



United Nations
Z A M B I A

What's New @ UN Zambia

Message from the UN Resident Coordinator

March, 2012



In early March the UNCT held its annual strategic planning retreat, where we were joined by some of our partners from the Government, the private sector and the international community. The engagement over the two-day retreat was lively and helped to push our thinking and also strengthened our collective resolve on how best to respond in an evolving national development policy context.

We covered a diverse range of topics including: the acceleration triggers and data gaps behind Zambia's lagging MDGs; the post 2015 agenda; the institutional and policy reform underpinnings for change, including the constitutional review underway; and the use of ICTs to facilitate Delivering as One and to extend development services.

In 2011 the UNCT focused on putting in place the frameworks necessary to facilitate Delivering as One, such as a country specific management and accountability framework with agreed deliverables of inter-agency groups, a UN internal division of labour, a UNCT Code of Conduct, and inter-agency performance appraisals of UN staff members. With these in place, the focus for 2012 has shifted towards actively implementing and delivering as One UN, looking outward to our partners and positioning the UN team strategically to support Zambia reach its goals.

We are now at a new stage in Delivering as One and this came across during the retreat. The shift in focus was evident in the strategic sessions and both the national and international partners who joined us commented on the benefits of DaO, which are being felt internally and externally, and the need to sustain such a momentum and invest in them further.

Interactions with our partners also highlighted mind-set change and institutional change management in the public service, opening up borders and markets, and managing risk to diversify the economy, as key factors to underpin Zambia's different development trajectory in the coming years. Government is keen to introduce institutional policy reforms and to challenge the current thinking in service delivery. Decentralisation with devolution was presented as a major policy reform pillar that will require more support from the UN. The UNCT stands ready to respond to these transformation and to support the government as it introduces reforms.

All in all the retreat was very successful. We left Chisamba with an enhanced understanding of the transformations and policy shifts ahead of us and a recognition of the value of broadening our partnership base to bring in new perspectives. Most importantly, while last year we concentrated on learning to work together as a team, this year we came away with a confidence that we are a team.

Introducing the newest member of our team.....

Helen Frary joined the UN team in Zambia as the UNAIDS Country Coordinator on 1 March 2012. Prior to her appointment, Ms Frary served for six years as Chief of Governance and Multilateral Affairs in UNAIDS Headquarters in Geneva. Her responsibilities in this role included managing global governance mechanisms to promote the objectives of the AIDS response and the relationships between UNAIDS' key stakeholders (UNAIDS Cosponsors, Member States and civil society).

Helen began her career as a member of the UK Foreign Service, serving in India and Geneva, before joining the UN specialised agency, the World Intellectual Property Organisation (WIPO).

Helen has been keen to revisit Zambia since organising the global meeting of the 19th UNAIDS Programme Coordinating Board here in Lusaka in 2006. She is grateful for the overwhelmingly warm welcome that she has received.



UNAIDS Country Coordinator Ms Helen Frary

UNCT Retreat 2012—'New Beginnings'

Upcoming Events

World Health Day	Apr 7
Commemoration of the Genocide in Rwanda	Apr 7
International Mother Earth Day	Apr 22
World Malaria Day	Apr 25
UN Global Road Safety Day	Apr 26
World Day for Safety and Health at Work	Apr 28
Labour Day	May 1
World Press Freedom Day	May 3
World Day for Cultural Diversity for Dialogue and Development	May 21
International Day for Biological Diversity	May 22
Africa Freedom Day	May 25
International Day for United Nations Peacekeepers	May 29

The 2012 Annual Strategic Planning Retreat of the United Nations Country Team in Zambia was held from 5-6 March 2011 in Chisamba.

The key objectives of the Retreat included developing a common understanding of the strategic directions of National Reforms and Transformations; planning for the UN's role and contributions in Zambia in an evolving national and global context; and moving into phase two of Delivering as One and setting priorities for 2012.

The theme of the retreat was "From Reforms to New Beginnings: UN Zambia 'Delivering as One' towards 2015 and Beyond" and the focus centred on the opportunities for creative and strategic planning in the context of a sense of new beginnings for both the UN Country Team and the people and Government of Zambia.

Thirty-six participants attended the two day retreat, including representation from Heads of Agencies, Programme Management Team (PMT), Operations Management Team (OMT), Monitoring and Evaluation Working Group and Non-Resident Agency (NRAs) representatives/focals.

