming.

Liberal feminists try to eradicate sexism and stereotypical views of women and men. They do not seek revolutionary changes in society. All they want are reforms that take place within the existing social structures, and they work through the democratic system. Since they believe that existing gender inequalities benefit no body (and are particularly harmful to women), liberal feminists are willing to work with any members of society who support their beliefs and aims (Horalambos & Holborn, 2007, p102).

Kanter (1977), the liberal feminist, did an investigation into the position of women in corporations to prove that gender is not the reason why women are oppressed but lack of access to power or rather opportunities to be in positions of influence. Kanter (1977) investigated the position and analysed the ways in which women were excluded from

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gaining power. She focused on **"male homo-sociability"**- the way in which men successfully kept power within a closed circle and allowed access only to those who were part of the same close group. Women and ethnic minorities were effectively denied opportunities for advancement and were shut out of the social networks and personal relationships that were crucial for promotions (Giddens, 2008, p. 663). Although Kanter (1977) was critical of these gender imbalances within modern corporations, in her view, the problem was one of power, not gender. Women were in a disadvantaged position, not because they were women per se, but because they did not wield sufficient power within organizations.

According to Kanter (1977) as greater numbers of women came to assume powerful roles, the imbalances would be swept away. Kanter's analysis is primarily concerned with equality of opportunity and ensuring that women are permitted to attain positions comparable with those of men.

Other types of feminism theories that advocate for women's equality in society using different approaches from that of the liberal feminism include the following-: the radical feminism- concerned with women's rights rather than gender equality (Melissa & Tyler, 2005). It blames the exploitation of women on men and the solution to the problem is to get rid of the patriarchy system and replace it with the system that would be designed by women (Bryson 1999); Marxist and socialist feminism- blames Capitalism as principal source of women's oppression and not patriarchy and the solutions is to get rid of it (Mitchell, 1966); Black feminism- blames colonialism as a source of women oppression and division among the women world over. Solution to the problem would be to revert

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back to the status quo of the way things were before colonialism that is a society that never considered any one to be more superior to the other (Giddens, 2008).

2.2.2   Strengths of the Liberal Feminism

Just as it has some negatives, the liberal feminism has also the following positives: it is not a gender biased theory. It considers both men and women as facing the same injustice in society (Schech & Haggis, 2000). The Liberal feminism does not have such clearly developed theories of gender inequalities as radical and Marxist and Socialist Feminism. This clearly shows that it does not blame any gender as being the oppressor of the other hence suitable theory for gender mainstreaming

Liberal feminism works through the democratic system to reform the existing social structures that seem to hinder what they consider development for both men and women (Schech & Haggis, 2000). The theory exposes how culture and attitude towards gender can be a deterrent to development for both men and women. The theory has moderate aims, therefore, it enjoys greater popular support than the other perspectives named above (Horalambos & Holborn, 2007, p102). In other words, it is more supported than other theories. Its limitations led to the development of other theories that came to explain why men and women do not have equal opportunities in all spheres of life thereby adding more knowledge to the understanding of the world in terms of gender imbalance.

In many countries, through Women in Development (WID) it led to changes in legislation to remove discriminatory practices; and it raised the level of awareness of the situation of women worldwide and served to mobilise women to take action on their own behalf. For example, just after independence, the ZANU-PF government in Zimbabwe felt pressure

from women to do away with the legal and non-legal hindrances/obstructions to black women's exercise of their individual rights as Zimbabweans (Gaidzanwa R.B.1992: 113).

2.2.3   Limitations of the Liberal Feminism

The following could be sighted as the limitations of the liberal feminism: The theory ignores completely the oppressions that women suffer at the hands of the patriarchal system. For example, Ferguson (1984) did not see the gender imbalance within organisations as something that could be resolved with the promotion of more women to positions of power. In Ferguson's view, modern organisations were fundamentally tainted by male values and patterns of domination. Women would always be relegated to

Subordinate roles within such structures. Ferguson argued that the only true solution was for women to build their own organisations on principles very different from those designed by and for men. Women, she argued, have the capacity to organise in a way that is more democratic, participatory than men, who are prone to authoritarian tactics, inflexible procedures and insensitive management style.

Spencer (1884, 1992) posits that this is a world of violence, jealous and power hungry People. In such an environment, it would be very difficult for the liberal feminism to attain its goals. The radical feminist approach would be a suitable approach to use if society was to be equal for men and women because it is a radical approach suitable for countering oppression of this world. From the classical realist perspective, **"people are by nature narrowly selfish and ethically flawed".** The classical realists further argue that **"of all** people's evil ways none are more prevalent or dangerous than their instinctive lust for power and their desire to dominate others". Therefore, the Liberal feminism cannot be a

suitable way of achieving gender mainstreaming going by the Classical Realists way of understanding society.

The Liberalism feminism is accused of emphasizing public life (such as politics and work) at the expense of private life. For example, it tends not to see personal relationships in terms of power struggles and politics and it therefore sees them as of little importance in explaining gender inequalities (Horalambos & Holborn, 2007, p.103). The Black and postmodern feminists reject liberal feminism for assuming that all groups of women have shared interests (Haralambos & Holborn, 2007, p.103). An African woman cannot have same interests as that of a European woman. What may be good to a black woman may be bad to a white woman vice versa. Wollstonecraft and her colleagues are criticised for their perceived inability to see that there are powerful people in society who cannot accept such an approach to resolve the gender disparity

2.2.4 Relevance of the Theory to the Study

The theory is important to the study because it can be adopted as a model for the implementation of gender mainstreaming in Zambia. It considers both men and women facing the same injustice in society (Schech & Haggis, 2000). This qualifies the theory as a better model to use in implementing gender mainstreaming in all spheres of life including the topic under study. For example, the theory advocates for women empowerment to promote gender mainstreaming. The Zambian government through the Citizens Economic Act No. 9 of 2006 established the Citizen Economic Empowerment Commission (CEEC) the organization that empowers the marginalized Zambians. The Commission has set aside 30% of its funds for women entrepreneurs with workable

business plans. The CEEC therefore is using the liberal approach to empower the marginalized in society (MGCD, 2012-2014).

The theory is also important to the study because it is able to offer explanations as to what causes gender imbalances in society. This becomes a window opener to the researcher to come up with recommendations that would help stakeholders eliminate gender in equality.

2.2.5   Understanding Gender

One cannot discuss gender mainstreaming first without knowing why gender is an issue in this modern world and why it has to be mainstreamed in all spheres of life.

Gender is an issue because of the fundamental differences and inequalities between women and men. These differences and inequalities may manifest themselves in different ways in specific countries or sectors but there are some broad patterns that point to questions that should always be considered.

The word gender refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women (i.e. society's idea of what it means to be a man or woman). These attributions can change over time and from society to society (NGP, 2014, p.v). Many a time the term gender has been misconstrued to mean women when the issue at hand relates to the relationships between men and women and how they react to, or benefit from a development intervention. In the researcher's view, the term is misconstrued to mean women because women seem to be in the driving seat of these issues of gender. Refer to the first, second and their waves of feminism. All these were started by women with very few men in support of them (GRZ, 2010-2015)

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2.3 Elements of Gender Inequality

Gender equality means the state of being equal in terms of enjoyment of rights, treatment, quantity or value, access to opportunities and outcomes by, and in relation to, both sexes (GEE Act No.22 of 2015). The elements below could be taken as starting points to explore how and why gender differences and inequalities are relevant in a specific situation:

2.3.1 Inequalities in Political Power

Women are under-represented in political processes throughout the world. For example it is a known fact that there are very few women presidents in the World as compared to men. Those who are fortunate enough to become presidents end up leaving the offices unceremoniously or are put on trial after leaving offices. For example, former President of Malawi Joyce Banda up to now in exile, former South Korean President Park Geun-hye impeached on 10th March 2017 on corruption charges, former Brazilian President impeached on 03rd October 2016 on corruption charges, former Argentina President Cristina Fernandez De Kirchner appearing in court on corruption charges. All these incidences of impeachments and putting these female leaders on trials are orchestrated by males who always want to dominate the realm of politics. In Zambia, the current Cabinet has twenty seven positions and only 10 are women and the rest are females. It is important to look at and understand gender differences in power within formal decision-making structures (such as governments, community councils, and policy-making institutions). Given the underrepresentation of women and the low visibility of women's perspectives, the fact that women often have different priorities, needs and interests than men is often

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not apparent. National, regional or sub-regional priorities, or even the specific needs and priorities of a community, are often defined without meaningful input from women (UN 2002). Such an inequality can only be minimised when those entrusted with the power that be put measures proposed by the liberal feminists that is changing discriminatory laws and see to it that both men and women are empowered equitably.

2.3.2   Inequalities within Households

Inequalities in negotiating and decision-making potential and access to resources have been documented within households (UN, 2002). This has prompted questions about both research and policy which is based on the assumption that households function as units where each member benefits equally. The investigation of differences and inequalities at the household level is relevant to an understanding of a range of key issues, including the ability of women and men to respond to economic incentives, the design of effective strategies for HIV/AIDS prevention, and appropriate and equitable social security policies. (Gender mainstreaming An Overview, UN New York, and p.6.2002).

2.3.3   Differences in Legal Status and Entitlements

Despite national constitutions and international instruments that proclaim equal rights for women and men, there are many instances in which equal rights to personal status, security, land, inheritance and employment opportunities are denied to women by law or practice. Addressing the resulting constraints for women is important as an end in itself, but it is also essential for formulating effective national strategies for increasing economic

productivity and growth, reducing poverty and achieving sustainable resource management. Action to secure women's rights is not just a concern of a small group of women activists, but rather the responsibility of the international community as a whole (UN, 2002). The Mauritian Women Case (Communication No. 35/1978) is one such example that made the law to be an adverse distinction on the grounds of sex on the right to be free from arbitrary and unlawful interference with family and was in breach of the International Convention on the Civil and Political Rights (ICCPR). Before independence, women were no allowed to marry without the consent of their parents. Immediately after independence, the ZANU-PF government in Zimbabwe felt pressure from women to do away with the legal and non-legal hindrances/obstructions to black women's exercise of their individual rights as Zimbabweans (Gaidzanwa R.B.1992: 113). In 1982, the ZANU-PF government responded by passing the Legal Age of Majority (LAM) (Gaidzanwa R.B.1992: 113).

2.3.4   Gender Division of Labour Within the Economy

In most countries, women and men are distributed differently across manufacturing sectors, between formal and informal sectors, within agriculture, and among occupations. Women are also more likely than men to be in low-paid jobs and "non-standard" work (part-time, temporary, home-based), and likely to have less access than men to productive assets such as education, skills, property and credit. These patterns mean that economic trends and economic policies are likely to have different implications for women and men. For example, trade liberalization has had uneven impacts by sector, with consequences

for both gender equality and economic growth that have only recently become the subject of investigation (UN, .2002).

In Zambia, statistics shows that employment in Zambia is dominated by informal sector with females being in the majority. There has been an increase in the percentage of persons in informal employment from 11.0 percent in 2008 to 15.4 percent in 2012 (MGCD, 2012-2014). The percentage of females in the formal sector increased from 6.0 percent in 2008 to 8.7 percent in 2012 while that of males increased from 15.0 percent to 22.3 percent. This clearly shows that there are more men in the formal sector than women hence need for GM.

2.3.5   Inequalities in the Domestic/Unpaid Sector

In many countries it is women who shoulder most of the responsibilities and tasks related to the care and nurturing of the family (including laundry, food preparation, and childcare, care of the sick and cleaning). In many countries in the South, women also make an important contribution to family food production and water and firewood provision. These tasks add to women's workload and are often an obstacle to engaging in political action or expanding economic activities. Recent research has sought to demonstrate the relationships between this "reproductive work" and the "productive" sector of the economy – in particular the dependence of all productive activities on the creation and maintenance of a healthy labour force through this work at the household level, and the way in which the reproductive sector can be affected by the consequences of economic policies related to trade, investment and public expenditure. There has been an important shift from focusing on how economic policies have affected welfare in a gender-specific

manner, to illustrating how gender biases negatively affect the outcome of these same economic policies (UN, 2002).

To overcome such inequalities, in Zambia, the government has put in place what is called Social Protection programme whose aim is to protect and promote livelihoods and welfare of people suffering from critical levels of poverty and deprivation and/or are vulnerable to risks and shocks.

2.3.6   Discriminatory Attitudes

Gender inequalities are not only economic, but are also reflected in other ways that are difficult to measure and change. Ideas about appropriate behaviour, independence, and aptitudes are often grounded in gender stereotypes and vary for women and men. Ideas and practices tend to reflect and reinforce each other (the one providing the rationale for the other), which contributes to the complexity of achieving change (UN, 2002). Very clear from the liberal point of view that attitudes can be a cause of gender imbalances in society.

It is the researcher's view that clearly, the above imbalances between men and women call for proper handling of gender issues. Only laws that would incorporate both genders need to be adopted and implemented to avoid gender biasness. This would be one of the strategies for gender mainstreaming to achieve its goal (gender equality).

From the functionalist point of view, all the inequalities against women listed above, are inevitable because they contribute positively to society. Some wise people once said **"You cannot have wise men in society if you do not have fools"**. Equally, Gender mainstreaming can never be in any person's vocabulary if you have no such gender inequalities listed

above**"**. Most NGOs and other international organisations and some government Ministries are functional because of these in equalities in society. Wiping gender inequality completely, may render some people jobless.

2.4   Explanation behind Gender Imbalance World Over

The gender imbalance pattern world over can be understood through different explanations offered by some feminists.

2.4.1   Radical Feminism

It blames the exploitation of women on men (Giddens, 2008). To a radical feminist, it is primarily men who have benefited from the subordination of women (Ferguson, 1984). According to Valerie Bryson (1999), radical feminists see women as **"**an oppressed group who had to struggle for their own liberation against their oppression-that is, against men**"**.

The solution to the above problem according to the radicals is to get rid of the patriarchy system in all spheres of life and let women establish their own way of running things in society (Ferguson, 1984). This theory has no room for gender mainstreaming going by what it believes in hence the researcher could not use it as it is parallel to the research topic.

2.4.2 Classical Liberal Feminism

Founder of the classical liberal feminism was Mary Wollstonecraft. According to Wollstonecraft in (1792), stereotyping of women in domestic roles, the failure to regard women as individuals in their own right and the failure to educate girls and women to use their intellect made women and girls world over to be in a disadvantaged position over their male counterparts politically, economically and socially. According to her, the vindication of the rights of women and girls would be the solution to ending these inequalities.

2.4.3 Social Constructionism

Believe that gender is socially constructed. Some of the feminists scholars associated with this view were Simon De Beavoiur (1949), Sullamith Firestone (1972) and Judith Butler (1951). These feminists argued that men and women are born genderless until the systems put in place by patriarchy shapes them into acquiring a particular gender. Simon De Beaviour (1949) tries to show how patriarchy has come to construct society in such a way that women remain insubordinate to men. She argues, **"One is not born a woman, but becomes one"**. By this she meant woman or girl was born genderless until patriarchy systems constructed her to be different from man. She argues that men had made women the **"other"** in society by putting a false "Aura of a mystery" around them. She argues that men used this as an excuse not to understand women or their problem and not to help them and that this stereotyping was always done in societies by the group higher in the hierarchy to the group lower in the hierarchy.

