

GENDER SCORECARD FOR LOCAL GOVERNMENT
NAME OF COUNTRY: ZAMBIA. NAME OF COUNCIL = KABWE
SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> • Existence of plan • Plan signed and adopted • Plan shared with Council and Community • Plan integrated • Public events on gender eg International Women's Day 	<ul style="list-style-type: none"> • Copy of the gender policy/action plan • Copy of the Council strategy/work plan • Minutes and records of meetings • Photos • Media coverage 	Copy of the gender policy/action plan <ul style="list-style-type: none"> • The copy of action plan is available at the council 	2	4	3
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> • No of men councillors = • No of women councillors = 	Official records	<ul style="list-style-type: none"> • No of men councillors =04 • No of women councillors =23 	2	2	2
3. There are equal numbers of women	<ul style="list-style-type: none"> • Mayor/Chair of Committee = M/F 	Official records	Mayor/Chair of Committee M/F -M Deputy mayor/deputy chair of	2	1.5	2

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and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> Deputy mayor/deputy chair of committee = M/F No of committees chaired by women = No of committees chaired by men = 		committee-F <ul style="list-style-type: none"> No of committees chaired by women - 0 No of committees chaired by men - 6 			
Participation						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> Examples of issues raised by women in Council and what difference these have made. 	Council minutes	Examples of issues raised by women and what difference these have made <ul style="list-style-type: none"> For now we have a new crop of councillors ,we are just learning the proceedings of the council, but in the meetings i have attended women once they speak they are always positive after accessing the issue and make the correct decisions 	4	3	4
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> Examples of types of meetings held, representation/participation by women 	Photos Media coverage Minutes	Examples of types of meetings held, representation/participation by women and men <ul style="list-style-type: none"> RDC orientation meetings 	4	3	3

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	and men		participatory budget meetings ,keep Kabwe clean committee meetings ,stakeholders meetings ,DDCC <ul style="list-style-type: none"> • Women’s day, Agriculture shows(Provincial/district show both exhibits)world Environmental day ,World Aids day , Teachers day , 			
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> • Market places designed and no of stands allocated to women. • Local finance schemes of council, no of women and men who have benefited. • Local finance schemes linked to Council, no of women and men who have benefited. 	LED plans, how gender reflected Statistics on finance schemes.	Excerpts from the plan <ul style="list-style-type: none"> • Registering of women clubs- each club has a file kept at the council . • Offer recommendation letters to women clubs to open up bank accounts , • Facilitate for loan schemes by linking them to credit providers/institutions that support women entrepreneurs’ e.g. Copperbelt environmental project bought women hammer mills ,and built 3 markets in Kabwe . 	3	2.5	2.5

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7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs created by councils Evidence of women and men being employed in non-traditional areas 	Council employment statistics by sector and area of work	<ul style="list-style-type: none"> No of women in jobs created by Councils -130 No of men in jobs created by councils-190 Total work force =320 	4	3	3
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Procurement policy – how gender is integrated into this.	Proportion of women who have received contracts in the last year <ul style="list-style-type: none"> Evidence of policy position Currently no data and support is available for woman taking up the contract. 	1	0.5	1
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. 	Climate change policy Records of meetings Photos/video	Climate change policy; how women are consulted <ul style="list-style-type: none"> Women play a pivotal role in helping to mitigate the effects 	3	2	3

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consulted equally on measures to be taken.	<ul style="list-style-type: none"> Extent to which policy has been canvassed; involvement of women and men. 		<p>of climate change</p> <ul style="list-style-type: none"> Women's do participate in disaster management save lives, for example we do experience floods during the rain season both women and men get involved in making drainages around their yards Women empowerment ,which helps to reduce poverty at house hold level 			
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> How waste management is handled. How women are involved. Proportion of women in waste projects 	<p>Waste management plans Gender statistics on waste management Photos; video</p>	<p>How waste management is handled. How women are involved</p> <ul style="list-style-type: none"> As for Kabwe in 9 wards we have formed community based enterprise ,who are involved in waste collection door to door at a fee of k1000 per house hold per month, These groups were trained by the council in collaboration with WASTE company based in Netherlands and were given tools in form of loans to spearhead the collection of waste , During the formation of these CBEs we encouraged women to 	4	3	4

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			<p>take up positions e.g. most of the treasurers are women and cashiers .</p> <ul style="list-style-type: none"> • These are existing and another group was trained in ecological sanitation and women are also very active and also through the council partnering with other institutions a project has been funded to construct eco-san toilets and women are also incorporated. It's a pilot project . 			
Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> • How gender is integrated into allocation of land and houses • No of women allocated land and housing by council • No of men allocated land and housing by Council. 	Policy on land and housing	<p>Gender disaggregated data on land</p> <p>Proportion of land owned by women</p> <ul style="list-style-type: none"> • Data is kept in the engineering department and also the deeds registry verification can be made ,and data posted later if in soft ware and hard copy. 	4	1	2
Water and sanitation						
12. Women are involved in	<ul style="list-style-type: none"> • No of women on 	Policy on water and	Examples of women's involvement	2	1.5	1.5