In an effort to solicit wider stakeholder input on the strategic directions of the UN in the context of a fast evolving national development policy context, and intensify the common understanding and partnerships during a period of intense reform and transition, representatives from government, bilateral partners, private sector and civil society were also invited to participate in the first day of the retreat.

During this first day, Honourable Nkandu Luo, Minister of Local Government and Housing and Mr Fredson Yamba, Secretary to the Treasury, shared their thoughts on 'Strategic Directions for Zambia in the Region, and in the World – to 2015 and Beyond' during which they both highlighted the importance of questioning existing policies to ensure greater efficiency, embracing reforms, particularly in the area of governance, and changing mind-sets at all levels in the public service.

These sentiments were echoed in panel discussions on 'A Post 2015 Development Agenda', 'Policy and Institutional Reforms that context UN reform – What lessons and what impact?' and 'Triggers for the Acceleration of lagging MDGs in Zambia'.

Key messages to take away from the first day included the need for a change in mind-set for more effective and efficient service delivery; to position the post 2015 agenda around sustainable development (economic, social, environment); to encourage pro-poor and inclusive growth that promotes job creation; the need for more investment and engagement at the decentralised level; and the need to engage more with private and civil society actors.

The second day featured a session on the constitution-making process in addition to sessions on evidence-based policy making, knowledge management and ICT. This day showcased how the UN's capacity and position is strengthened by a united approach to issues.

Following these sessions, the UNCT has a clear sense of its united position and approach on the constitution-making process, strengthening the national statistical system and unifying its ICT system for better cost and work efficiency.

The retreat was a crash course for the UNCT in the transformation steps ahead of it, both in terms of moving towards the next step of Delivering as One and in terms of the transformative process Zambia is now in.

It was felt after the retreat that the UNCT is now at the point of a 'new beginning', actively engaged in One UN voice, activities and representation, with the commitment to move further with UN reforms and to effect change and ensure greater impact, together.

APRIL 2012						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5
MAY 2012						
S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

Water Conservation is Key to Food Security

On 22 March Zambia joined the rest of the World in commemorating World Water Day under the theme 'Water and Food Security'. The purpose of the annual commemoration is twofold, to focus attention on the importance of water and to advocate for sustainable management of freshwater resources.

In Zambia the commemorations were coordinated by the Ministry of Mines, Energy and Water Development. Various events were organised for the celebration including a televised discussion programme, exhibitions and cultural performances.

The guest of honour at the occasion, Hon. Wilbur Simuusa MP, Minister of Mines, Energy and Water Development, was joined at the commemoration by African Development Bank Representative Dr Freddie Kwesiga and FAO Representative a.i. Mr Ad Spijkers, who delivered a speech on behalf of the UN family.

In all of the speeches it was emphasised that Zambia has an abundance of water resources but that despite this, many Zambians lack access to safe and adequate water. The importance of managing water resources in an efficient and sustainable manner was therefore consistently highlighted.

Water and food security are now being threatened by climate change which impacts both rain-fed and irrigated agriculture, forests product and aquaculture. As 70% of agriculture activities in Zambia are supported by water, it is vital that we now look towards conserving and using our water resources wisely.

This is an effort we must all be involved in as water conservation is a key to food security without compromising the environment.

Statement from the UN Secretary-General on World Water Day

Over the coming decades, feeding a growing global population and ensuring food and nutrition security for all will depend on increasing food production. This, in turn, means ensuring the sustainable use of our most critical finite resource – water.

The theme of this year's World Water Day is water and food security. Agriculture is by far the main user of freshwater. Unless we increase our capacity to use water wisely in agriculture, we will fail to end hunger and we will open the door to a range of other ills, including drought, famine and political instability.

In many parts of the world, water scarcity is increasing and rates of growth in agricultural production have been slowing. At the same time, climate change is exacerbating risk and unpredictability for farmers, especially for poor farmers in low-income countries who are the most vulnerable and the least able to adapt.

These interlinked challenges are increasing competition between communities and countries for scarce water resources, aggravating old security dilemmas, creating new ones and hampering the achievement of the fundamental human rights to food, water and sanitation. With nearly 1 billion people hungry and some 800 million still lacking a safe supply of freshwater, there is much we must do to strengthen the foundations of local, national, and global stability.

Guaranteeing sustainable food and water security for all will require the full engagement of all sectors and actors. It will entail transferring appropriate water technologies, empowering small food producers and conserving essential ecosystem services. It will require policies that promote water rights for all, stronger regulatory capacity and gender equality. Investments in water infrastructure, rural development and water resource management will be essential.