De Beaviour (1949) further argued that there are other categories of identity such as race, class and religion where superiority of men is expressed over women but said these were nowhere more truly than sex in which men stereotyped women and used it as an excuse to organise society into a patriarchy.

At family level, men, boys, women and girls are treated differently. The male seems to be superior to the female. Solution to this problem is to stop thinking that being female is not natural. Always to think that both men and women are born genderless and since we are born genderless man can do what women can do and equally women can do what men do.

2.4.4   Marxist and Socialist Feminism

This theory does not attribute women's exploitation entirely on men. Instead, they see capitalism rather than patriarchy as being the principal source of women's oppression, and capitalists as the main beneficiaries. Like radical feminists, they see women's unpaid work as housewives and mothers as one of the main ways in which women are exploited (Horalambos & Holborn, 2007, p102).

 Just like radical feminism, Marxism and socialist feminism could not be used in this research because of their biasness towards men. It supports women as being slaves to men who use them for sex to produce children who become workers for capitalists even though those capitalists could be either men or women. The theory has no room for gender mainstreaming hence the researcher could not pick it (Horalambos & Holborn, 2007, p102).

The solution to the above problem is to get rid of capitalism and establish socialism where the means of production would belong to everyone.

In as much as one would agree that women indeed face gender discrimination in almost all spheres of life, it does not mean that men are always winners over women.

The changing gender division of labour, social practices and concepts of masculinity can act as disadvantages or advantages for males. Therefore, when considering masculinity, it is important to note that the aim is not to down play the fact that generally women face greater social and economic disadvantages than most men. Evidences from several studies suggest that males are not always winners and that ignoring their solutions risks overlooking gender specific inequalities and vulnerability (Jackson, 2009).

Studies have shown that gender vulnerabilities which disadvantage men are particularly notable in the area of health (Michaelson, 1993).

The above back ground to the study has shown that both men and women can be victims of gender inequality. Therefore, stakeholders involved in the implementation of gender mainstreaming in any sector, need to realise that gender mainstreaming is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men can benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (ECOSOC, 1997).

2.5   Concepts/Strategies of Gender Equality

Before the GM came into being as a better strategy to use in achieving gender equality there were other strategies that were used to try and incorporate women at the same level with men in all spheres of life with regard to development. Some of these strategies were the three waves of feminism and the feminist development theory namely Women in Development (WID), Women and Development (WAD) and Gender and Development (GAD).

2.5.1   The Three Waves of Feminism

The three waves of feminism are associated with the foremothers of feminism such as Abigail Adams who admonished her husband to remember the ladies in the formation of the new American nation, Susan B. Anthony in 1872 who stood trial for illegally voting and other scores of women in today's world who have shattered glass ceiling in corporate world and hold important legislative and administrative posts in government.

2.5.1.1   Women's Fight for Equal Contract and Property Rights

The first wave of feminism in the United States is usually marked by the women's rights convention held in 1848 in Seneca Falls, New York. This included the writing of The Declaration of Sentiments by Elizabeth Cady Stanton, as well as others, whose goal was

establishing legal identity for women separate from their fathers and husbands. This wave crested with the ratification of the Nineteenth Amendment in 1920, finally winning the right to vote for women in the United States (Klosko & Klosko, 1999, p. 11).

 The limitation of this wave were first, reform often granted married women more rights than single women, or even widowed women. Second, although many suffragettes were also abolitionists, Black women (and "foreigners," or immigrants) and men were sometimes ignored or denied participation in meetings and demonstrations, and arguments of whether or not African-Americans should be granted the right to vote (before or even after) white women was a divisive issue in the movement. Overall, most prominent feminists tended to be white, middle- and upper-class women with leisure time and some education. Finally, first wave feminists often based their arguments on the belief the because women were mothers, they were "naturally" more nurturing, kind, and moral, and would therefore make better leaders and politicians than men because of this virtue (Gender press,2015)

2.5.1.2 Broadening the Debate

The second wave of feminism began with the consciousness- raising groups of the late 1950s and early 1960s. Betty Friedan's The Feminine Mystique (1963) helped define "the problem with no name" that many middle-class American housewives were experiencing. This problem went to the core of women's self-worth and lack of identity in the public world of paid labor and their definition of self primarily as wife and mother in the private realm of family. The second wave of feminism sought equal rights for women in the public

sphere "kicking open" the doors to many previously all-male professions (Evans, 2003).

While feminists in the 1970s and early 1980s achieved some rights with regard to abortion

and equal access to education and jobs, they fell short of the chief legislative goal: an

equal rights amendment (ERA) to the Constitution (Iannello, 2010). The limitation of this

wave was that it had too much in-fighting and an unwavering emphasis on identity politics

that left the movement fractured and weak.

2.5.1.3   The "Micropolitics" of Gender Equality

A third wave of feminism is thought to have begun in the 1990s and continues to the

present day. This wave has the potential to empower women by helping them shatter the

"glass ceiling" in politics, business, and other fields to which women have limited access,

whether it be the presidency of the United States or chief executive officer of major

corporations. From first to third wave, women have made-and continue to make legal,

economic, and political progress (Iannello, 2010). Its limitation is that it focused less on

laws and the political process and more on individual identity defeating the purpose of the

first and second waves.

2.5.2   Feminist Development Theory

Just like the three waves of feminism, the feminist development theory came on board to

promote gender equality. The theory adopted three approaches namely Women in

Development (WID), Women and Development (WAD) and Gender and Development (GAD).

2.5.2.1   Women in Development (WID)

The WID approach is based on the liberal theory of development (and feminism) within which the decade for women was launched which further popularised this approach (1975-1985) (Moser, 1993). This approach is still prevalent among women bureaucrats and politicians of international agencies after its coining in 1970s by the Washington-based network of female development professionals (Tinker, 1990:30). (Schech S. and Haggis J 2000: 90).

The core point of the WID approach was that development policies and programmes had excluded women. Therefore the primary goal was to include and integrate women into existing initiatives (Schech S. and Haggis J: 90). Recognition that women, as a special social group, required special attention was supported by the seminal work of the Swedish economist (Ester Boserup, in her book women's Role in Economic Development (New York, 1970g) which drew attention to the importance of women's work in agriculture in many Third World countries and to the "invisibility" of much of this work to economic planners and policy makers.

However, WID was attacked almost as soon as it appeared particularly by academics who dismissed it for its lack of theoretical content and its static conceptualisation of women as

a homogenous, undifferentiated group. Moreover, its primary focus on sex, rather than gender, and on the reproductive roles performed by women, did little to challenge stereotypical representation of women in the south (developed countries). WID emphasised individual effort and choice, ignoring the structural obstacles placed on women by their positions and responsibilities in societies. WID tends to overlook the social, cultural and political conditions under which "development" takes place. By focusing on women's practical needs, it tended to sidestep the more challenging issues of strategic gender interests, although these were always implicit in the work of feminist-oriented researchers and practitioners (Porter, 1999).

2.5.2.2 Women and Development

The WAD approach, spearheaded and explored mainly by Third World feminist practitioners(dependency feminists), researchers and advocates, attempts to extend the WID approach by questioning the mainstream concept of development itself and introducing a broader framework which acknowledges the structural and political barriers to women's participation in development.

According to this approach, women have always been part of development process-therefore integrating women in development is a myth (Kabber, 1994)). WAD accepts women as important economic actors in their societies. WAD argues that women's work in public and private domain is central to the maintenance of their societal structures. It assumes that once international structures become more equitable, women's position would improve. WAD exposes again another way in which women from the Third world

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are exploited by Transnational Corporations-TNCs (For example, Toyota, BP oil, Samsung, Nokia, Dell, Woolworth, Hallmark etc). These big companies take advantage of the Economic Processing Zones (EPZs) also known as Free Trade Zones (FTZs) or Development Economic Zones (DEZs) to bring in their investment into developing countries cheaply (Schech S. and Haggis J: 93-94)

Like WID, WAD faced criticisms also for failing to achieve gender equality. Some of its criticisms were it failed to analyse the relationship between patriarchy, differing modes of production and women's subordination and oppression. WAD discourages strict analytical focus on the problems of women independent of those of men since both sexes are seen to be disadvantage with oppressive global structures based on class and capital. WAD does not question the relations between gender roles (OASIS & AU, 2011). , WAD proponents also failed to critically address the equation of modernisation with development framework (Koczberski, 1998; Moghadam, 1998; Parpart and Marchand, 199).By 1980s, it was evident that both WID and WAD approaches were restricted in terms of what they could achieve in terms of gender justice and this realisation resulted into the emergence of gender and development (GAD) a more radical approach which focused on the strategic needs of women and men.

2.5.2.3   Gender and Development

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emergence of gender and development (GAD) a more radical approach which focused on the strategic needs of women and men.

GAD it held the promise (intention) of a more holistic understanding of gender which would include not just interrogation (issues) of women but also men as gendered beings; a much more explicit focus on gender roles and relations so as to better understand the basis of inequality and injustice between men and women and a clear attempt to engage with issues of power and empowerment (Porter and Varghese, 1999). In short, GAD approach held the promise of redistributing power in gender relations and, with no doubt, it was embraced by many on the grounds that it would serve as a way/avenue by which feminist ideals would be incorporated into development thought and practice(Goetz, 1997).

However, the successes of the GAD initiative in achieving gender justice have also been limited than initially realised. GAD has been criticised for emphasising the social differences between men and women while neglecting the bonds between men and women and also the potential for changes in roles. GAD does not dig deep enough into social relations and so may not explain how these relations can undermine programmes directed at women.

WID's approach was to integrate women into developmental projects, WAD exposed how patriarchy in the Third world work together with capitalist system to oppress their women and GAD's approach is not concerned specifically with women, but with the way in which a society assign roles, responsibilities and expectations to both women and me (Schech S. and Haggis J: 90-94) (Mapetla M.M, Schlyter A. and Bless B.D.2007:21-24).

In light of the above, no single approach can work in isolation to achieve its goals. Political influence on all approaches is cardinal to understand and analyse what is it really needed to be done to achieve fairness between men and women otherwise all the three approaches would be meaningless to whoever is the target.

2.6   Gender Mainstreaming

Gender Mainstreaming (GM) is the most recent and seems to be the most promising of all the various gender reform efforts for reforming public policy (Faisal, 2011). Gender Mainstreaming is considered as the modified version of Gender and Development (GAD). It emphasizes on the full participation of men and women for the attainment of sustainable development. At the Fourth UN International Conference on Women in Beijing in 1995, gender mainstreaming was established as the internationally agreed strategy for governments and development organisations to promote gender equality. This was a response to at least twenty years of experience of addressing women's needs in development work. The UN Economic and Social Council (ECOSOC) defined gender mainstreaming as **"**the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men can

benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality**"** (ECOSOC, 1997).

2.6.1   Benefits of Gender Mainstreaming

All human beings, irrespective of race, creed or sex, have the right to pursue both material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity (ILO, 1944).

The following are the benefits that come with gender mainstreaming:

(i)   Promotes Equal Rights, responsibilities and opportunities for work

Gender equality recognises that men and women must have equal rights, responsibilities and opportunities for work that guarantees an adequate standard of living for themselves and their families ensures basic security in adversity respects human rights and allows for creativity and fulfilment (ILO, 2009a).

(ii)   Diverse profound Benefits

The right to gender equality in work is enshrined in several important international declarations. Beyond that, it also makes good economic sense because it means using human capital more efficiently. It can have profound benefits not just for women themselves but also for families, communities and national economies (ILO, 2009a).

(iii)   A way to achieve Gender Equality

As a means to achieve gender equality, gender mainstreaming means giving equal opportunities to men and women as participants and beneficiaries. Mainstreaming ensures that the needs of both men and women are accommodated and this includes women's productive capacity to alleviate poverty and maximise economic input. Empowering women can result in poverty reduction within their homes because women tend to invest more into their family's welfare than men. Mainstreaming can increase women's access to and influence on decision-makers and their ability to take full advantage of available resources (ZGF, 2010).

2.6.2   Current Position of Zambia Regarding Gender Mainstreaming

Gender imbalances are prevalent in Zambia with more adverse socio-economic consequences on women. The drivers of gender imbalances include social-cultural factors which limit women from participating in and benefiting from the national development processes. Women constitute about 51% of the total population (CSO 2010) and are the majority among the marginalized and disadvantaged groups of the Zambian society (GRZ 2010). Women are poorer and have less access to resources in spite of the important role they play in the economy. Taking cognizant that gender equality and equity are central to national development; a human rights issue that speaks to fairness and social justice for women and men in society; a contributor to good governance in respect of people-oriented, participatory management; and an enabling factor in current efforts at poverty alleviation the government of Zambia has ratified many international and regional gender

instruments aimed at promoting gender equality and equity (Commonwealth Secretariat, 1999).

Though the number of women is more than that of men, women are the most vulnerable and disadvantaged in terms of social well-being, economic empowerment and the inability to be politically influential or being in key decision making positions. Coupled with the fact that gender based violence has been on the increase in Zambia and this has prompted stakeholders to recommend policies that will protect women from the vice (ZDHS 2007, 2014).

In this regard, the Zambian government has committed to gender mainstreaming at all levels. This is evidenced by the development of the National Gender Policy, committing to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and advocating for equal opportunities for women by committing to the 1997 SADC gender declaration of 30% representation. Other evidence is the creation of the Gender Ministry to represent issues in Cabinet. Article 231 of the Constitution established the Gender Equity and Equality Commission whose mandate is to promote the attainment and mainstreaming of Gender equality. In 2015, the Zambian government enacted the Gender Equity and Equality whose one of its functions and powers are to provide for the taking of measures and making of strategic decisions in all spheres of life in order to ensure gender equity, equality and integration of both sexes in society (Act No. 22 of 2015).

The commitment by government cannot be overemphasized, neither can it succeed in isolation; the success of gender mainstreaming requires the involvement of stakeholders, partners and the general population.

Zambia is a party to the SADC declaration on Gender and Development of 1997. Zambia is also a member to Convention on the Elimination of all forms of Discrimination against Women (CEDAW) which it ratified in 1985. Zambia being a party to the Beijing Platform for Action went a further milestone and translated the Platform for Action into a national plan for the advancement of women.

In 2014, the Zambian government revised the NGP. The revised NGP seeks to address the persistent feminisation of poverty, rising gender dynamics in the HIV and AIDS pandemic, increased incidences of gender-based violence, human trafficking, negative impact of climate change on women and children and increase of women in drug trafficking (Zambia Daily Mail, 11th December 2014).

Zambia adopted the first NGP in 2000. The above strategies of gender mainstreaming oblige Zambia to treat men and women of Zambia equally in terms of gender equality which culminates into equal sharing of power and decision making in all spheres of life.

