



<b>Gender Evaluation Criteria Action Plan</b>	
Organization:	
Name : Zambia Land Alliance E-mail: land@coppernet.zm	
Action Plan Title:	<ul style="list-style-type: none"> <li>▪ Gender Policy Development and Implementation</li> <li>▪ Study to assess the gender responsiveness of Zambian Land related policies, laws and cultural attitudes and beliefs towards women's access to and control of land</li> </ul>
<b>1. INTRODUCTION.</b>	
Briefly describe the main idea of the AP	
<ul style="list-style-type: none"> <li>▪ ZLA recognises the need for it to be gender sensitive and responsive in its operations in order to effectively carry out its pro- poor objectives hence its decision to develop gender policies for the National Office and some of its District Offices. The policies will not only provide a guide on how to mainstream gender in all ZLA programmes and activities; it will also help ZLA as a network to become gender sensitive in its workplace operations.</li> <li>▪ ZLA partnered with the Swedish Cooperative Centre (SCC) to be a lead organisation in the Zambian chapter of a regional study to assess how existing laws and policies, or lack of them; as well as cultural norms hinder or promote women's land rights.</li> </ul>	
<b>2. PROBLEM ANALYSIS.</b> Definition and analysis of the problem(s) you seek to address and resolve with this Action Plan.	
<b>2.1 Contextual information about the problem</b>	
<p>ZLA has recognised that the needs of men and women for effective operation in the workplace are different. ZLA has in the past overlooked this fact, and is seeking to address these issues through the development and implementation of a gender work place policy.</p> <p>It is very difficult to achieve any meaningful development without supporting laws and policies. Women have continued to suffer inequality because existing laws do not fully promote women's land rights. Zambia's cultural norms and practices have also been a great contributing factor to women's lack of access to, control and ownership of land.</p>	
<b>2.3. Current strategy</b> of ZLA with respect to the above	
<p>ZLA engages policy makers and government on a regular basis through dialogue meetings and other fora to try and bring attention to the issues of women's land rights. ZLA has been very active in advocacy efforts to try and advocate for pro poor land policies and laws. ZLA has gone a step further by engaging traditional leaders, who are the custodians of customary land as a way of breaking some of the cultural barriers inhibiting women's access to land.</p>	

**3. PROPOSED SOLUTION**

**3.1 Description**

- ZLA has begun the process of engaging a consultant to develop gender policies for the national and district offices this will ensure gender sensitive workplace operations for the ZLA network. ZLA members and district offices will receive training in the implementation of this policy.
- The results of the study will be shared with policy makers and various stakeholders; the results of this study will help guide ZLA in its advocacy efforts of promoting the land rights of women.

**3.2. What actions and strategies** of your organisation are relevant to or complement your AP.

ZLA has existing activities that aim at promoting women’s access to land; there is a project that works with traditional leaders to this effect. This action plan is not outside the ZLA core business.

**4. Action Plan Description**

**4.1 General Objective. Engender ZLA operations and programmes**

**4.2 Specific Objectives.**

- Revise and finalise the ZLA gender policy
- Develop gender policies for three District Land Alliances
- Gather evidence for policy advocacy on women’s land rights

**4.3 Activities**

- Inception meeting of the study in partnership with SCC
- Hire consultant to develop policies
- Policy implementation training for ZLA staff and members
- Dissemination conference on the results of the gender analysis study

**4.4 Timeline**

<b>ACTIVITIES</b> (add lines if needed)							
1. Revision and finalization of the ZLA National Office gender policy							
2. Development of gender policies for three District offices							
3. Act as lead organisation on a regional study evaluating Zambia’s land related policies and programmes, and examining their gender responsiveness							
4.							
5.							
6.							
7.							
8.							
9.							

**4.5. Expected Results:**

- ZLA to become more gender sensitive in its workplace operations
- ZLA to conduct evidence based advocacy with relevant stakeholders

**5. RESOURCES**

**5.1 Financial**

Category/description of the resource required (staff time/salaries; travel; materials; etc.)	No of Units		Total