We should all be encouraged by the renewed political interest in food security, as evidenced by the high priority given to this issue by the agendas of the G8 and G20, the emphasis on the nexus of food, water and energy in the report of my Global Sustainability Panel, and the growing number of countries pledging to Scale Up Nutrition.

On this World Water Day, I urge all partners to fully use the opportunity provided by the Rio+20 UN Conference on Sustainable Development. In Rio, we need to connect the dots between water security and food and nutrition security in the context of a green economy. Water will play a central role in creating the future we want.

Water for Food

The amount of water needed to produce food varies with crops and depends from place to place, on local productivity and conditions of available water supply through rainfall or irrigation.

Once the product is harvested and becomes available on the market, the water embedded in the product changes status from 'real' water to 'virtual' water.

COMMODITY	WATER NEEDED TO PRODUCE
1 cup of tea	35 litres
1 cup of coffee	140 litres
1 glass of wine	120 litres
1 glass of beer	75 litres
1 glass of orange juice	170 litres
1 glass of milk	200 litres
1 tomato	13 litres
1 apple	70 litres
1 egg	135 litres
1 orange	50 litres
1 potato	20 litres
1 slice of bread	40 litres
1 bag of potato crisps	185 litres
1 hamburger	2400 litres
1 beef steak	7000 litres

More information:

www.unwater.org/worldwaterday

www.fao.org/nr/water

Promoting Decent Work for Young People



Youth engage with the panel discussants during one of the interactive sessions

The International Labour Organisation (ILO) Country office in Lusaka in collaboration with the Ministry of Youth and Sport, hosted a two day National Youth Employment Promotion Event (6 - 7 March 2012). This event was hosted in line with this year's 101 International Labour Conference (ILC) scheduled to take place in June 2012 in Geneva Switzerland under the main theme: "Promoting Decent Work for Young People"

His Excellency the President Michael Chilufya Sata has been invited to deliver the key note address to this year's International Labour Conference on the Zambian experience and challenge of youth employment as well how the new Government will engage young men and women in national development processes.

In building momentum to the ILC, the ILO has collaborated with member states in hosting National Youth Events in over 50 countries around the world, including Zambia, to discuss the Decent Work Agenda for Young Men and Women with the aim to gather experiences and

challenges on youth employment as well as identify good practices among youth employment initiatives. Prior to the ILC, the International Labour Organisation will host the global youth forum with the aim of assisting countries to develop coherent and coordinated interventions on youth employment.

In Zambia, the National Youth Employment Promotion Event took place during the youth week celebrations and Zambia was the first country to host this event. The event was held alongside the annual Young Entrepreneurs Exhibition and was opened by the Minister of Commerce, Trade and Industry, Honourable Robert Sichinga. In his speech the honourable minister said that he was particularly delighted to note that the 'Exhibition' and the 'National Youth Employment Promotion Event' were taking place side by side noting that this combination would, among other issues stimulate policy debate on the potential benefits of Youth Entrepreneurship as a viable career option; look at obstacles that stand in the way of Youth Entrepreneurship; and stimulate policy measures and strategies that could be initiated to support Youth Entrepreneurship.

The Minister said that his ministry would look forward to receiving recommendations on tackling youth unemployment as outcomes of the two activities of this event, adding that the government seeks to turn these recommendations into tangible benefits for all citizens, particularly the youth.

The following topical issues were chosen to be the subjects of debate among the young men and women that participated in the event:

1. Youth employment policies in the national development agenda and growth strategies
2. Apprenticeships, internships and other work-experience programmes
3. Youth entrepreneurship and self-employment
4. The Voice of Young People (social dialogue)
5. Partnerships and networks for youth employment

The debates were planned as interactive sessions during which policy makers and implementers could discuss with young people and other actors the main challenges of youth unemployment in Zambia and how these could be addressed.