2.7   Policies in Enhancing Gender Mainstreaming in Zambia

In enhancing gender mainstreaming, Zambia does not only use local instruments but also some international and regional instruments as well as its local policies and among them are the following ones:

2.7.1   International Instruments

(i) Universal Declaration of Human Rights (UDHR)

The instrument was realized on 10 December 1948, when the General Assembly adopted it as a common standard of achievement for all peoples and nations. Refer to Articles 1, 7, 21, and 23(3) to see how it promotes GM (Levin, 1981). Zambia ascribes to almost all the declarations of the UDHR.

(ii) International Covenant on Social, Economic and Cultural Right (ICSECR)

This Covenant elaborates the political and civil rights identified in the UDHR which include the rights to life, privacy, fair trial, freedom of religion, freedom from torture and equality before the law. Refer to article 2 and 2(3) (a) of the Covenant to see how it promotes GM (Levin 1981). Zambia became a party to this instrument on 10th April and 1984 (Mumba, n.d).

(iii) International Covenant on Economic, Social and Cultural Rights

In accordance with the Universal Declaration, the Covenant recognise that the ideal of free human beings enjoying civil and political freedom and freedom from fear and want can be achieved only if conditions are created whereby everyone may enjoy his civil and Political rights, as well as his economic, social and cultural rights. Refer to Articles, 1, 2, 3, 6, 7, and 13 to see how the instrument promotes GM. Zambia became a party to this instrument on 10th April 1984 (Mumba, n.d).

(iv) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

The International Convention on the Elimination of All Forms of Racial Discrimination came into force in 1969 and by now has been ratified by more than 140 States. It represents the most comprehensive United Nations statement regarding discrimination on the grounds of race, colour, descent, or national or ethnic origin. The Convention on the Elimination of All Forms of Discrimination against Women was adopted by the United Nations General Assembly on 18 December 1979, and entered into force on 2 September 1981. The object of the Convention on the Elimination of All Forms of Discrimination against Women is to implement equality between men and women and to prevent discrimination against women, in particular such specific forms of discrimination as forced marriages, domestic violence and less access to education, health care and public life as well as discrimination at work. Refer to Article 14 and 17 to see how the instrument promotes GM. The case of Broeks v the Netherlands (Communication No. 172/1984), the case the Mauritian Women Case (Communication No. 35/1978) and the case of Yilmaz-Dogan v. The Netherlands (Communication No. 1/1984) are examples of gender discrimination against women.

The case of Broeks v the Netherlands is an example of article 26 of the ICCPR giving protection from discrimination that is not related to a civil or political right. If a law discriminates, article 26 applies whether or not the subject matter of the law is covered by provisions of the ICCPR. Article 26 therefore has the potential to be widely used to oppose discrimination (UN, 2000-2009). Zambia became a party to this instrument in June 1985 (Mumba, n.d).

(vi) The Beijing Declaration and Platform for Action (BDPfA*)***

In September 1995, 17,000 participants and 30,000 activists from around the globe convened in Beijing for the Fourth World Conference on Women which aimed to promote gender equality and the empowerment of women everywhere. Critical areas of concern are women in power and decision-making, women and the economy, women and armed conflict, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and poverty, education and training of women, women and health, violence against women, women and the environment and the girl child (European Parliament, 2015).

Despite the numerous treaties ratified or accepted by our Country at international level, Zambia falls short when it comes to giving these treaties force of law at local jurisdiction. There has been very limited or lack thereof, of political will to drive the agenda for domestication, which has resulted in the continued deprivation of rights accruing to Zambian citizens at international law (Mumba, n.d).

2.7.2 Regional Instruments

The following are the regional instruments that Zambia is a party to:

(i) The African Charter on human and people's rights (ACHPR) / Banjul Charter.

The African Charter on Human and Peoples' Rights (also known as the Banjul Charter) is an international human rights instrument that is intended to promote and protect human rights and basic freedoms in the African continent. It was adopted on 27th June 1981 and came into force on 21st October 1986. Refer to the Preamble of the instrument and Articles

2, 3, 4, 15, 18(3), 19 and 22 to see how it promotes GM. (Sothern Africa Development Community Gender Policy). It is important to note that some member states have excluded some Articles of the instruments to apply on their nationals (ACHPR, 1981).

(ii) The Maputo Protocol

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, better known as the Maputo Protocol, guarantees comprehensive rights to women including the right to take part in the political process, to social and political equality with men, improved autonomy in their reproductive health decisions, and an end to female genital mutilation. Zambia became a party to this instrument in 2006 (Mumba, n.d).

(iii) Southern Africa Development Community (SADC) Protocol on Gender and Development

The SADC Protocol on Gender and Development looks into integration and main streaming of gender issues into the SADC Programme of Action and Community Building initiatives which is important to the sustainable development of the SADC region. The Protocol aims to provide for the empowerment of women, to eliminate discrimination and achieve gender equality by encouraging and harmonising the development and implementation of gender responsive legislation, policies and programmes and projects (SADC, 2001).

2.7.3 Local Instruments

(i) The Constitution (Amendment Act No.2 of 2016)

This is the Supreme law of the land. No any law in Zambia is above the Constitution. Any law contrary to the Constitution shall be declared null and void. It enhances gender mainstreaming through the following articles: Article 68, Article 69(1), Article, 82(3), 176 (3), Article 230(1), Article 231(1), and Article 259(1).

(ii) The Gender Equity and Equality Act No. 22 of 2015

This is an Act of Parliament that establishes the Gender Equity and Equality Commission whose mandate is to promote the the attainment and mainstreaming of gender equality.

(iii) Employment Act, Chapter 268

It guarantees rights to employment for both men and women (ZGF, 2010).

(iv) The Zambia Development Agency Act No. 11 of 2006

This Act of Parliament mandates the Zambia Development Agency to recommend to the Minister responsible for trade strategies which promote gender equality in accessing, owning, controlling, managing and exploiting economic resources. It Supports the creation of micro and small-scale business enterprises and promotes their participation in trade and industry.

(v)The Citizens Economic and Empowerment Act No. 9 of 2006

Prohibits discrimination on grounds of gender and facilitates the establishment of the Economic Empowerment Commission whose function is to provide gender equality in accessing, owning, controlling, managing and exploiting economic resources.

2.7.4   Local Policies

(i) The National Gender Policy (NGP of 2000) and Revised in 2014

This National Gender Policy is aimed at ensuring the attainment of gender equality in the development process by redressing the existing gender imbalances. It also provides for equal opportunities for women and men to actively participate and contribute to their fullest ability and equitably benefit from national development.

The development of this Policy has been necessitated by a number of developments at national, regional and international levels such as global best gender practices; research findings; increase in gender based violence, human trafficking, as well as drug abuse and trafficking; gender disparities in positions of decision making; emerging health issues affecting mostly women and the negative impact of climate change, among others. The Policy also takes into account the aspirations and the Policies of the current Government (NGP, 20014).

(ii) National Cultural Policy (2003)

The Policy encourages positive cultural practices which do not discriminate against women. It aims to socialise boys and girls as equals in the family and community.

2.8   Weaknesses of the International Instruments

According to Bősl and Diescho (2009), these instruments are likely to face the following challenges in their implementation on member states:

(i)   Some member states tend not to accept certain Articles of the instruments making the law incomplete for other member states.

(ii)   These instruments only become laws once a member state domesticate or internalise them by an Act of Parliament of that member state (Mumba, n.d).

(iii)   Judgments passed using these instruments by the relevant courts face a challenge of enforcement especially when the government of a member state is the culprit. In other words, they lack the teeth to bite.

(iv)   Most decisions made using these instruments are recommendations and not punitive decisions.

(v)   Member states can with draw their membership at any time. This means that the true recognition of the law depends on the membership of a state to the instrument and not any other relationship rendering the law irrelevant once membership of a state is withdrawn.

The weaknesses highlighted above on these international instruments confirm that a member state cannot rely on them completely to effect gender mainstreaming in the country. They only become effective once they have been domesticated or internalized by an Act of parliament of a member state.

2.9   Participation in Decision-Making in Zambia

The country is striving to see to it that power-sharing and decision making in government institutions incorporates both men and women equally. For example, the first Cabinet of Zambia in 1964 had 24 Ministers, all men (Web site by Maidstone Mulenga's desk n.d).

The first Cabinet of President Chiluba in 1991 after defeating Kaunda had only one female Cabinet junior minister, Ms. Z. Edith Nawakwi, minister of state for energy. First Cabinet of Mwanawas for his second term had only five women. The current Cabinet has ten women (Parliament. Gov. Zm). According to Gender Status Report (GSR), 2012-2014, the proportion of female MPs increased from 11.4 percent in 2011 to 13.3 percent in 2014. The total number of female Cabinet Ministers as at 2011 was two (11.7%) and increased to 4 (20%) in 2014. The number of female deputy Ministers, 90 percent were males and 10 percent were females. The proportion for the female provincial deputy Ministers remained the same from 2012 to 2014. There were 23 female judges and 22 male judges in the judiciary (GSR, 2012-2014). This analysis shows that there has been small number of increment of women to positions of influence and gender mainstreaming could be the alternative to reduce the gap between the male and females in decision-making positions. It is important to note that the current Constitution, does not allow deputy Cabinet Ministers.

2.10 Summary

The secondary data has revealed a lot of issues bordering on gender mainstreaming (GM). Men, women, boys and girls deserve equal treatment in all spheres of life politically, economically and socially. To achieve this, the international community, the regional community and the local community need to come together and show solidarity with one another to achieving equity and equality the ultimate goal of gender mainstreaming. This

will culminate into equal opportunities to men, women, boys and girls as participants and beneficiaries.

The liberal feminists base their argument on empowerment as a means to attaining GM. Is in the researcher's view that empowerment without deeds by the beneficiaries end up defeating the while essence of GM.

There are a lot of strategies put in place by the Zambian government to enhance GM. However, the researcher's view that their implementation could be the only concern to attaining GM. People can have plans and ideas but if they are not put in action or to good use, they are nothing but dreams. For example, both the international and regional instruments fail short of achieving their intended goals because there has been very limited or lack of political will to drive the agenda for domestication, which has resulted in the continued deprivation of rights accruing to Zambian citizens at international law (Mumba, n.d).

 Therefore, for these strategies to achieve their intended goals, they need leaders who have the vision to achieve equity and equality even if that would be realized after they are gone. It is in the researcher's view that People need to realize that where there is equity, there is equality and where there is equality, there is no struggle for power and where there is no struggle for power, there is love and where there is love, there is oneness and it is this oneness that culminates in Ubuntu which stresses community relationship rather than individualism. In other words, any person's Development depends on other people. We do not develop individually but we depend on one another for our betterment in life. Therefore, for GM to succeed, we need to work together as a world. The research revealed

that almost all institutions understudy were dominated by males in positions of influence except NGOCC and the Ministry of Agriculture dominated by females and HRC which had equal share of positions.

CHAPTER 3: METHODOLOGY

3.1   Introduction

This Chapter focuses on the methodology. This includes research design, research instruments, sampling method, the population, data collection procedure data presentation and data analysis. The researcher chose the appropriate research design and research instruments and selected the population from which the sample were drawn out in order to make this study a success.

3.2   Research Design

The researcher used both qualitative and quantitative methods to collect raw data from the respondents. The study was aimed at collecting information from respondents on their attitudes and opinions in relation to gender mainstreaming in positions of influence in the public sector. The research was conducted in Lusaka, the Capital City of Zambia which is the hub of political, economic and social activities.

Primary data was collected using both interview guides and questionnaires while the secondary data was obtained through the Human Resource departments of the institutions understudy, from copies of reports on gender matters from the Ministry of Gender, the Gender Equity and Equality Act No. 22 of 2015 and the Zambian Constitution (Amended Act No. 2 of 2016). SPSS 16.0 was used to analyse the demographic information of the respondents on gender, age range, marital status and highest level of education.

Mainstreaming in Decision-making Positions in the named public sectors was covered

with secondary sources acquired from human resource departments and the focal point persons. To collect data, the researcher visited the named institutions, the Patriotic Front (PF) secretariat, the Ministry of Home Affairs (MHA), the Ministry of Labour Child and Development (MLCD), the Ministry of Agriculture, the Ministry of Gender and Child Development (MGCD) the Human Rights Commission (HRC) and the Non-Governmental Organisation Coordinating Council (NGOCC). Interviews were discussed with focal point persons in the named institutions while questionnaires were given to other members of these institutions chosen purposively within the organisation. The researcher discovered that the institutions understudy had focal point persons specifically assigned to deal with matters of gender and are in liaison with the Ministry of Gender. The Ministry of gender played a good role in linking the researcher with the focal point persons in some government Ministries.

3.3   Population and Sampling

According to Neelankavil (2007:234) population refers to the total number of elements of a specific population that is relevant to the research project, in this case, the five institutions of the public sector and the two informant institutions. The researcher got a subset of the population by picking five public institutions namely the Ministry of Home Affairs (MHA) with a total of ten (10) participants, the Ministry of Labour with a total of seven (7) participants, the Ministry of Agriculture with a total of seven (7) participants, the Ministry of Gender and Child Development with a total of seven (7) participants and the Human Rights Commission with a total of seven (7) participants. The PF secretariat was brought on board as key informants with a total of seven (7) participants. These are

the ones influencing the overall Public policy which must speak or bring out the aspirations of the party manifesto in influencing the general welfare of women, men, boys and girls. On the other hand, the NGOCC is the mother of all None Governmental Organisations in Zambia and these do influence public policy through their work. They also acted as key informants with a total of seven (7) participants. The seven participants from each organisation was a translation of thirteen point five percent (13.5%) each and ninety four point five percent (94.5%) in total. The intended target was sixty one respondents but managed to get fifty two (52) with a shortfall of nine (9) respondents which translates into five point five percent (5.5%). The shortfall was due to failure by respondents to reply on time their questionnaires and the researcher had no time to wait for their responses.

The Ministry of Gender and Child Development played a big role in helping the researcher to be linked to the focal point persons in all government institutions dealing with matters of gender. For PF and NGOCC, they too gave researcher the focal point people dealing with matters of gender.

Table 1: Distribution of Sample Population

Population Group (**Public Sector & two No-Public Sector Organisations**)	Target Population	Sample Size
Ministry of Home Affairs	11	**10**
Ministry of Labour	**7**	**7**
Ministry of Agriculture	**11**	**7**
Ministry of Gender & Child Development	**7**	**7**
Human Rights Commission	**8**	**7**
Patriotic Front (PF)	**8**	**7**
Non-Governmental Coordinating Council	**9**	**7**
Total **7**	**61**	**52**

3.4 Methods of Data Collection Instruments

The researcher decided to use an interview guide to get information from the focal point persons in the seven institutions under study because this was the instrument that could give the researcher in-depth information, feelings, understandings and knowledge on gender mainstreaming of the respondents. On the other hand, the questionnaire instrument was administered to other members of the seven institutions understudy chosen purposively within the institutions to answer the questions that comprised of both qualitative and quantitative data. The importance of using questionnaires was not only to get the needed information on the subject matter but also to give the demographic characteristics of the respondents.