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the planning, management and maintenance of water and sanitation.	water/sanitation committees <ul style="list-style-type: none"> No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	Percentage of women on water committees" <ul style="list-style-type: none"> Utility companies are the ones involved in the provision of these services ,currently I do not have the totals 			
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	Records of campaigns Photos/video	Types of campaigns Involvement by women <ul style="list-style-type: none"> Health education talks in communities ,groups called NHTs ,distribution of chlorine door to door ,sensitization on lead poisoning and how it can be eradicated, greening of yards and planting of moringa trees , 	4	3	4
HIV/AIDS and care work						
14. The Council has a gender aware HIV and	<ul style="list-style-type: none"> Existence of policy Messages 	HIV and AIDS policy – gender dimensions	Policy Examples of gender awareness	3	2	2

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AIDS policy that is implemented and monitored.	<p>underscore unequal power relations between women and men;</p> <ul style="list-style-type: none"> • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 		<ul style="list-style-type: none"> • The council has formulated the HIV/AIDS policy currently in draft form and to be presented to the public health committee for adoption. 			
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> • Existence of care work projects supported by Council or in which Council is a partner. • Remuneration/training/support for care givers in these projects • No of women, no of men involved in care work 	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>		3	2	2
Social development						

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16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> Types of facilities for sports and recreation, extent to which these cater to the needs of women and men. No of women, no of men who make use of facilities 	Records of facilities Gender disaggregated data	Gender disaggregated data on use of facilities Examples of facilities built with women and men in Mind. <ul style="list-style-type: none"> The council already has existing recreation facilities such as recreation halls –were men and women go for gym and play parks 	4	2	2
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> Existence of street lights No of streets named No of streets named after women No of streets named after men 		<ul style="list-style-type: none"> Not all streets are clearly named reasons being that street labels have been vandalised, and soon will embark on replacing them. Lighting in streets has not been sufficient and so the council in 2012 budget did budget for a sum of –K450,000,000 has been allocated for street lighting in the district 	3	2	2.5
<i>Public awareness campaigns</i>						
18. The Council	<ul style="list-style-type: none"> Campaigns 	Reports	<ul style="list-style-type: none"> Last year who participated in 	4	3	3

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participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<p>launched during the Sixteen Days</p> <ul style="list-style-type: none"> • Budget from Council for campaigns • Other resources mobilised • Follow up to campaigns • Results achieved 	<p>Photos Video Budget</p>	<p>collaboration with YWCA ,women lobby and NGOCC</p>			
<i>Response and coordination</i>						
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> • How the Council works with the police on GBV • Existence of committees on GBV • No of women and no of men on these committees 	<p>Records Photos Video</p>	<ul style="list-style-type: none"> • As a local authority we have developed very good relations with our partner institutions such as VSU, • And other police wings fortunately for Kabwe women are heading the police force and understand the issues of GBV and how we can continue information dissemination and awareness programmes 	4	3	4
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal	<ul style="list-style-type: none"> • No of women in management 	<p>Council employment statistics</p>	<ul style="list-style-type: none"> • The council has taken care of this 	3	3.5	3

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numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> No of men in management CEO/head of administration =M/F Examples of women in non traditional areas of decision-making eg finance 					
Capacity building						
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	Gender training conducted as part of COE's Changing lives as a result of gender training	COE reports Changing lives profiles	<ul style="list-style-type: none"> We have a training policy –in the department of administration .due to lack of resources it has been difficult to send people for training but individuals are encouraged to embark on self-sponsorships. But every year we have one fully sponsored. 1-1 	4	3	3
Working conditions and environment						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> Maternity and paternity leave Flexi time Family days 	Work place policies	Policy <ul style="list-style-type: none"> No of cases of sexual harassment that have been taken up 	0	0	0

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	<ul style="list-style-type: none"> Sexual harassment policy How sexual harassment cases are dealt with 					
GENDER MANAGEMENT SYSTEM						
Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> Gender focal point – who and what level Gender committee- who and how often does it meet 	COE and council records	<ul style="list-style-type: none"> It falls under the department of environmental and social services Where activities are included in the work plan. Yes we have a gender focal person who is empowered to do the work 	4	2	2
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> Specific budget line for gender – what proportion of budget Gender reflected in mainstream budget 	Budget	<ul style="list-style-type: none"> Yes 	3	2	2
Monitoring and evaluation						
25. There is an M and E	<ul style="list-style-type: none"> Regular reports to 		Description/ evidence of tracking/	2	1.5	1.5

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system in place for gender; it is used for tracing reporting purposes	<p>management on gender action plan.</p> <ul style="list-style-type: none"> • Corrective action taken. • Score card used for benchmarking. 		<p>reporting system</p> <ul style="list-style-type: none"> • System is in place except the officers who were directly involved at some point when transferred or suspended did not leave information in order but the system is through monthly reports ,committee reports up to council minutes , 			
TOTAL				75	56	62

ADDITIONAL COMMENTS

The council will remain committed in championing gender issues and making sure that gender and GBV is mainstreamed in all the council activities. Being the focal person and having participated at the first GJLGS, I learnt how other councils in the SADC region are committed to mainstreaming gender in their councils.

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KABWE MUNICIPAL COUNCIL

STRENGTHS

- The council has a high level gender champion and commitment placed in the office of the deputy mayor
- The council gender action plan

CHALLENGES

- The change of leadership after elections
- Budget allocations for gender activities very minimal.

LESSONS LEARNED

- It is important to have a budget to address the issues of GBV and mainstreaming
- Networks are very key in rolling out this process at council level.
- Transfers and change of leadership has had a negative impact in mainstreaming these activities. We have to restart the training for the new leadership. It is important to keep baseline data so that you can know how you are performing in terms of reducing GBV.