Youth Employment in Zambia

- ◇ 46 percent of the population is under the age of 15
- ◇ the population of people aged 15 years and above in Zambia was estimated at 6.8 million in 2008—an increase of 0.6 million since 2005
- ◇ the overall age dependency ratio was 96.2 per 100 in 2000; the child dependency ratio was 91
- ◇ the informal economy accounts for 90% of total employment
- ◇ more than 280,000 new entrants join the labour market annually
- ◇ less than 6% of grade 12 school leavers proceed into TEVET or other tertiary education

Main causes of youth unemployment/underemployment

- ◇ low education and skills
- ◇ low levels of entrepreneurship coupled with limited access to appropriate finance, technology and markets
- ◇ low absorptive capacity of the labour market for new entrants
- ◇ concentration of growth in highly capital-intensive and urban-based sectors like mining

According to a study undertaken by the international not-for-profit development organization SNV in 2010, many graduates from vocational training institutions had not been trained in the skills needed and demanded in the labour market

Rio +20

Over the past two decades, there have been numerous discussions on how to eradicate poverty and increase development all around the planet, without destroying the air, the water and the land, and without using up all the natural resources. Since the early 90s, there have been two big United Nations environment conferences – one in Rio de Janeiro, Brazil, in 1992, which discussed environment and development, and the other in Johannesburg, South Africa, in 2002, which discussed 'sustainable development'.

Now in 2012, the world leaders will revisit Rio de Janeiro during a time when the world's resources are being depleted at an increasing rate; the waters and the air are found to be rich with pollutants and deforestation is occurring at an alarming rate. The key objective, therefore at the United Nations Earth Summit in Rio is for world leaders to take up this challenge and take the environment into account in every step they make in the development of their countries.

The first major United Nations Conference on Environment and Development (UNCED), also known as the first 'Earth Summit', held in Rio de Janeiro resulted in an agreement on the Climate Change Convention, which paved the way for the Kyoto Protocol.

The second United Nations Earth Summit on Sustainable Development in Johannesburg established some new targets: to halve the proportion of people without access to basic sanitation by 2015; to use and produce chemicals by 2020 in ways that do not lead to significant adverse effects on human health and the environment; to maintain or restore depleted fish stocks to levels that can produce the maximum sustainable yield on an urgent basis and where possible by 2015; and to achieve by 2010 a significant reduction in the current rate of loss of biodiversity.

The goodwill generated during the Rio de Janeiro and Johannesburg conferences led many countries to sign the treaties, but many have struggled when the time has come to implement them. Perhaps the complex nature of environment treaties, or the financial burden of implementation, the lack of understanding of the link between development and environmental protection – whatever the case may be, there is a serious gap between signing and implementing environmental conventions all over the world.

As a result, when the world leaders and environmental experts meet in Rio de Janeiro for the third United Nations Earth Summit on Sustainable Development in June 2012, they will look back realistically to assess what is working and what is not working. Governments and relevant stakeholders have already met at the United Nations headquarters in May 2011 for the first preparatory meeting for the summit and identified a number of themes, including 'Green Economy in the context of Poverty Eradication and Sustainable Development' and 'Institutional Framework for Sustainable Development'.

The preparatory meeting also identified some emerging challenges; the global financial crisis, the food crisis, migration, the energy crisis, biodiversity and ecosystem loss, achievement of the Millennium Development Goals, and climate security. While a number of these challenges to sustainable development are not necessarily new, taken together with the multiple global crises, they require renewed efforts and collective action.

Join the conversation...



Visit the UN Conference on sustainable Development website at: www.uncsd2012.org

@ Rio +20 Messages of the World

What message would you like to echo to the world? Let us know! Write your own message or agree on any of the already published messages

www.uncsd2012.org/rio20/index.php?menu=117

@ Rio +20 Pictures of the World

What do you think that will look like? How would your life be different under a new paradigm of sustainability? What aspects of a sustainable lifestyle would you enjoy? Show us in pictures!

www.uncsd2012.org/rio20/pictures.html



The campaign, Rio+20: The Future We Want, works through public participation to envision how societies in all parts of the world can build a future that promotes prosperity and improves people's quality of life without further degrading our planet's natural environment.

www.un.org/en/sustainablefuture/

@ Rio +20 The Future We want

People share their visions of the kind of communities they would like to live in twenty years from now

www.youtube.com/watch?v=KvossrWZSg

@ Rio +20 Join the discussion

We all have dreams and aspirations and ideas to make the world better. We believe there is enormous power in the sharing of those ideas. The Future We Want is a global conversation to build the future through a positive vision for tomorrow.

www.futurewewant.org/



Road to Rio+20 aims to motivate, inspire, engage and support young people to take action on issues of sustainable development and influence the outcomes of Rio+20

<http://www.roadtorioplus20.org>

CELEBRATING WOMEN

UN Celebrates International Women's Day



Members of UN staff marching on International Women's Day

UN colleagues marched together with men and women from all walks of life to commemorate International Women's Day on 8th March in Lusaka.