3.5 Data Analysis

Data analysis is defined as, "working with data, organizing it, breaking it into manageable units, synthesising it, searching for patterns, discovering what is important and what is to be learned, and deciding on what to tell others (Kiden, 2010: 62).

To come up with the demographic characteristics of the respondents, the researchers used the Statistical Package for Social Science SPSS 16.0 software. Responses from respondents were analysed using research objectives which included assessing the strategies that the Zambian government has put in place to enhance gender mainstreaming in decision-making positions, to explore factors that affect women's participation in decision making in decision-making and to examine the challenges that the Zambian government faces in mainstreaming gender in decision-making positions.

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3.6 Analysis and Organisation of Data

Qualitative data that was collected in the study was analysed qualitatively using thematic analysis after verbatim transcription of the interview through writing. Thematic analysis is a search for themes that emerge as being important to the description of the phenomenon (Fereday and Muir-Cochrane, 2006). The process involves the identification of themes through "careful reading and re-reading of the data (Rice & Ezzy, 1999).

The importance of using questionnaires was not only to get the needed information on the subject matter but also to give the demographic characteristics of the respondents.

3.7 Ethical Considerations

Effective and meaningful research on any chosen phenomena requires a significant protection of the research subjects. Research ethics are critical component that the researcher needs to respect in any given research study that involves human beings. In this regard, ethical consideration focus on instrumentation and procedural concerns in the planning of the study, as well as collecting and analysing data, which may raise ethical concerns (Goddard and Melville, 2001:49). Therefore, owing to the nature of the study, the research observed and ensured that for the issues of anonymity and confidentiality of all participants was considered for the survey of this study. Further input was voluntary, and all participants were informed about the nature of the study.

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3.9   Dissemination of the Research Findings to the Participants

When the research is approved by the approving authority, its findings would be communicated to the respondents through their emails as this is quicker, cheaper and easier to send the findings to them.

CHAPTER 4: DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1   Introduction

The focus of this chapter is on the findings of the research. It includes the analysis, interpretation and discussion of the information gathered from the institutions selected purposively regarding "the assessment of gender mainstreaming in decision-making positions in Zambia". The primary data includes respondents from a total of fifty two (52) employees of seven institutions chosen purposively namely the Ministry of Home Affairs (MHA), the Ministry of Labour, the Ministry of Agriculture, the Ministry of Gender and Child Development, the Human Rights Commission (HRC), the Patriotic Front (PF) Party and the NGOCC. Fifty two (52) structured questionnaires to collect qualitative and quantitative primary data were used out of which thirteen point five percent (13.5%) of them were also answered by focal point persons in addition to an interview. The rest of the questionnaires representing eighty six point five (86.5%) were given to other members other than the focal point persons of the named institutions to respond to them chosen purposively as well. This means that the focal point person had to go through an interview as well as answering the questionnaire.

This Chapter is into two sections. The first section presents the data on demographic information of the respondents. Section two presents analysis of the information on the Assessment of Gender Mainstreaming in Decision-making positions in Zambia from the five named Government institutions, the PF Party and the NGOCC. The Chapter also

looks at the comments from all responses made by the respondents and analyses every response to every question of the interview guides and the questionnaires.

4.2   Demographic Information of the Respondents

The demographic information of the respondents was presented according to gender, age, marital status and education. This background information was important to the researcher as it would high light the important characteristics of the respondents who took part in this study. Understanding characteristics of the respondents would help the researcher to determine the extent to which the respondents were able to provide reliable information on the variables of the research topic. The first demographic information presented was on gender of the respondents.

4.3   Data Presentation and Analysis

Table 2: Distribution of the respondents by Sex/Gender

Gender				
		Frequency	**Percent**	**Valid Percent**	Cumulative Percent
	Male	28	53.8	53.8	53.8

Female	24	46.2	46.2	100.0
Total	52	100.0	100.0	

Table 4.3.1 above displays the gender/sex distribution; there were twenty eight (28) males representing fifty eight point eight percent (58.8 %) and 24 females representing forty six point two (46.2%). It was important to consider this variable in the study to find out the distribution of male and female in the sample of the study. The difference in gender disparity of the participants was not all that bad with a ratio of 6:7 and seven point six percent (7.6%) more males than females. The disparity was as a result of having more males willing to participate in the research than females.

Table 3: Distribution of the respondents by Age

Age				
Age of the Respondent	**Frequency**	**Percent**	**Valid Percent**	Cumulative Percent
18-35 Years	20	38.5	38.5	38.5
39-55 Years	31	59.6	59.6	98.1
Above 56 yrs	1	1.9	1.9	100.0

	Total	52	100.0	100.0	

Table 4.3.2 shows that thirty one (31) respondents representing fifty nine point six percent (59.6%) were aged between 39-55 years which was the highest number of respondents, one (1) respondent representing one point nine percent (1.9%) which was the lowest number was aged above fifty six (56) years whereas twenty respondents representing thirty eight point five percent (38.5%) were aged between 18-35. This represented a ratio of 1: 20:31. There were more participants from those aged between 39-55 years and less participants from those aged above 56 years.

The age of the respondents was very important for this study because sometimes attitude towards something goes with the age. This was to help the researcher to find out which range of age of respondents had a negative or positive attitude towards a research on gender mainstreaming.

Table: 4: marital status of the respondents

		Marital Status			
		Frequency	**Percent**	**Valid Percent**	Cumulative Percent
	Married	42	80.8	80.8	80.8
	Widow	2	3.8	3.8	84.6
	Widower	1	1.9	1.9	86.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Single	7	13.5	13.5	100.0
Total	52	100.0	100.0	

Table 4.3.3 shows the distribution of the respondents by their marital status. Eighty point eight percent (80.8%) of the respondents were married people while one point nine percent (1.9%) was the lowest representing the widowers. Two of the respondents were widows representing three point eight percent (3.8%) while seven respondents were single representing thirteen point five percent (13.5%). The table further shows that there were 35 more married respondents representing sixty seven point three percent (67.3%) than single respondents representing thirty point seven percent (32.7%).

This is a study based on gender issues hence the researcher wanted to see how marital status could play a role in issues of gender especially those who are married. The research reveals that married respondents had a positive attitude towards gender related matters. The marital status was in the ratio 1:2:7: 42.

Table 5: Professional qualifications of the respondents

Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
Certificate	4	7.7	7.7	7.7
Diploma	7	13.5	13.5	21.2

Degree	28	53.8	53.8	75.0
Postgraduate	13	25.0	25.0	100.0
Total	52	100.0	100.0	

Table 4.3.4 shows the distribution of the respondents by academic qualifications. Fifty three point eight percent (53.8%) which was the highest number of the respondents were holders of Diplomas and seven point seven percent (7.7%) which was the lowest number of respondents were holders of Certificates. Thirteen respondents were postgraduates representing twenty five point zero percent (25.0%) while seven respondents were holders of Diplomas representing thirteen point five percent (13.5%). This was in the ratio 4:7: 13:28.

According to the figures above, most of the respondents were qualified to answer the questionnaires professionally. Professional qualification is very important in any given society because it enables people articulate issues that affect their lives in a sensible, logical and objective manner.

4.4   Section Two: Discussion and Interpretation

4.4.1   Positions of Influence by Gender

The researcher collected secondary data on who was occupying what position in the entire seven institutions understudy. This was to find out how gender mainstreaming was being practiced in these institutions. The following were the findings:

(i) The Ministry of Gender and child development

Table 6: Top Management for the Ministry of Gender in decision making positions by Gender

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The Minister	-	-	F	1
The Permanent Secretary	-	-	F	1
Directors x 4	M	1	F	3
Total	M	**1**	F	**5**
Percentage by Gender	M	**17%**	F	**83%**

Source- Ministry of Gender

The table above shows that out of the five critical positions the Ministry of Gender has, only 17% was for males and 83% for females. This shows that some public sectors do have female dominations in critical positions. Women were more by 66% than males. The table also shows that although the institution is mandated to implement gender equality, it does not practice gender mainstreaming. The disparity in gender going by the SADC Protocol on Gender and Development is too high.

(ii) The Human Rights Commission

Table 7: Top Management for the Human Rights Commission in decision making positions by Gender

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The Director	-	-	F	1
The Deputy Director	-	-	F	1
Chief Research & Planning	M	1	-	-
Chief Information, Education & Training	M	1	-	-
Chief Investigations & Legal Services	M	1	-	-
Head Finance & Accounting	-	-	F	1
Head Human Resource & Administration	M	1	-	-
Internal Auditor	-		F	1
Total	M	**4**	F	**4**
Percentage by Gender	M	**50%**	F	**50%**

Source- HRC

The table above shows that all the eight positions of influence the institution has are shared equally. There is no dominance of one gender over the other. The table also show that it practices gender mainstreaming in positions of influence. HRC attained 50/50 SADC Protocol on Gender and Development. The table demonstrates that some public sectors can have equal share of positions of influence by gender.

(iii) Top Management for the Ministry of Home Affairs in Decision-making positions by Gender (See Table 8 on Appendix No. 10).

The research revealed that out of the 25 positions of influence in the MHA, only 28% were being occupied by females and 72% were being occupied by males. This calls for GM to attain 50/50 SADC Protocol on gender and Development by the Ministry. The information on the table shows that some government institutions can be dominated by males. This could be that the institution is a male dominated in terms of workforce especially in the Zambia Police Service that has more officers than any other department under the Ministry (approximately 14,000).

(iv)   Top Management fort the Ministry of Labour and Social Security in Decision-making positions by Gender (See Table 9 on appendix No. 11)

The research revealed that out of the 28 positions of influence 15 positions (53.6%) were being occupied by males and 13 positions (46.4%) were being occupied by females with a difference of 7.2%. The table explains that it is not always that institutions under the public sector are always dominated by males but that both genders can dominate them. However, dominance of positions of influence should be reasonable. Reasonable here could be measured by using the 50/50 SADC Protocol on gender and development. The dominance of females in positions of influence is better than the Ministry of Gender.

(v)   Top Management for the Ministry of Agriculture in Decision-making Positions by Gender (See Table 10 on Appendix No. 12).

The research revealed that out of the 15 positions of influence, 9 (60%) were for females and 6 (40%) for males. The table further shows that women dominated positions of

influence. This calls for GM if the institution was to attain 50/50 SADC Protocol on Gender and Development. Just like the Ministry of Gender and labour, the Ministry shows that it is not always that the public sector's positions of influence are dominated by males. Some are dominated by females while others by males.

(vi)   The Patriotic Front Party Secretariat

Table 11: Top Management for the PF Party Secretariat in decision making positions by Gender.

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The President	M	1	-	-
The Vice President	-	-	F	1
National Chairperson	M	1	-	-
Deputy National Chairperson	-	-	F	1
Secretary General	M	1	-	-
Deputy Secretary General	-	-	F	1
Committee Chairpersons x 17	M	12	F	5
Directors x 4	M	4	-	-
Total	M	**19**	F	**8**
Percentage by Gender	M	**70%**	F	**30%**

Source: PF Secretariat

The table above shows that out of the 27 positions of influence, 30% were for females and 70% for males indicating that more is needed with regard to gender mainstreaming in attaining 50/50 SADC Protocol in Gender and Development. This gave 40% more for males far much higher than the 50/50 SADC protocol on gender and development. The position of the PF Party on Gender Mainstreaming is well captured in their Party Manifesto 2016-2021 pages 42 and 43 under the heading **"Women in Social-Economic Development and Gender"**.

See Table 11 on Appendix No. 13 for the composition of the current Cabinet by gender at the time of doing the research.

The 2016 cabinet (before the tripartite election of 2016), had a composition of 23 members out of which six were females translating into 26% and 17 males translating into 74%. This year (after the 2016 elections) the Cabinet has a composition of 27 members out of which ten (10) are females translating into 37% and 16 males translating into 63% at the time of doing the research.

The analysis of this data indicates that women's composition increased by 11% at least a good move in a right direction (instead of going down) while the male composition went down by 11% the same number that the female went up with. Although there are more males in the Cabinet, at least the PF government has shown that it is committed to mainstream positions of influence in the public sector looking at the number that was increased for females that which turned to be the same number that was decreased from the males. However, at provincial level, all the ten provinces were being headed by male ministers at the time of conducting this reseracch.

(vii)   Non-Governmental Organizations Coordinating Council (NGOCC)

Table 12: Top Management for Non-Governmental Organizations Coordinating Council (NGOCC in decision making positions by Gender

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The Executive Director	-	-	F	1
The Programmes Manager	-	-	F	1
Finance & Administration Manager	-	-	F	1
Grants Manager	-	-	F	1
Total			F	**4**
Percentage by Gender	M	**0%**	F	**100%**

Source- NGOCC

The table above shows that out of the 4 positions of influence none was being occupied by male and all by females translating into 0% and 100% respectively. Despite the institution promoting GAD the replica of Gender mainstreaming, it does not practice GM.

4.4.2   Responses from the Interviews and the Questionnaires

The researcher considered responses from the interviews as well as responses from the questionnaires and came up with the following findings:

4.4.2.1 Factors Affecting Women's Participation in Decision-Making

Gender disparities in decision-making have continued to remain pervasive in Zambia due to the following factors according to the respondents:

4.4.2.1.1 Cultural Practices and Societal Expectations

Respondents from the Ministry of Gender, Agriculture and the HRC argued that low participation of women in decision–making is embroiled in a much more complex web of cultural norms, traditional practices and patriarchal attitude that are entrenched in society and perpetuated leadership structures which are male dominated. To qualify this you look at decisions and preferences made in a home setting which have always prioritised the needs of the "boy" or male over those of the "girl child". In addition, there seems to be the conviction on "natural inequality" between men and women with women not expected to participate actively and influentially in decision-making. This situation has led to the persistence of challenges such as lack of confidence and assertiveness among the females.

4.4.2.1.2 Unfavorable and Unfair Practices in the Political Arena

Respondents from the Ministry of Labour and the HRC had attributed the lack of participation of women in positions of influence to unfavourable and unfair practices in the political arena. Analysis of this revealed that increasing levels of violence, vicious conflict and harassment have also impacted negatively on women's levels of participation and representation in politics. Overall, gender inequalities reproduced in the political

parties originate from the homes, families and communities. The respondents argued that most of the women who are involved in politics lack support from their families, spouses and friends. In particular, the male spouses feel insecure to have wives who are actively involved in politics.

4.4.2.1.3 Lack of Necessary Resources

One of the focal point persons from the Government Ministries gave this response as one of the factors that hinder women in positions of influence. The respondent argued that most women lack the necessary resources required to manage a successful political leadership career. Among these include lack of finances, education, information and general mass support. The media have also not played a supportive role in the sense that concentration has been directed towards covering women politicians on negative aspects.