Despite the rain, the marchers were in good humour when they arrived at the Lusaka Showgrounds where they were greeted by Guest of Honour, His Excellency President Michael Chilufya Sata.

Speaking at the event, United Nations Resident Coordinator in Zambia, Ms Kanni Wignaraja, noted that it was an honour to be invited to the

commemoration of International Women's Day as the issue of gender equality and women's empowerment is central to both the global and the local focus for the United Nations.

Ms Wignaraja seized the opportunity to share three concrete actions that the UN believes can be taken today in Zambia to change its low gender equality mark:

First, to remove or amend those laws that so obviously discriminate against women and girls. Article 23 (4) of the Constitution of Zambia lowers the status of women in matters of personal and family affairs, giving pre-eminence to customary law, despite the guarantee of equal status for all as stated elsewhere (Art. 11) in that very same Constitution. And, in the case of conflict between customary and statutory laws, customary law prevails. The country has an opportunity in the Constitutional Review process to ensure that measures are put in the new Constitution to enshrine the rights of women, by removing such clauses. This includes implementation of existing laws that protect women and girls from abuse and violence. We look to a zero tolerance policy on gender based violence, with strong punitive measures, so it is never taken lightly, or put down to 'the way things are' or traditional practice in African societies. If and when true, then these beliefs and observances, where hurtful to human beings, have got to be barred, and punished severely.

Second, to take corrective measures to address the significant imbalance between male and female representation in parliament and in local councils. One hears the usual stories, and sometimes the myths, that women cannot make it through the harsh political process, that voters will not support women candidates, that women can't stay the course and so on and so forth. Other countries have proven different. But these other countries have also shown that in order to overcome age-old prejudices and to open up minds, it sometimes requires affirmative action to push aside the prejudices and to correct the imbalance. So, we urge the introduction of minimum thresholds for both men and women as candidates both on party tickets, as well as in final political representation. Rwanda, Tanzania, Nepal, India and South Africa and many others have done this with admirable success.

Third, we need to invest much, much more in girls and women's education. In countries where women's literacy and overall education levels are high, the countries score better on all human development indicators and equality measures. In Zambia, first and foremost, we need to ensure that girls stay and complete secondary school. And having done so, that they then have the same opportunities to either go on for higher education or to find decent work with decent pay, equal to that of their male counterparts. The glass ceilings, whether put there by tradition and custom, or by ignorance and apathy, need to be removed, so all women and girls have the same chance to excel, the same chance to lead, and the same chance to follow their dreams as their brothers. And education often provides that ticket to a better place, not just for the girl, but soon for her family, her own children and a new generation is born with greater opportunities and freedoms. Mentoring young people, both boys and girls, to demonstrate positive role models and to show that things can be done differently, and for the better, also helps to change attitudes and will help young girls and women to not be limited by the past but to look towards a very different future. And we need everyone here, as leaders and champions to do so."

Gender in Zambia

Key Facts

- ◇ Women represent 51 per cent of the total population in this country
- ◇ The literacy rate for women is 64% against 82% for men.
- ◇ Women occupy only 11% of seats in parliament
- ◇ Gender Empowerment Measure for Zambia is 0.426 out of a possible 1
- ◇ Maternal mortality remains high; few women have access to family planning; HIV prevalence is higher among women; and violence against women remains a cause for national shame

Action

The UN is supporting long term national development planning and the achievements of the MDGs through a number of initiatives including,

- ◇ the advancement of gender responsive legal frameworks in targeted economic, social, cultural and political spheres;
- ◇ facilitating partnerships for the economic empowerment of women;
- ◇ enhancing institutional capacities and systems for coordination;
- ◇ and advocacy, reporting and evaluation of gender mainstreaming in public service delivery.

Progress

- ◇ Anti gender based violence law enacted
- ◇ Gender parity in education
- ◇ Attainment of a 50% threshold for women on High and Supreme Court benches

Bring a Girl Child to Work—Mentorship for Success



*Educate a Man, you
educate an individual.
Educate a Woman, you
educate a Nation*

The theme for this year's International Women's Day was 'Connecting girls, Inspiring Futures': Mentorship for Success'. In order to empower women, the girl child needs to be supported in attaining her dreams, especially through formal education.

As part of a wider strategy to fulfill these dreams, the UN held a special day for underprivileged and vulnerable girls on 7 March, 2012 under the sub theme 'Bring a Girl Child to Work' to introduce girls to positive role models and career choices in the workplace.

Mentor Ms Winnie Musonda, Assistant Resident Representative (Environment and Natural Resources), UNDP, with two of the mentees

Thirty eight vulnerable and underprivileged girls aged between 12 and 18 years old were nominated from orphanages and community schools in Lusaka to spend the day being mentored by members of the UN at their workplace. The girls were nominated from Jesus Cares Ministries Development Centre, Fountain of Hope, Action for Empowerment Zambia and the Refugee Community. The girls' expectations were to learn more about the UN, get tips on becoming professionals and how to succeed, and learn how they too can provide help to other vulnerable girls in the future.

Whilst at the UN agencies the girls experienced office work and interacted with UN female staff (mentors) holding various positions. Most importantly, the girls were encouraged by being given basic but vital information on some of the common challenges affecting them and how they could overcome these hurdles.

During the afternoon session, the girls met at the UN house and had a luncheon. This gave a rare opportunity in these girls' lives to meet and interact with UN staff who were led by the UN Resident Coordinator and Heads of Agencies.

Special motivational talks were delivered by the UN Resident Coordinator, the UNDP Country Director and the UNHCR Representative.

Natasha Nyirenda and Zamiwe Nkhoma represented the girls by sharing with the group their personal experience and a vote of thanks respectively. The girls made a special appeal for continued support whilst they were studying.

The event was spiced by music to which the girls danced and had a memorable afternoon.

The UN will continue contact with the girls through their mentors with each girl having been invited to share a short essay on her experience while at work in the UN.



The girls with members of the UN, including UN Resident Coordinator, Ms Kanni Wignaraja, UNDP Country Director Ms Viola Morgan and UNFPA Assistant Representative, Ms Sibeso Mululuma at UN House

Climb Up, Speak Out: The Tale of UN Zambia's Intrepid Traveller



Betty shaking hands with H.E. Jakaya Kikwete, President of Tanzania, during the flag-off ceremony

On 9 March, 70 exhausted activists returned to the base of Tanzania's Mount Kilimanjaro to extensive celebrations. They had accomplished a grueling yet rewarding feat: taking awareness of gender-based violence to new heights.

The challenging five-day summit climb was organised as part of the Africa UNiTE to End Violence against Women Campaign, supported by UN Women, UN country teams in Africa, the UN Federal Credit Union (UNFCU) and the Kilimanjaro Initiative. The group was as dynamic as it was diverse: youth activists and sports personalities joining human right lawyers, journalists, and pop stars, as well as staff from UN offices, NGOs, and governments across Africa.

On the climb, the UN in Zambia was ably represented by Betty Chella Nalungwe, Senior Communication Assistant, UNICEF. This is her story.

When the United Nations Communications Group nominated me to represent Zambia at the Africa UNiTE Campaign to end violence against women and girls, I immediately thought it was a perfect cause for me to contribute to and I agreed. With support from my office and friends, I started training to keep my fitness levels high. My training included my usual morning walks around my neighborhood for an hour, squash, gym, swimming, and then the serious hiking trails on Saturdays and

Sundays in various places like the Shantumbu Hills in Lilayi, the Trotover Estates in Lusaka, and the Sondela Police Academy in Kafue.

They say a journey of a thousand miles begins with one step. I say a climb up Africa's highest mountain, like any other mountain, begins with one step and so are the many opportunities that lie in front of humanity to bring about positive change, stop a vice, make a statement, or simply contribute towards a common cause. This requires concerted efforts from all individuals, even from the lowest constituency like the family or a community.

A total of 76 men and women from different countries in Africa took one step in front of the other up Kili to make a climb that counts. There were four of us from Zambia. Dr Rokaya Ginwalla and I were the official climbers while Mrs Najma Sheikh and Ms Christabel Mutuna came on self-sponsorship; and in our own ways, we all did well in representing our country.

The ultimate desire for any mountain climber is to reach the summit. Well, this climb was not about reaching the summit but for people to challenge themselves to take steps towards ending violence against women and girls, to climb as high as they can and speak out against this vice.

I personally found this time around to be an emotional climb because I had opportunities to meet and talk first hand with climbers who were survivors of violence and heard some horrific stories. Unlike first-time climbers on Kili, I knew what lay ahead each step I took and there were moments when I asked myself why I was going ahead each day? However, in the whole event I saw a group of men and women who were motivated and high spirited to make this historic climb. I saw total commitment and a great sense of togetherness and that alone provided enough motivation for anyone to wake up the next morning and take steps further.