The respondent further argued that there was a relationship between money and ascending to political positions by women. This could be adduced from the 2016 Zambia's tripartite election. The hike in the nomination fees by ECZ for parliamentary and local government candidates which was more than 1,300 percent, led to some women failing to file in their nominations as they failed to raise the required amount. Even when ECZ reduced the amounts from K2, 000 (approximately US$200) to K1, 500 (approximately US$150) for councillors and from K10, 000 (approximately US$ 1000) to K7, 500 (approximately US$ 750) for MPs, some women still failed to raise the nomination fees and they gave up (ZNWL, 2016). Some of those women who could not afford the fees were going to make it to parliament and eventually appointed as Ministers.

4.4.2.1.4 Low Education Attainment Levels

Both the focal point and the none-focal point respondents attributed the lack of more women participating in decision making to low level of education. They argued that most of the women in Zambia have low levels of education as compared to their male counter parts hence, finding it difficult to ascend to decision-making positions. This was demonstrated during the 2016 tripartite elections. The grade 12 certificate requirement for all candidates as prescribed by the amended constitution led to most women failing to participate as they did not meet the requirement. Even when the High Court ruled that people with tertiary qualification could participate in the elections, some women still failed to participate.

4.4.2.1.5 Lack of Affirmative Action and Legislations

From the interviews, 28.6 % cited affirmative action as one of the factors that hinders women participation in decision-making positions. One of the focal point persons from the key informant institutions said that and I quote

"That as it is now in political realm, if a woman cannot win, she will not be adopted and since they are vulnerable, they are left out. Even when adopted, they are usually disadvantaged. For example, 2016 tri-partite election so many women were disadvantaged as a result of high participation fees imposed by Electoral Commission of Zambia (ECZ), violence orchestrated by rival political parties, grade 12 certificates which became a must qualification under the current Constitution for one to stand as President, Vice President Member of Parliament (MP) and Councilor" end of quote.

One of the respondents from the Ministry of MHA affirmed that the Ministry had taken affirmative action in complying with the 50/50 SADC Protocol on Gender and Development in decision-making. But according the researcher's findings, the three law enforcement bodies under Home Affairs namely the Zambia Police Service, the Zambia Correctional Service (ZCS), and the Immigration Department with regard to holding decision-making position was that the Zambia Police had 12.5% female representation and 87.5% male from the Inspector General of Police to the Commissioner level, ZCS had 9.1% female representation and 90.9% male representation from Commissioner General to Assistant Commissioner Level and the Immigration which had 16.7% female representation and 83.3% male representation from the Director General to the Assistant Chief Immigration Officer level. Only four Departments out of twelve under the Ministry of Home Affairs had more female representation than male. The Drug Enforcement Commission (DEC) had six (6) top most positions from the Commissioner to National Coordinator ECD out of which four positions were for female translating into sixty six point seven percent (66.7%) and thirty three point three (33.3%) for males. The Registrar of Societies had four (4) top most positions from Chief Registrar of Societies to Registrar level out of which three (3) positions were being occupied by females translating into seventy five percent (75%) and twenty five percent (25%) for the male position. The National Achieves of Zambia had six (6) top most positions from Director to Senior Archivist out of which four (4) were held by women translating into sixty six point7 percent (66.7%) and the other two positions were for males translating into thirty three point three percent (33.3%) while the Commission for Refugees (COR) was found to have three (3) top most positions and were being shared equally translating into fifty percent

(50%) for both males and females. The Department of National Coordinating Forensic had two top most positions and all being occupied by males translating into a hundred percent (100%) males and zero percent (0%) for females.

These disparities could be attributed to the reasons given under the heading of 4.4.2.1.5.

4.4.2.1.6 Other Factors that Hinder Women Participation

Some respondents from MHA argued that Lack of sensitization on citizens with a view of encouraging them to vote for both men and women contribute to low participation of women in decision-making positions. The focal point persons from the key informant institutions argued that the stereotypes and myths that down grade women such as "women are not as clever as men", "women can agree to anything when under pressure", "women are a weaker sex" etc continue hindering women ascending to positions of influence.

One respondent from the Ministry of Home Affairs argued that there was a need to make it mandatory for political parties to implement the 50/50/ SADC Protocol on Gender and Development if women were to be incorporated fully in decision-making in the political realm. Here, the researcher noted that international instruments lack the teeth to bite. It would be difficult to make it mandatory because international and regional instruments are not a domestic law. If it were the domestic law, the SADC Protocol on Gender and Development would work well.

4.4.2.2   Strategies to Enhance Gender Mainstreaming

4.4.2.2.1   Domestication of International and Regional Instruments

This is one of the strategies that the Zambian government has put in place to enhance GM according to one respondent from the ministries understudy. According to the informant, ratification and enforcing of these International and regional instruments could be a way to enhancing gender mainstreaming in Zambia. The informant however, observed that these international and regional instruments lack the full force of the laws just as Mumba (n.d) said in the literature review.

Most of the respondents mentioned the CEDAW Convention and the SADC Protocol on Gender and Development respectively as some of the international and regional instruments respectively that Zambia is a party. None could tell the number of these international and regional instruments or how many are ratified or not. For more information on international and regional instruments to which Zambia is a party, you may refer to the literature review. This confirms what was discovered in the literature review that Zambia was a party to both international and regional instruments that may help in enhancing GM.

4.4.2.2.2   National Instruments

One of the strategies of enhancing gender mainstreaming in Zambia are enshrined in the Constitution of Zambia according to one of the respondents from the key informant institutions. The respondent said and I quote;

"Zambia was on the right track to achieving gender mainstreaming because the country has now a new Constitution (Amendment Act No.2 of 2016) that prioritise GM in a manner that never done before".

Going through the new Constitution, the researcher discovered that it has Articles that promote GM. Article 69(1) empowers the president to nominate a person referred to in Article 68 as member of parliament where he/she considers it necessary to enhance gender in the National Assembly. This article was used to increase the number of women in the current 2017 of the PF Cabinet by nominating the Minister of Labour and the Minister of National Guidance and Religious Affairs. The President nominated them as Members of Parliament and appointed them as Ministers.

Article 82(3) promotes gender mainstreaming in parliament for the positions of deputy speakers. The Article states that there shall be two deputy speakers of the National Assembly who are not members of the same political party and of the same gender. This Article is one of the strategies to enhance gender mainstreaming in positions of influence like that of Deputy Speaker. The Article guarantees women participation in decision making in parliament. Today she may be a deputy speaker and tomorrow she may end up becoming the Speaker due to her experience from the position of deputy speaker. Article 82(3) can work an indirect way of empowering women according the the researcher's analysis.

The researcher took analysis of Article 230(1). The Article establishes the Human Rights Commission whose mandate is to ensure that the Bill of Rights is upheld and protected. You cannot talk about gender equality which is the ultimate goal of GM without the

protection and upholding of the Bill of Right. Citizens are protected from abuse of executive powers by the Bill of Rights. This Article therefore assures citizens that their rights are protected through the public body called the Human Rights Commission (HRC). Analysis of Article 176(3) by the researcher revealed that both genders qualify to be appointed as secretary to the Cabinet without discrimination as long as one can meet the qualifications.

The researcher discovered that Article 231(1) establishes the Gender Equity and Equality Commission (GEEC). The mandate of this Commission is to promote the attainment and mainstreaming of gender equality. The Commission shall also monitor, investigate research, educate, Advise and report on issues concerning gender equality; ensure institutions comply with legal requirements and other standards relating to gender equality; take steps to secure appropriate redress to complaints relating to gender inequality as prescribed; and perform other such other functions as prescribed. According to the Ministry of Gender, the Gender Equity and Equality Commission still remains non-functional because the gender Equity and Equality Act No. 22 of 2015 has not yet been in operation waiting for the Minister of gender to sanction its operations through a Statutory Instrument as required by section 1 of the Act. This was confirmed by one of the focal point persons from one of the key informant institutions who implored the government to expedite the operationalisation of the GEEA so that the GEEC could also be put in place. According to the informant, implementing the GEEC would put the country on a right footing of addressing inequality and narrowing the gender gaps at all levels.

The researcher discovered that Article 259(1) promotes GM by requiring any person with the power to appoint or nominate to a public office to ensure that fifty percent of each

gender is nominated or appointed from the total available positions unless it is not practicable to do so.

 The insertion of the words **"unless it is not practicable"** gives powers to the appointing person not to be compelled to ensure that 50 percent of each gender is nominated.

4.4.2.2.3   The Gender in Development Division (GIDD)

In promoting gender mainstreaming, the researcher discovered that the Ministry of Gender was working together with the GIDD which is one of the four professional and technical divisions at cabinet office in the office the president-the apex of government administration. The mandate of the GIDD is to coordinate the implementation of the National Gender Policy (NGP) and the promotion of gender equity and equality in Zambia. The researcher learnt that, to achieve its goals, GIDD uses Gender Mainstreaming as one of the strategies to ensure that all government line ministries address gender issues in their specific sectors. Establishment of this division is a step forward in the right direction in enhancing GM by the Zambian government.

4.4.2.2.4   Gender Policy and Citizens Economic Empowerment

The adoption of the National Gender Policy (NGP) was supported by forty three percent (43%) of the focal point persons of the institutions understudy. **"The NGP is to be used as a yardstick for measuring government commitment to gender mainstreaming and the building of capacity by government in women to enable them to develop their business ventures through the provision of access to investment funds, for example funds being disbursed by the Citizen Economic Empowerment Commission (CEEC) to help both

genders" commented one respondent from the Ministry of Home Affairs. According to the respondent from the Ministry of Home Affairs, women's access to credit still remains limited as commercial banks require collateral against loans and women usually do not own land or property. Government through CEEC is able to help these women access funds. Using these funds, women can now own land and use it for farming. According to the informant from the Ministry, 40% of the CEEC's funds have been set aside for women entrepreneurs with workable business plans. However, the respondent was quick to say and I quote:

"the CEEC is not equitably disbursing funds to males and females" end of quote.

Going by these words, the Empowerment Act No. 9 of 2006 is being violated because one of its aims is to promote gender equality.

4.4.2.2.5 Focal Point Persons

The researcher learnt that all government institutions have focal point persons specifically to deal with matters relating to gender and always in constant contact with the Ministry of Gender. However, one of the respondents from the key informant institutions said and I quote;

"Most of these focal point persons have no influence in their institutions. There was need to have these people in positions of influence if GM was to be realised". End of quote.

4.4.2.2.6   Affirmative Action

According to one of the respondents from the PF Secretariat, their position on GM is well captured in their party Manifesto 2016-2021 pages 42 and 43 under the heading "Women in Social-Economic Development and Gender. The respondent pointed out that the PF party has demonstrated GM by taking an affirmative action when they adopted the current vice president as the running mate to the current President. They have further demonstrated GM by appointing women in government in positions of influence such as Chief Justice, Head of the Anti-Corruption Commission, Head of the Drug Enforcement Commission, President of the Constitutional Court and Judge President of the Court of Appeal among others. However, the researcher pointed out that affirmative action can sometimes have negative consequences if not handled properly. It is not about appointing more women in positions of influence but the caliber and capacity to deliver matters. One respondent disclosed that affirmative action was tried in the Zambia Police by promoting more women in positions of influence up to the highest level but the results in terms of service delivery was not as good as the institution expected. Hence today the Zambia police at the time of carrying out the research, only two women were in positions of influence from the Inspector General of Police (IGP) to the Commissioner level.

For girls, in 1997, the Zambian government through the Ministry of education introduced Re-entry Policy for girls who became pregnant while at school. This was a positive decision as it affords girls an opportunity to continue their education even after having fallen pregnant (MGCD, 2012-2014).

4.4.2.2.7   Creation of the Ministry of Gender

Creation of the Ministry Gender and Child Development is one of the strategies that the government has come up with to enhance gender mainstreaming according to one of the focal point person from one of the Ministries understudy. **"**The Ministry of Gender is headed by the Minister who represents issues in Cabinet**"** said the focal point person.

4.4.2.2.8   Partners with Government in Enhancing GM

As people say **"**one finger cannot kill louse**"**, equally, the Zambian government cannot fight the attainment of GM alone in all spheres of life. The focal point person from one of the key informant institutions said the government was working with the following cooperating partners in enhancing gender mainstreaming in Zambia: Women for Change, NGOCC, Young Women Christian Association (YWCA) and various international organizations.

4.4.2.3   Challenges the Government Faces in Mainstreaming Gender

4.4.2.3.1   Negative Cultural Practices, Stereotypes and Myths

Seventy one percent (71%) of the respondents of the focal point persons from the five Government institutions understudy pointed out that negative traditional and cultural practices, stereotypes and myths that down grade women are some of the challenges that the Zambian government faces in mainstreaming gender. This attests to the liberal feminists arguments that stereotyping of women in domestic roles, the failure to regard women as individuals in their own right and the failure to educate girls and women to use

their intellect made women and girls world over to be in a disadvantaged position over their male counterparts politically, economically and socially. Life is all about survival of the fittest (Spencer, 1884, 1992). In political realm, there is stiff competition and sometimes violence takes away the strides that women have made. Women are always found to be victims of political violence. This tend to hinder them achieve their political ambitions.

4.4.2.3.2 Lack of Making the Electoral Law Mandatory

According to one of the respondents from MHA was that an electoral law has not made it mandatory for political parties to achieve and adhere to 50% representation of the SADC Protocol on Gender and Development. This leaves room for the male dominated political parties to choose their male counter-parts on the expense of qualified, credible and hard working women. Making the law mandatory of attaining 50% representation would see more women in parliament according to the respondent.

4.4.2.3.3 Strategy Failure

Some strategies put in place to enhance GM are failing to serve the purpose for their establishment. For Instance, one the respondents from the focal point persons of the public institutions understudy argued that the CEEC the institution established to help both men and women with funds to advance their business ventures was not equitably distributing funds to males and females. According to the researcher, this is likely to hinder men and women to be masters of their own businesses. Masters of their own businesses have the power to make decision, have the power to employ others and have influence in shaping

the country's economy and one who has the power to shape the economy of the country has the power to make decisions at national level. Domestication and implementation of international and regional instruments remains a challenge the researcher was informed by one of the respondents from the Ministry of Agriculture.

The focal point person from one of the key informant institutions argued that low capacity; low human resource to champion GM; inadequate funding, low implantation of policies and laws aimed at reducing gender gaps between men and women are some of the challenges the Zambian government faces in enhancing GM.

4.4.2.3.4 Lack of Understanding the Meaning of Gender Mainstreaming

Some respondents from the institutions understudy informed the researcher that lack of understanding what gender mainstreaming was, contributes to the challenges that Zambia faces in enhancing gender mainstreaming.

One of the key informants argued that negative attitude toward the term gender is one of the hindrances to enhancing gender mainstreaming because the term is considered to be foreign drawn. Unless sensitisation is done extensively, GM may end up to be a subject of discussion by students.

4.4.2.3.5 Institutional Limitations

Cited by one of the focal persons from one the Ministries under study that institutional limitation especially in construction sector, mining sector where women can't find work. In other words, women have limited sector from which they can work. This therefore,

becomes a hindrance to the spread of women in different sectors of the economy. Their concentration in particular sectors offers them no chance to rise to positions of influence.

The mind set of certain sectors of society who believe that men should be superior to women and girls and the lack of political will to implement what are otherwise good policies and laws were cited as some of the challenges in advancing issues of Gender mainstreaming in decision making by one of the focal point persons from one of the Government institutions understudy. The respondent argued that, Zambia is known for copper production. Majority of the workers of these mining companies are males. The mindset of men that women cannot go underground hinders women to participate in the mining business.

4.4.2.3.6   Patriarchy System

Women's lagging behind in positions of influence was attributed to patriarchy system by some respondents. Patriarchy is the dominance of men over women. This response confirms what Ferguson (1984) argued when she said that modern organisations were fundamentally tainted by male domination. According to her, women would always be relegated to subordinate roles within such structures. The only solution to this according to Ferguson was for women to build their own organisations on principles very different from those designed by and for men.

4.4.2.3.7   Poor Funding Of the Ministry Of Gender

The Ministry of Gender disclosed to the researcher that it was underfunded and that it was unable to carry its mandate as expected. This was later affirmed by the President himself on 09th March 2017 during commemorations to mark the International Women's Day where he directed the Finance Minster to give more money to the ministry. The President said and I quote:

> **"Minister of Finance Honourable Felix Mutati ensure that adequate resources are allocated to the Ministry of Gender for implementing the PF Manifesto's vision of Gender and Women's Empowerment programmes"**. **"I've heard that reports that you are treating the Ministry like a Cinderella Ministry that should not be the case"** (Times of Zambia, 9 March 2017).

The president said the Ministry of Gender was as important as any other government department and the Finance Minister should prioritise its funding to enhance its relevance as enshrined in the Patriotic Front (PF) Manifesto (Times of Zambia, 9 March 2017)

At the same venue, the Head of State also directed all Ministries to integrate in their sector plans and budgets as gender mainstreaming demonstrated the Government's commitment to sustainable development by allocating equal resources to men, women, boys and girls (Times of Zambia, 9 March 2017). Clearly, this was evidence enough that the Ministry was not being funded as expected hence GM cannot be realised if the institution mandated to promote it was not operating as expected.

4.4.2.3.8   Focal Point Person

One of the respondents from the key informant institutions argued that the focal point persons in the institutions understudy served no purpose in promoting GM because most of them lack influence when it comes to decision-making. It was in the researcher's opinion that if these people were to be appointed as Directors of Gender their voices would be heard in their respective institutions. From the researcher's observations, most of these people are senior employees holding influential positions in their institutions some above directorship levels but the additional work as focal point persons on gender matters was considered to be just another part-time work with no much attachment to it. Only when a post of Director of Gender with very good salary higher than he/she could be getting presently was to be created in these institutions specifically for gender matters that the focal point persons would be proud of being called one and fellow workers would have higher respect for him/her.

4.4.3   Dimensions of Power and Powerlessness

Both men and women can be in positions of influence. Strategies such as international, regional and local instruments and local policies may be put in place to enhance GM but as long as dimensions of power are not understood, people will never know who the decision-makers are be it in an organisation, village, government etc. Failure to understand the faces of Power, we misunderstand any society in terms of decision-making (Parsneau n.d).

Being in decision-making position does not mean you have the power to make decision. This is what the liberal feminists missed. By empowering women in positions of influence

does not mean that they now have power to make decisions. Both men and women may be in positions of influence but at the end of the day, they could only be mediums of decision-making by the powerful in society who are invisible from the public eye.

The above data presentation and analysis cannot be completed without looking at the different faces of power. The first face of power is that of resourced based (Laswell 1936). This kind of power is where A exercises power over B because A has more resources than B and rewards B for actions A wants or punishes B for actions A does not want. A prevails over the resolution of key issues involving B. In other words, you can be in a position of influence as minister, Director General of a government ministry but your decisions in your office will always be decided by the powerful people in society for example those who own the means of productions (Mills, 1956). This means you are there to appease the decisions of the bourgeois. The solution to this is workers to put to good use of their wages and later become creators of jobs and become employers of people and join the rich and start influencing decisions politically, economically and socially.

The other face of power is called the Second Face of Power which is characterized by agenda control, barriers and non-decision-making. The powerful control the political agenda, making sure that their goals are addressed and their grievances aired while other issues are ignored. The powerful create or reinforce barriers to the airing of grievances, limiting what is heard and often creating a fear of reprisals. Anyone who raises issues that threaten the interests of the powerful faces sanctions and punishment, so they decide not to raise them or fight and conflict disappears. Non-decision-making means that important issues are left unaddressed, even those issues that might be important to large numbers of

people (Bacharach and Baratz 1962). Here, workers do not challenge management for fear of losing their jobs or possessions. Solution to the powerless is the need to overcome absenteeism, and challenge the powerful on issues important to the powerful.

In the Third Face of Power, the people are in a state of powerlessness for so long that grievances become invisible and the powerless become unaware of their best own interests. They either internalize their powerlessness or the powerful manipulate their consciousness through propaganda. According to Steven Lukes (2005), A exercises power over B when A affects B in a manner contrary to B's interests, getting B to do what B does not want to do, but A also influences B by influencing, shaping or determining B's very wants and conceptualization of the issues altogether. The powerless B suffers from false consciousness. Here, B blames himself/herself and agrees to the status quo of the situation hence decisions by the powerful or the appointing authority. The solution to this powerlessness is to make the conflict conscious. Workers need to recognize the true nature of their situation and undermine the propaganda, myths and social norms that support the inequality (Gaventa, 1982).

It is important to remember that power of decision-making can exist in visible disagreement over issues everyone sees as in the First Face of Power. It can also be invisible with people aware of problems but unable to address them as in the Second Face of Power. It can also operate below the level of consciousness with conflicts disappearing into social myths, habits, norms and rationale.

4.5   Summary

This chapter has attempted to present, analyse, interpret and establish the findings as guided by the research objectives and research questions of the study. The first effort was to assess the strategies that the Zambian government has put in place to enhance gender mainstreaming in decision-making position. Responses from the questionnaires and interviews together with the analysis of the literature review showed that the Zambian government was alive to promoting gender mainstreaming in the country and that there are a lot of strategies that the government has put in place to enhance Gender mainstreaming. However some strategies still remain operationalised. For example, the core law for gender matters the Gender Equity and Equality Act number 22 of 2015 still remains unutilised waiting for the Minister of Gender to sign an SI as required by section 1 of the Act.

The second objective was to look at the factors affecting Women's Participation in Decision Making Positions. The research revealed that this still remains a challenge as from the statistics given in the discussion and analysis of the study give testimony to the fact that women still remain marginalised in positions of influence in most of the institutions understudy. This calls for affirmative action, law reforms, and compliance to international and regional instruments, women empowerment, deliberate policies to appoint women into positions of influence getting rid of negative traditions and culture that negate women's development and more women supporting each other in political real and sectors of work.

The third objective was to examine the challenges that the Zambian government faces in mainstreaming gender in decision-making positions. Among the notable challenges from the study were lack of funding adequately the Ministry of gender, considering GM as a foreign concept, lack of changing the mind set by both the men and women as to how they view each other's gender, lack of implementing the international and regional instruments effectively, focal point persons lack influence in their places of work.

It is in the researcher's view that government alone cannot win in promoting GM. There is need as revealed in the study that both the government and its cooperating partners like the NGOCC, YWCA, Zambia National Women's Lobby and some Embassies double their efforts in promoting GM.

CHAPTER 5:SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1   Introduction

In this study, the reseacher investigated the assesment of gendeer mainstreaming in decision-making in the public sector. It is the hope of the reseracher that ths study would try to fill in some of the gaps which could not have been tacled by other reserachers.

5.2   Summary of Findings

The study carried out an assessment of gender mainstreaming in decision making in the public sector of seven institutions. The findings revealed that the PF government in Zambia is alive to the promotion of gender mainstreaming in all government sectors in the country. This is evidenced by the PF Manifesto 2016-2017 pages 42 and 43 under the heading **"Women in Social-Economic Development and Gender"**. The PF government has further demonstrated its commitment to gender mainstreaming in a practical way including appointment of unprecedented high number of women in critical positions (eg, the vice president, Chief Justice, Head of the Anti-Corruption Commission (ACC), Head of the the Drug Enforcement Commission (DEC) President of the Constitutional Court, and the Judge President of the court of Appeal) to demonstrate promotion of GM in government institutions. Although this can be countered by the three faces of power highlighted above that even if these women are in positions of influence, their decisions ca be the wishes of the people exercising power in the first, second or third faces of power.

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The findings revealed that despite the government having enacted the Gender Equity and Equality Act (GEEA) in 2015, the Act has not been in operation. This is because the Gender Minister has not yet signed the Statutory Instrument (SI) as required by Act under section one to allow it come into operation. This has delayed the putting in place of the Gender Equity and Equality Commssion (GEEC) that was established under Article 231(1) of the new Constitution signed in December 2016

The research revealed also that that Zambia is part of the International Community with regard to the promotion of GM. The country has ratified and asssented to a number of Human and women's right instrments at the global and regional levels such as the Universal Declaration of Human Rights (UDHR), CEDAW, the SADC Protocol 50/50 representation, the African Charter on Human and People's Rights (ACHPR). However, there is need for government through the Ministry of Gender (MOG) together with its cooperating partners like Women for Change (WC), NGOCC, Young Women Christian Sssociation (YWCA) and other international organisations to work together to senistise the general public and those working in the public sector about the existance of these international instruments and their benefits. The reseach revealed that most people/respondents do know that Zambia is a party to many international instruments but could not name them or specify which ones deal with gender matters. As long as people remain blank about these instruments, they would never understand the meaning and the value of GM.

According to some respondents, one of the challenges in enhancing GM in decision-making positions is the poor funding of the MOG, the institution with the mandate to

mplement gender related matters. This was aaffirmed by the Head of state during commemorations to mark the Internation Women's day. The President said and I quote:

> **"**Minister of Finance, Honourable Felix Mutati, ensure that adequate resourcese are allocated to the Ministry of Gender for implementing the PF manifesto's vision of gender and women's empowerment programmes**"**.**"**I've heard reports that you are treating the ministry like a cinderella ministry; that should not be the case**"** (Times of Zambia March 9,2017).

The president further said the Ministry of Gender was as important as any other Government department and the Finance Minister should prioritise its funding to enhance its relevance as enshrined in the PF manifesto (Times of Zambia March 9,2017). This is testmony enough that the PF government is alive as mentioned above to the implementation of GM.

In the decision-making positions,the research revealed that out of the seven istitutions engaged in the particiipation of the research, only HRC one was found to have met the SADC Protocol on Gender and Development of attaining fifty fifty (50/50) representation in decision- making positions representing fourteen point three (14.3%). The rest had either more women and less men viceversa represting fifty eight point seven (58.7%).

The research revealed that lack of affirmative action and legislation as one of the factors that hinder women's participation in decision-making positions. **"**In political realm, if a woman cannot win, she will not be appointed and since they are vulnerable, they are left out**"** said one focal point person from one of the key informant institutions**.** Negative traditional and cultural practices, stereotypes and myths that down grade women, lack of making the electoral law mandatory for political parties to achieve and adhere to the SADC Protocol of gender and development of fifty- fifty (50//50) representation, the

failure by CEEC to disburse its funds equitably between men and women were some of the challenges that the Zambian government is facing in enhancing GM in decision-making positions. Others unfair practices in the public arena for women, lack of necessary resources for women and low educational attainment level by women and the patriarchy system.

Affirmative action could be one of the solutions to close the gap between men and women in decision-making positions in Zambia and the institutions understudy. For example, the affirmative action that was taken by the PF government during the tripartite elections of 2016 to appoint the woman as running mate as required under Article 110 of the Constitution of Zambia, was one of the steps in a right direction to enhance women participation in decision-making positions. Today the woman is now the Vice-President of the country.

Other challenges cited by the respondents were lack of understanding the exact meaning of gender mainstreaming by some members of the public and some of those in the public sector, mind set of certain sectors of society who believe that women should always be inferior to men, lack of political will to implement what are otherwise good policies and laws and the patriarchy system.

With regard to who was occupying what position by gender in the institutions under study, the research revealed that out of twenty seven (27) critical positions the PF Secretariat from the president to the Director level, eight (8) positions were being occupied by women translating into thirty percent (30%) and the rest were being occupied by males translating into seventy percent (70%). At Cabinet level, the researcher observed that the Cabinet of

the PF government has twenty seven positions out of which ten (10) positions are being occupied by women translating into thirty seven percent (37) and the rest being occupied by males.

For MHA together with its departments, the research revealed that out of its twenty five positions (25) from the Minister to the Principal Internal Auditor level, seven were for females while the rest were for males. The Ministry of Labour (M o L) with its twenty eight (28) critical positions as given to the researcher, thirteen (13) were being occupied by women while the rest were for males. The researcher discovered that out of the fifteen critical positions for the Ministry of Agriculture from the Minister to the Chief Accountant position, nine (9) were for women translating into sixty percent (60%) while six were for males.

From the Ministry of Gender, the research revealed that out of the six (6) positions given to the researcher as critical to the Ministry, five were for females from the Minister to the Director level one for the male position. The HRC presented eight (8) positions as critical the institutions out of which were shared equally translating into fifty percent each (50%) from the Director to the Internal Auditor level.

The NGOCC presented 4 positions as critical to the institution from the Executive Director to the Grants Manager and all were being occupied by females translating into hundred percent (100%) and zero percent (0 %) for males.

Three out of seven institutions understudy were found to have more females in positions of influence while the other four institutions had more males in positions of influence.

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5.3 Conclusions

From what has been researched with regard to gender mainstreaming, one would agree that gender mainstreaming could be one of the tenets of assessing the quality of government (Q of G) of any country. Quality of government means good governance and good governance means having respect for all tenets of democracy that is respect for the rule of law, respect for the concept of Constitutionalism, being transparent, an effective and equitable, responsible and an accountable government. However, all these tenets of democracy would be rendered irrelevant to the citizens if men, women, boys and girls are not treated equitably politically, economically and socially. This, therefore, calls for good leadership of both men and women in decision-making to make sure that issues of gender are handled properly so that, men, women boys and girls at last would have the sense of feeling of being part of society. The end result would be men, women boys and girls living in harmonious (peaceful) environment with each other because no one would be seen to be superior or inferior to the other. Radical feminists would be very happy to see such an environment (opponents of the liberal feminists).

It is important to note that although census data for all years indicates that the majority of the Zambian population is female and that they are always on the periphery when it comes to influencing policy in the country, particularly when it comes to participation in decision-making positions in both the public and private sectors, it is not every institution in the public sector that is dominated by men in positions of influence. Some are dominated by males in the case of the Ministry of Home Affairs (MHA) and the Ministry of Labour and Social Security (MLSS) while others are dominated by females

in the case of the Ministry of Agriculture and the Ministry of Gender. Yet others have equal share of positions of influence in the case of Human Rights Commission. In some institutions understudy, the disparity was too high in terms of who was occupying what position by gender in the case of the Ministry of Gender and the Ministry of MHA.