On Kili, "fast" is a dangerous and impossible adjective. The way to go is "pole-pole" (slowly-slowly) and you hear the word a million times over. There is no doubt that the physical hike up Kili is well within anyone's capabilities, though the mental pressure is huge. Unfortunately, on the last day of summit, I got to a point where I just gave up due to excessive exhaustion resulting from a lack of energy and nausea. However, having taken a total of 199,278 steps (as recorded on my pedometer), I feel that I made a statement and the onus rests with me to do my part in carrying the campaign forward.



The Zambian team—Rokaya, Christable, Betty and Najma—with The Parlotones Band from Cape Town at the start of the climb

I also talked with my team-mates from Zambia to ask what they took away from the mountain and this is what I got from one of them:

"What next? We need to spread the message across that this violence can only be fought if ALL are aware of the seriousness of the issue. We need to change our attitudes that women and girls are inferior. This belief is common to men and women. It is even backed by our traditions and customs." - Najma Sheikh.

Lastly, this campaign meant so much to me and I will live to cherish the Pole-pole moments, the learning opportunities, sharing, and the many friends I met whom I will never forget. My utmost motivation is what that no matter where we are in the world we are one people and pain is the same. Therefore, we need to employ greater sensitivity and understanding between the different genders as well as teach our young children to grow into responsible citizens who will respect other human beings regardless of their gender. My thanks go to all the organisers of this historic event and not forgetting my office and all of my friends that gave me the push... no names mean no offence!

Lobbying for Gender Equality Among Refugees



Refugees singing at the International Women's Day commemoration in Meheba Refugee Camp

Jane Milimo Nyuak, a 33 year-old Angolan refugee is a woman on an assignment as an advocate of gender equality.

Jane, who is widowed and has five children, mobilised fellow refugees in some zones of the vast Meheba refugee settlement in the North Western Zambia town of Solwezi to sensitise the community on gender equality as a build-up to this year's commemoration of International Women's Day (IWD).

Last year in June, Jane was among two female refugees from Zambia who attended the global dialogue on refugee women in Geneva, Switzerland. Prior to the Geneva dialogue, a total of seventy refugee women, girls and men from Angola, the DRC, Burundi, Rwanda and Somalia based in the Meheba and Mayukwa-yuka settlements and the urban areas, met to discuss the problems of female refugees in Zambia. Discussions centered around ten central themes, including shelter, health, education, economic self-reliance, violence (in particular sexual and gender based), women in leadership, legal remedies, individual documentation and sanitary materials.

The idea of the dialogue was to identify the major problems faced by the refugee women and to come up with solutions for improvements which can be achieved by the refugee themselves with the help of the UN, the government and the donor community. An overriding concern expressed by the refugee women in Zambia is the impunity faced by perpetrators of crimes, in particular sexual violence.

Upon her return from Geneva, Jane fell ill and could not pay for her rented house in the settlement and her children were out of school. With the help of the UN, Jane now has shelter and her children are in school.

Despite the enormous challenges Jane has faced, she has continued with gender equality sensitisations since attending the dialogue last year and her work, with other refugees, culminated in intensive awareness during the week leading to IWD.

The advocates of gender equality, who include females and males of all ages, visited various zones to sensitise the refugee community on equality. The efforts of Jane personify the individual and collective efforts of various refugees to bring the issue of gender equality to the fore.

"We have been doing this periodically for several months with the help of UNHCR and the Ministry of Community Services. The community has received our messages very well since we started and we have used the build-up to International Women's Day to do more outreach programmes," Jane explained.

Jane, who stopped attending school in Grade Six and intends to continue with her education soon, expressed optimism that the impact of the efforts by the advocates of gender equality will manifest itself in the lives of refugees at Meheba.

Jane and other refugees set up a booth at the venue of the commemoration of IWD to talk to the refugees and hand out pamphlets prepared by the UN on gender equality.

The advocates spoke to several female refugees at Meheba and each had different views to share on the commemoration of IWD: Chanda Victoria, aged 50 said "The celebrations went well. Women are facing various challenges in the settlement as single parents with no houses or assistance to construct houses. Additionally, some women are facing problems in their homes with their husbands (marital problems). But with sensitization, these will be reducing."

Another refugee, Musole Kawina explained that "It is good there is a day for women as women lack support from the community. This is a day when women and girls can be proud and celebrate through various activities without intimidation from the men and boys."