5.4 Implications

The research has revealed the strategies to Enhance Gender Mainstreaming in Decision-Making Position with regard to objective number one. The research has also brought out the factors that affect women's participation in decision- making positions with regard to objective number two. Objective number three looks at challenges Faces in Mainstreaming Gender in Decision-Making Positions by the Zambian Government.

Failure to expedite the operationalisation of the GEEA continues to exacerbating the inequality of women in decision-making positions as well as the delaying of putting in place of the Gender Equity and Equality Commission (GEEC) established under Article 231 (1) of the Zambian Constitution and whose mandate is to promote the attainment and mainstreaming of gender equality.

There is likely to be a serious implication in failing to fund the Ministry of Gender adequately This can lead into officers getting demoralised in carrying out the mandate of the institution and the effect would be an increase in Gender based violence (GBV), increase in inequality in decision-making positions, very few people would come to appreciate GM, because officers would not be expected to fulfil the mandate of the institution to the fullest.

The research revealed that the proposed Bill of Rights addresses gender issues in a manner that promotes GM. However, the Bill is likely to take time for it to be included in the new Constitution due to lack of finances to hold another Referendum (Times of Zambia, March 9, 2017). By delaying the inclusion, Zambians tends to lose more in terms of gender equality promotion. The first referendum on the Bill of Rights was held together with the tripartite elections of 2016 but it was heavily de-campaigned by those who did not support some of its contents and failed to reach fifty percent (50%) as required by law for it to go through, this was a setback on advocators of gender equality.

Failure to promote GM takes us back to the liberal feminists' arguments that gender inequality is produced by reduced access for women and girls to achieve civil rights and certain social resources, such as education and employment

There is need for women to support each other politically economically and socially. This is one of the answers that respondents gave when asked as to why women cannot advance in decision–making positions. They are the majority in the country but they are less represented in almost all positions of influence. As long as they don't support each other, it will take time to have many women in positions of influence in the country. Supporting each other may lead to more women becoming members of Parliament (MP) since they are the majority and they would vote for their fellow women. Those who make it may even become Cabinet Ministers and eventually even as Head of State.

5.5   Suggestions For Further Research

The researcher has tried to analyse some of the strategies the Zambian government has put in place to enhance the gender mainstreaming. The researcher has also tried to look at the factors that influence women in positions of influence in Zambia. Challenges of enhancing gender mainstreaming in Zambia have been brought out and discussed. It is in the researcher's view that all these issues are anchored on the National gender Policy (NGP).

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

In view of the above, the researcher suggests that a research be conducted to find out the effectiveness of the NGP in Zambia. The researcher is further suggesting that any future research bordering on gender issues, let the researcher(s) consider bringing on board the ruling political party as participants to answer some of the research questions because whether one likes it or not they are the ones influencing the overall public policy which must speak or bring out the aspirations of the party manifesto in influencing the general welfare of men, women boys and girls.

5.6   Recommendations

The researcher has identified several issues that have emerged from the literature review and the analysis of the data obtained from the interviews and the questionnaires and suggests the following if gender mainstreaming was to realise its main goal (equity and equality):

- ➢ With regard to objective number one, let the government expedite the operationalisation of the Gender Equity and Equality Act (GEEA). The Act was assented to on 23rd December 2015. For it to start its operation, the Minister has to sign an SI. As the Board Chairperson for NGOCC said, implementing the Act would put the country on a right footing of addressing inequality and narrowing the gender gaps at all levels (refer to Tomes of Zambia, March 9, 2017).

- ➢ The Ministry of Gender is underfunded. This is evidenced by was evidenced by the President's directive to the Minister of Finance to increase funding to the Ministry so that it can realise its mandate as enshrined in the PF manifesto (refer to Times of Zambia March 9, 2017).

- ➢ **"The Party's Supremacy controls the government"**, therefore, it is most likely to be in the best interest of the researcher(s) to always consider bringing on board the party in power whenever conducting such a research so that you hear their views on what you are researching. They are the ones in power hence influencing the overall public policy which must speak or bring out the aspirations of the party manifesto in influencing the general welfare of men, women, boys and girls.

➢ With regard to objective number one, it is in the researcher's view that a research be conducted into the effectiveness of the NGP. Revelations are there that all issues of gender are anchored on NGP. This may help the country to assess whether or not the country is on the right track with the current policy with regard to the revised NGP of 2014.

➢ With regard to objective number one, the Constitution is the Supreme law of the land and no law is above it. Therefore, Let the MGCD take advantage of this law and use it to realise its mandate. Let all stakeholders with regard to promoting GM, champion for affirmative action where they see that the status quo is not yielding positive results.

➢ Affirming the theoretical frame work that culture and attitude is a deterrent to giving power to women (refer to objective number two), there is need to eliminate all bad and social and cultural practices because they are a hindrances to attaining GM in all spheres of life.

➢ Zambia has ratified and assented to a number of human and women's right instruments at the global level (UDHR, CEDAW, BPfA) and region (SADC Protocol on Gender and Development, ACHPR). It is in the researcher's view that if these instruments cannot give what the Zambian people want by belonging to them, then it is better to pull-out from them and remain using local instruments which seem to have the teeth to bite unlike the external laws.

➢ With regard to political realm, there is need to make mandatory for political parties to achieve fifty-fifty (50/50) representation in positions of influence as required by

the SADC Protocol on Gender and Development. This is likely to guarantee women participation in decision-making in political arenas.

- ➢ The research revealed that some focal point persons on matters of gender lack influence to promote gender equality in their institutions because it is not part of their main work that they do in their respective institutions. For this reason, the researcher recommends that let all public sectors create a position of Director of Gender with an attractive salary higher than what they are getting in their respective institutions. This will motivate the focal point person and go an extra mile in championing GM.

- ➢ Future researchers on decision-making in positions of influence need to incorporate the interrogations on dimensions of power and powerlessness to understand who is behind making of decisions in positions of influence.

List of Tables

List of Appendices

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Appendix 1   Questionnaire Survey Instruments

GENERAL QUESTIONNAIRE

Dear Respondent

I am a Masters student of the Africa University. I wish to solicit your kind response to this questionnaire which is specially designed for the purpose of obtaining information on 'An Assessment of Gender Mainstreaming in Decision-making Positions in Zambia. The findings are strictly for the purpose of accomplishing this study. Therefore, I will be grateful if the questions in this questionnaire are answered correctly as absolute confidentiality is assured.

Yours Sincerely,

Smoke Kunda, SIN: R107377.

Instructions:

You are not required to indicate your name on the questionnaire.

Respond to the questions accordingly by ticking and filling in the spaces provided.

Section 1: Personal information

1. Indicate your gender

Male ☐

Female ☐

2. What is your age range?

18 - 38 years ☐

39 - 55 years ☐

Above 56years ☐

3. Marital status?

Married ☐

Divorced ☐

Widow ☐

Widower ☐

Single ☐

4. Highest level of education.

Certificate ☐

Diploma ☐

Degree ☐

Postgraduate ☐

Section 2: Research information

5. Have you experienced any gender related bias at work which influenced your career advancement?

Yes ☐

No ☐

6. Do you think negative self perception has constrained women in career progression?

Yes ☐

Not sure ☐

No ☐

7. Do you think culture (the way of doing things) has an influence in gender mainstreaming?

Yes ☐

Not sure ☐

No ☐

      If yes how? ....

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....

8 Attitude towards gender affects the roles assigned to women and men in society!

Strongly agree ☐

Agree ☐

Disagree ☐

Neutral ☐

9. Do you think attributes such as achievement of top positions and strength in decision making are commonly ascribed to men?

Yes ☐

No ☐

10. How do you rate women's support and pro-activeness to other women in career progression?

Good ☐

Fair ☐

Poor ☐

11. Are you aware of strategies that the Zambian government has put in place to enhance gender mainstreaming?

Yes ☐

No ☐

If yes, name them..

....

....

12. Do you think women have access to opportunities that were previously inaccessible to them?

Yes ☐

No ☐

13. Are there any programmes put in place by your institution or the Zambian government to enhance gender mainstreaming in your institution?

Yes ☐

No ☐

If yes, name them..

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14. Would you say, men and women have the same opportunity of participating in critical positions in Zambia?

Yes ☐

Not sure ☐

No ☐

      If not, give reason(s)...

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15. Do you face gender related difficulties or challenges at work?

Yes ☐

No ☐

16. If your answer in question 14 is 'yes', explain these difficulties or challenges you face.

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17. Women are more disadvantaged than men in all aspects of society.

Strongly agree ☐

Agree ☐

☐

Neutral

Disagree ☐

Strongly disagree ☐

18. Women's ideas and concerns are seriously listened to and implemented in the organizations in Zambia.

Strongly agree ☐

Agree ☐

Neutral ☐

Disagree ☐

Strongly disagree ☐

19. How do you rate the attitude of management towards gender mainstreaming in your institution?

Good ☐

Fair ☐

Poor ☐

20. Are you aware of any existing policy/policies aimed at enhancing gender mainstreaming in Zambia?

Yes ☐

No ☐

21. If yes, would you say they are being implemented?

Yes ☐

No ☐

22. These gender policies have improved gender equality among women and men in Zambia.

Strongly agree ☐

Agree ☐

Neutral ☐

Disagree ☐

Strongly disagree ☐

23. Women are still considered care givers and home makers and men as job bearers and leaders even after establishment of policies and instruments aimed at enhancing gender mainstreaming in Zambia.

Strongly agree ☐

Agree ☐

Neutral ☐

Disagree ☐

Strongly disagree ☐

24. Do you think gender policies are being well implemented to enhance gender mainstreaming in Zambia?

Yes ☐

No ☐

If not, give reasons for your answer..

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25. Are there any pieces of legislations put in place by the Zambian government to guide your institution on gender mainstreaming?

Yes

No

If yes in question 25, name them..

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End of questionnaire.

Thank you for your time.

Appendix 2   Interview Guide Administered To The Focal Person On Gender Matters For The Patriotic Front (PF) Party Secretariat

INTERVIEW GUIDE

Dear Respondent,

I am a Masters student of the Africa University, Zimbabwe. I wish to solicit your kind response to this questionnaire which is specially designed for the purpose of obtaining information on *'An Assessment of Gender Mainstreaming in Decision-making Positions in the Public Sectors in Zambia.'* The findings are strictly for the purpose of accomplishing this study. Therefore, I will be grateful if the questions in this questionnaire are answered correctly as absolute confidentiality is assured.

Yours Sincerely,

Smoke Kunda,

Student Identification Number: **R107377.**

Section 1: Strategies for enhancing gender mainstreaming

1. In Political Science, they say **"***the party's Supremacy controls the government in any country***"**, what can you say about gender mainstreaming in Zambia as a political party in government?

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2. Has the Zambian government received this discourse with both hands?

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In what ways do you think Zambia has shown commitment in enhancing gender mainstreaming?

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3. What specific measures has Zambia put in place to enhance gender mainstreaming?

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.... How have these measures improved the situation in your party as well as in the country?

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Would you say Zambia is getting there? If **yes** explain

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4. What are the measures designed to ensure that opportunities that were previously inaccessible to women are made accessible in your party?

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5. How many women and men are in top management positions in your party? ....

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6. Do you think the Civil Society Organisations or particularly None-governmental Organisations (NGOs) both local and international do play an important role in enhancing gender mainstreaming? If **No** why? If **Yes** how?

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Do you have any partners you are working with on the issue of gender mainstreaming in Zambia? If **yes**, kindly list them...

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Section 2: Challenges faced

7. As a ruling party, what do you think could be some of the challenges Zambia faces in enhancing gender mainstreaming?

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As a party in government, what could be some of the solutions to overcome these challenges?

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8. In the political realm, Zambia has not achieved much in having women participation in parliament, what has been the cause of this situation? ....

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How can Zambia reduce the gender disparity between men and women participating in parliament?

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9. What recommendations do you think Zambia should consider enhancing gender mainstreaming in critical positions of the government? ....

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10. Any other comments? ....

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End of the interview.

Thank you for your time.

Appendix 3   Interview Guide Administered To The Focal Persons On Gender Matters For Other Six Institutions

Dear Respondent,

I am a Masters student of the Africa University, Zimbabwe. I wish to solicit your kind response to this questionnaire which is specially designed for the purpose of obtaining information on *'An Assessment of Gender Mainstreaming in Decision-making Position in the Public Sectors in Zambia.'* The findings are strictly for the purpose of accomplishing this study. Therefore, I will be grateful if the questions in this questionnaire are answered correctly as absolute confidentiality is assured.

Yours Sincerely,

Smoke Kunda,

Student Identification Number: R107377.

Section 1: Strategies for enhancing gender mainstreaming

1. As an institution implementing gender equality intervention, what can you say about gender mainstreaming in Zambia? ....

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2. Has the Zambian government received this discourse with both hands.......................

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In what ways do you think Zambia has shown commitment in enhancing gender mainstreaming?

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3. What specific measures has Zambia put in place to enhance gender mainstreaming?....

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How have these measures improved the situation in your institution?.........................

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Would you say Zambia is getting there? Explain how?

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4. What are the measures designed to ensure that opportunities that were previously inaccessible to women are made accessible? ....

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5. How many women and men are in top management positions in your institution? ....

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6. What has been the role of the civil society organisations or particularly NGOs both local and international in enhancing gender mainstreaming? ....

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Which partners are you working with on the issue of gender mainstreaming in Zambia? List them...

Section 2: Challenges faced

7. What are some of the challenges Zambia faces in enhancing gender mainstreaming?

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As an institution, what are you doing to overcome these challenges? ....

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8. In the political realm, Zambia has not achieved much in having women participation in parliament, what has been the cause of this situation? ....

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How can Zambia reduce the gender disparity between men and women participating in parliament?

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9. What recommendations do you think Zambia should consider enhancing gender mainstreaming in critical positions of the government? ....

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10. Any other comments? ....

End of the interview.

Thank you for your time.

Appendix 4   **Informed Consent Letter**

My name is Smoke Kunda, a final year Master of Peace and Governance student from Africa University, Student Identification Number R107377. I am carrying out a study on '*An Assessment of Gender Mainstreaming in Decision-making Positions the Public Sector in Zambia*.' I am kindly asking you to participate in this study by answering my interview questions /filling in the spaces provided in the questionnaire/interview guide.

Purpose of the study
The purpose of the study is to assess gender mainstreaming in decision-making positions in Zambia. You were selected in the study as an organisation because of your mandate with a gender perspective or as an individual because of your gender as a woman/man who is employed by the government of Zambia

Duration of the interview
If you decide to participate you will be interviewed or administered with a questionnaire. It is expected that this interview/discussion/activity will take between 30 minutes to 90 minutes. For a questionnaire, it is expected that it will only take 10 minutes to be completed.

Risks and discomforts
There are no any reasonable foreseeable risks, discomforts or inconveniences to the participant as per research ethics. However, in an instance of such risks, discomforts or inconveniences, you are free to discontinue the discussion or decline answering that particular question at any point of the exercise.

Benefits
Please note that there are no financial benefits for participating in this study. The only benefit of participating in this study is that you will have the opportunity to tell your story about your experiences concerning gender mainstreaming in Zambia.

Confidentiality
Your responses to interview questions will be kept confidential. At no time will your actual identity be revealed. You will be assigned a random numerical code. Anyone who helps me transcribe responses will only know you by this code. The recording will be destroyed or erased as soon as it has been transcribed or when my final paper has been graded. Note also that, names and any other identifications will not be asked for in the questionnaires.

Voluntary participation

Participation in this study is voluntary. If a participant decides not to participate in this study, their decision will not affect their future relationship with your organisation, AU or other authority. With your permission, the researcher will tape record the interviews so that he/she does not have to make so many notes during the interview. You will not be asked to state your name on the recording.

Offer to answer questions

Before you sign this form, please ask any questions on any aspect of this study that is unclear to you. You may take as much time as necessary to think over it.

Authorisation

If you have decided to participate in this study please sign this form in the space provided below as an indication that you have read and understood the information provided above and have agreed to participate.

Dissemination of Research findings

The research findings would be made available to you through internet using my email that would be made available to you upon your request.   --------------------------------------
-----------------   ---------------------------------
Name of Research Participant (please print)   Date

Signature of Research Participant or legally authorised representative

If you have any questions concerning this study or consent form beyond those answered by the researcher including questions about the research, your rights as a research participant, or if you feel that you have been treated unfairly and would like to talk to someone other than the researcher, please feel free to contact the Africa University Research Ethics Committee on telephone (020) 60075 or 60026 extension 1156 email aurec@africau.edu

Name of Researcher ---------------------------- Email: smoke.chushi.kunda90@gmail.com

Appendix 5   Introductory Letter For The Researcher To The Respondents

AFRICA UNIVERSITY
RESEARCH ETHICS COMMITTEE (AUREC)

AFRICA UNIVERSITY
(A United Methodist-Related Institution)

INVESTING IN AFRICA'S FUTURE

P.O. BOX 1320, MUTARE, ZIMBABWE • OFF NYANGA ROAD, OLD MUTARE • TEL: (+263-20) 60075/60026/61611 • E-MAIL: aurec@africau.edu • WEBSITE: www.africau.edu

February 27, 2017

Ref: AU017/17

Smoke Kunda
College of Business, Peace, Leadership and Governance
Africa University
Mutare

RE: An assessment of gender mainstreaming in decision making positions in Zambia.

Thank you for the above titled proposal that you submitted to the Africa University Research Ethics Committee for review. Please be advised that AUREC has reviewed and **approved** your application to conduct the above research.

The approval is based on the following.
  a) Research proposal
  b) Questionnaires
  c) Informed consent form

- **APPROVAL NUMBER**   AU017/17
This number should be used on all correspondences, consent forms, and appropriate documents.
- **AUREC MEETING DATE**   NA
- **APPROVAL DATE**   February 27, 2017
- **EXPIRATION DATE**   February 26, 2018
- **TYPE OF MEETING**   Expedited

After the expiration date this research may only continue upon renewal. For purposes of renewal, a progress report on a standard AUREC form should be submitted a month before expiration date.

- **SERIOUS ADVERSE EVENTS** All serious problems having to do with subject safety must be reported to AUREC within 3 working days on standard AUREC form.
- **MODIFICATIONS** Prior AUREC approval is required before implementing any changes in the proposal (including changes in the consent documents)
- **TERMINATION OF STUDY** Upon termination of the study a report has to be submitted to AUREC using standard form obtained from AUREC.

Yours Faithfully

AFRICA UNIVERSITY
RESEARCH ETHICS COMMITTEE (AUREC)

0 1 MAR 2017

APPROVED
P.O. BOX 1320, MUTARE, ZIMBABWE

MITI G.P. AUREC Administrator
FOR CHAIRPERSON, AFRICA UNIVERSITY RESEARCH ETHICS COMMITTEE

INSTITUTE OF PEACE LEADERSHIP AND GOVERNANCE

AFRICA UNIVERSITY
(A United Methodist-Related Institution)

Investing in Africa's Future

P.O. BOX 1320, MUTARE, ZIMBABWE - OFF NYANGA ROAD, OLD MUTARE, ZIMBABWE • TEL.: (263-20) 66788/61785 - EMAIL: lplgdirector@africau.edu - Website: www.africau.edu

27 January 2017

TO WHOM IT MAY CONCERN

**Re: Permission to Undertake Research for Dissertation: January 2017 – March 2017**

Smoke Kunda Student registration number **107377** is a student at Africa University. He is enrolled in a graduate programme in Master in Peace and Governance and is currently conducting research for his Dissertation, which is required for completion of the program in June 2017. The research topic is **"An Assessment of Gender Mainstreaming in Decision-making Positions in Zambia."**

Smoke is expected to undertake this research during the month of January 2017 to March 2017 before the dissertation can be submitted to the Institute in April 2017. The student will share with you the results of this research after its approval by the Institute.

We thank you for your support and cooperation regarding this research.

Yours sincerely

Mr T Masese
Assistant Dean CBPLG

Africa University
INSTITUTE OF PEACE
LEADERSHIP AND GOVERNANCE
BOX 1320 MUTARE
TEL/FAX: 020 66788

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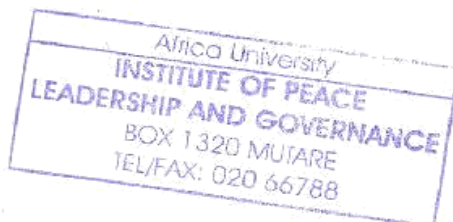
TEL: LUSAKA +260 211 254261/2
TELEGRAPH: MINHOME, RIDGEWAY
TEL/FAX: +260 211 254336
E-MAIL: homeaffairs@zamtel.zm
Website: www.homeaffairs.gov.zm

In reply please quote

No:...........................

REPUBLIC OF ZAMBIA

MINISTRY OF HOME AFFAIRS

MHA/1613

16th February, 2017

INDEPENDENCE AVENUE
P. O. BOX 50997
LUSAKA

The Secretary General
Patriotic Front
LUSAKA

The Permanent Secretary
Ministry of labour
LUSAKA

The Permanent Secretary
Ministry of Agriculture
LUSAKA

The Permanent Secretary
Ministry of Gender and Child Development
LUSAKA

INTRODUCTORY LETTER: SMOKE KUNDA - IMMIGRATION OFFICER

Reference is made to the above subject.

I wish to introduce to you Mr. Smoke Kunda, Immigration Officer in the Ministry of Home Affairs.

The officer is a student at the Africa University in Mutare, Zimbabwe pursuing Master's in Peace and Governance and currently carrying out a research on the "**Gender Mainstreaming in Decision Making Positions in Zambia.**"

Kindly assist him with the relevant information regarding the above research topic.

Note that the information would be used for academic purposes only, while the identity of the respondent would also not be revealed in accordance with the research ethics.

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Chileshe Mulenga, PhD
Permanent Secretary
MINISTRY OF HOME AFFAIRS

Appendix 8   **Introductory Letter By The Researcher To The Ngocc**

C/o Immigration Headquarters
P.O. Box 50300
Lusaka

09th March 2016

The Director
The Non-Governmental Organisations Coordinating Council (NGOCC)
Plot No. 5168, Nchoncho Road
Lusaka

REF: **PERMISSION TO HAVE AN INTERVIEW WITH A FOCAL PERSON DEALING WITH GENDER ISSUES**

I'm a Master's student at Africa University in Zimbabwe. My student Identity number is R 107377. I'm carrying out a research on **"the Assessment of Gender Mainstreaming in Zambia".**

I'm kindly asking your good office to allow me have an interview with a focal person dealing with gender matters in your organisation.

Note that the information would be used for academic purposes only, while the identity of the respondent would also not be revealed in accordance with the research ethics.

Attached is my introductory letter from my University in Zimbabwe, five copies of general questionnaires to be completed by any five members of your organisation and an interview guide copy specifically for the focal person on gender matters.

Thanking you in advance.

Yours faithfully

S. Kunda

Smoke Kunda

R 107377
Cell No. 0965668471   133

Appendix 9   **Introductory Letter To The Human Right Commission**

C/o Immigration Headquarters
P.O. Box 50300
Lusaka

02nd March 2016

The Director
Human Rights Commission
Lusaka

REF: **PERMISSION TO HAVE AN INTERVIEW WITH A FOCAL PERSON ON GENDER ISSUES**

I'm a Master's student at Africa University in Zimbabwe. My student Identity number is R 107377. I'm carrying out a research on **"the Assessment of Gender Mainstreaming in Zambia"**.

I'm kindly asking your good office to allow me have an interview with a focal person dealing with gender matters in your organisation.

Note that the information would be used for academic purposes only, while the identity of the respondent would also not be revealed in accordance with the research ethics.

Attached is my introductory letter from my University in Zimbabwe, copies of questionnaires and interview guide copy.

Thanking you in advance.

Yours faithfully

S. Kunda

Smoke Kunda

R 107377
Cell No. 0965668471

Appendix 10 Table 8-Top Management For The Ministry Of Mha In Decision-Making Positions By Gender – Source: Hrd Mha

Name of Position	Gender			
	Male	Frequency	Female	Frequency
The Minister	M	1	-	-
The Permanent Secretary 1	M	1	-	-
The Permanent Secretary 2	-	-	F	1
Deputy Permanent Secretary 1	M	1	-	-
Deputy Permanent Secretary 2	-	-	F	1
The Inspector General of Police	M	1	-	-
The Commissioner General-Correctional Service	M	1	-	-
The Commissioner-Drug Enforcement Commission	-		F	1
The Director General- Department of Immigration	M	1	-	-
The Director-National Anti-Terrorism Centre	M	1	-	-
The Registrar General-National Registration, Passport and Citizenship	M	1	-	-
The Director- National Achieves of Zambia	-	-	F	1
The Chief Registrar – Registrar of Societies	-	-	F	1
The Secretary- Police Public Complaint Commission	M	1	-	-
The Commissioner-Office of the Commissioner for Refugees	M	1	-	-
The Director-Research & information Department	M	1	-	-
The Director-National Forensic Science Authority	M	1	-	-
The Director- Human Resource & Administration	Male	1	-	-
Director Administration	M	1	-	-
Assistant Director Human Resource Management & Administration	-	-	F	1
Assistant Director Administration	M	1	-	-
Chief Human Resource Development	M-	1	-	-
Chief Accountant	-	-	F	1
Head Procurement	M	1	-	-
Principal Internal Auditor	M	1	-	-
Total	M	**18**	F	**7**

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Appendix 11 Table 9-Top Management for the Ministry Of Labour and Social Security in Decision-Making Positions By Gender

Percentage by Gender	M	72%	F	28%

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The Minister	-	-	F	1
The Permanent Secretary 1	M	1	-	-
Labour Commissioner	M	1	-	-
Assistant Labour Commissioners x 4	-	-	F	4
Director Human Resource & Administration	-	-	F	1
Director- Planning & Research	-	-	F	1
Director Occupation & Health and Safety	M	1	-	-
Director National Productivity	-	-	Female	1
Director Social Security	M	1	-	-
Chief Planner	M-	1	-	-
Principal Planner	M	1	-	-
Principal Information Technology Officer	M	1	-	-
Procurement Head	-	-	F	1
Senior Procurement Officer	-	-	F	1
Chief Inspectors x 3	M	2	F	1
Chief National Productivity	M	1	-	-
Quality National Productivity Officer	M	1	-	-
Principal Social Security Officer x 2	M	2	-	-
Principal Internal Auditor	M	1	-	-
Senior Internal Auditor	-	-	F	1
Chief Accountant	-	-	F	1
Principal Accountant	M	1	-	-
Total	M	**15**	F	**13**
Percentage by Gender	M	**53.6%**	F	**46.4%**

Source- Ministry of Labour (Human Resource Department)

Appendix 12 Table 10-Top Management For The Ministry Of Ministry Of Agriculture In Decision-Making Positions By Gender

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The Minister	-		F	1
The Permanent Secretary	M	1	-	-
Director Policy & Planning	-	-	F	1
Director Agriculture	M	1	-	-
Director- Zambia Agricultural Research Institute	M	1	-	-
Director-Seed Control & Certification Institute	-	-	F	1
Director- Agricultural Business & Marketing	-	-	F	1
Director - Human Resource & Administration	-	-	Female	1
Principal- Natural Resources Development College (NRDC)	-	-	F	1
Assistant Director- National Agriculture Information Services	M-	1	-	-
Principal-Zambia College of Agriculture (Monze District)	M	1	-	-
Principal- Zambia College of Agriculture (Mpika District)	M	1	-	-
Head- Purchase & Supply Unit	-	-	F	1
Principal internal Auditor	-	-	F	1
Chief Accountant	-	-	F	1
Total	M	**6**	F	**9**
Percentage by Gender	M	**40%**	F	**60%**

Source- Ministry of Agriculture (Human Resource Department)

Appendix 13 Table 11- The PF Party As Government (Cabinet - 2017) In Decision Making Positions By Gender

Source: Cabinet Office

Name of Position	Gender			
	Male	**Frequency**	**Female**	**Frequency**
The President	M	1	-	-
The Vice President	-	-	F	1
Minister of Finance	M	1	-	-
Minister of Justice	M	1	-	-
Minister of Defence	M	1	-	-
Minister of Home Affairs	M	1	-	-
Minister of Health	M	1	-	-
Minister of Foreign Affairs	M	1	-	-
Minister of Agriculture	-	-	F	1
Minister of Information & Broadcasting Services	-	-	F	1
Minister of Commerce, Trade & Industry	-	-	F	1
Minister of Local Government & Housing	M	1	-	-
Minister of Mines, Energy & Water Development	M	1	-	-
Minister of Tourism & Arts	M	1	-	-
Minister of Education, Science, Vocational Training & Early Education	M	1	-	-
Minister of Higher Education	-	-	F	1
Minister of Land, Natural Resources & Environmental Protection	-	-	F	1
Minister of Community Development, Mother & Child Health	-	-	F	1
Minister of Transport & Communications	M	1	-	-
Minister of Gender	-	-	F	1
Minister of Development Planning	M	1	-	-
Minister of Labour & Social Security	-	-	F	1
Minister of Livestock & Fisheries	M	1	-	-
Minister of Works & Supply	M	1	-	-
Minister of National Guidance & Religious Affairs	-	-	F	1
Minister of Chiefs & Traditional Affairs	M	1	-	-
Minister of Youth & Sports	M	1	-	-

Total	M	**17**	F	**10**
Percentage by Gender	M	**63%**	F	**37%**

Appendix 14   Lusaka City Where The Research Was Conducted