The IWD commemoration in Meheba began with a placard-carrying procession at the main administration area of the settlement, zone 36 to the sports field, where refugees from different nationalities, humanitarian workers and Government staff mingled in celebrations marked by speeches, cultural performances, sketches and singing.



A cultural performance by a refugee group in Meheba Refugee Camp during International Women's Day

Advancing Women's Entrepreneurship Development in Zambia

Despite recent progress and growth in women's entrepreneurship around the world, they remain an under-tapped national resource for employment creation and economic development. In particular, women face severe difficulties in growing their enterprise as they have generally weak capacities in technological and managerial skills, as well as in tapping market opportunities.

Women's entrepreneurial development is impeded by limited access to key resources, lack of networking and strategic linkages with other small and medium-sized enterprises (SMEs) and/or with large enterprises as well as by the socio-cultural environment. Without ongoing efforts to remove discriminatory barriers and attitudes in society, improve gender equality, as well as targeted measures to 'bridge the gaps' for women entrepreneurs, countries will lose out on women's potential to create jobs and achieve economic empowerment.



A woman entrepreneur stands proudly at the door of her salon

2012 is the ten-year anniversary of the ILO's dedicated programme to support women's entrepreneurship as a means to enhance economic opportunities for women by working with partners to support women who are starting, formalising and growing their enterprises, and by supporting partners to integrate gender equality issues into their work on entrepreneurship and private sector development.

In Zambia, the implementation of women's entrepreneurial interventions by the ILO has been undertaken through the Irish Aid funded programme on Women Entrepreneurship Development and Gender Equality programme (WEDGE). The WEDGE project follows a developmental and rights based approach which aims to satisfy the practical needs of women entrepreneurs and to advocate for an enabling environment for enterprise development.

Under WEDGE Zambia, extensive training of partners in tools for women entrepreneurs was rolled out and today some of the widely recognised and applicable training tools in Zambia include 'GET Ahead', 'Start and Improve Your Business', 'Improve Your Exhibition Skills' and 'Expand Your Business—for growth oriented entrepreneurs'. Through institutional training of partners, the programme has been rolled out to thousands of individual beneficiaries throughout the country including young women and men through the national Youth Resource Centers in the country. The ILO's active promotion and support to women entrepreneurs and their associations is grounded in the ILO's rights-based approaches to promote greater gender equality, as well as its efforts to end discrimination of all forms facing women in the labor market, including in the areas of enterprise creation, development and growth.

In addition to strengthening the capacity of institutions to deliver training in women's entrepreneurial development, the WEDGE Programme instituted Month of the Woman Entrepreneur (MOWE) which is aimed at highlighting the success of women entrepreneurs in Zambia as well as the identification of good practices of growing enterprises run by women. Today, the Zambia Federation of Women in Business is the lead institution, as the umbrella body for women's entrepreneurial associations, for organising the MOWE on an annual basis.

WEDGE Zambia in partnership with the Bank of Zambia, has resulted in Zambia being among the few countries in Africa that has made advances in the implementation of the Service Quality Check for Supporting Female and Male Operated Small Enterprises (FAMOS Check). FAMOS aims at improving services that business support organisations provide to both women and men entrepreneurs and is in line with the implementation of Phase II of the Financial Sector Development Plan (FSDP) by the Bank of Zambia.

In Zambia, FAMOS is being rolled out in order to increase women's financial inclusion and this has been achieved with the strong leadership and guidance of the Bank of Zambia. Access to finance remains one of the main challenges of growing innovative businesses in Zambia. Through continued implementation of FAMOS within the financial sector the developmental outcome will be women's increased access to finance with a view to improve their competitiveness as SME's.

In addition to such innovative approaches, other ways to enable and support the policy, legal and regulatory environment for Women Entrepreneurs in Zambia include:

- ◇ The Government to involve women entrepreneurs, as well as women entrepreneur associations, more actively in the national development process.
- ◇ The Bank of Zambia to continue to regulate the loan practices of commercial banks to ensure that they cater equitably for the needs of both women and men entrepreneurs.
- ◇ Men and women alike to be sensitised to issues of gender equality and the rights of women, e.g. promoting greater awareness on the national gender policy and women's legal access to resources.
- ◇ The media to be used to raise awareness about women entrepreneurs
- ◇ Associations of women entrepreneurs to continue lobbying government and advocate policies to support women entrepreneurs and in particular their access to resources

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