

GENDER SCORECARD FOR LOCAL GOVERNMENT
NAME OF COUNTRY: ZAMBIA. NAME OF COUNCIL = NDOLA
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"> • There is a high level of gender champion • The GAP and GBV action plan has been adopted at council level • There is a GBV subcommittee at district level (official records of council meeting) 	4	3	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 - 32 • No of women councillors - 04 	2	1	1
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 Deputy mayor/deputy chair of	3	0	0

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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=Nil <ul style="list-style-type: none"> No of committees chaired by women - 0 No of committees chaired by men - 5 			
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"> The previous female cllrs raised issues hence the adoption of the GAP The current women relatively new 	4	1	2.5
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 and men 	Photos Media coverage Minutes	Examples of types of meetings held, representation/participation by women and men. <ul style="list-style-type: none"> Take back the night Communit meetings 	4	1.5	1.5
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic	<ul style="list-style-type: none"> Market places designed and no of 	LED plans, how gender reflected	Examples from the plan	1	1	1

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development plan that targets women entrepreneurs as key beneficiaries	<p>stands allocated to women.</p> <ul style="list-style-type: none"> 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. 	Statistics on finance schemes.	<ul style="list-style-type: none"> There is a subcommittee on gender which looks at economic empowerment. 			
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 No of men in jobs created by councils Total no of employees - 700 	4	2	2.5
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. 	Procurement policy – how gender is integrated into this.	<p>Proportion of women who have received contracts in the last year</p> <p>Evidence of policy position</p> <ul style="list-style-type: none"> No tender policy 	0	0	0

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	for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of men owned companies that have rcvd contracts in the last year. 				
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 consulted equally on measures to be taken.	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; involvement of women and men. 	Climate change policy Records of meetings Photos/video	Climate change policy; how women are consulted. <ul style="list-style-type: none"> There is no policy 	3	1.5	1.5
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 	Waste management plans Gender statistics on waste management Photos; video	How waste management is handled. How women are involved. <ul style="list-style-type: none"> Women are employed to clean the streets and manage the waste. Waste disposal is done by the women 	4	1.5	1.5
Land and housing						
11. The Council keeps sex	<ul style="list-style-type: none"> How gender is 	Policy on land and	Gender disaggregated data on land	1	1.5	1.5

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disaggregated data on title deeds and housing, and is promoting women's equal access	<p>integrated into allocation of land and houses</p> <ul style="list-style-type: none"> No of women allocated land and housing by council No of men allocated land and housing by Council. 	housing	<ul style="list-style-type: none"> There are no sex disaggregated data on land allocation. No land audit has been done. 			
Water and sanitation						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> No of women on water/sanitation committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p>	<p>Examples of women's involvement</p> <p>Percentage of women on water committees</p> <ul style="list-style-type: none"> No data available, Women are involved at community level but not on maintenance of water this is done by the Parastatal utility company. 	2	1.5	1.5
Environmental health						
13. Women are equally involved in preventive	<ul style="list-style-type: none"> Types of campaigns Involvement by 	Records of campaigns	Types of campaigns Involvement by women	3	1.5	1.5

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health campaigns	women	Photos/video	<ul style="list-style-type: none"> Women are not fully involved. 			
HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> Existence of policy Messages underscore unequal power relations between women and men; Prevention of parent to child transmission Men are encouraged to go for VCT Women and men have equal access to treatment 	HIV and AIDS policy – gender dimensions	Policy Examples of gender awareness. <ul style="list-style-type: none"> There is an HIV policy in the council There are no matching resources for implementation 	4	1	2
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 	Records of projects Examples of what these have achieved Photos, videos	<ul style="list-style-type: none"> The council has no specific activities on care work Consider doing activities on care work 	2	0	0

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	<ul style="list-style-type: none"> projects No of women, no of men involved in care work 					
Social development						
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"> Football and netball facilities for men and women Social facilities No disaggregated data for the use of social facilities 	2	1.5	1.5
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"> The streets are named There are street lights Have a gender based violence action plan but no specific budget for the activities 	2	2	2

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<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> • Campaigns launched during the Sixteen Days • Budget from Council for campaigns • Other resources mobilised • Follow up to campaigns • Results achieved 	Reports Photos Video Budget	<ul style="list-style-type: none"> • During the 16 Days of Activism, the council funded K 2,800,000.00 for take back the night in partnership with GL • We also collaborated with other stakeholders • More women were involved • To involve more men 	4	2	2
<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 	Records Photos Video	<ul style="list-style-type: none"> • The council has a good networking relationship with other stakeholders • There is a committee on GBV 	4	2.5	2.5
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs,	<ul style="list-style-type: none"> • No of women in management • No of men in 	Council employment statistics	<ul style="list-style-type: none"> • Jobs are advertised • The council has a woman CEO • Only 3 women in management 	3	3.5	3.5

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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"> management CEO/head of administration =M/F Examples of women in non traditional areas of decision-making eg finance 		position and the rest are men 7			
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"> The training and planning is done together by both men and women from the council 	4	2	2
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 Sexual harassment policy How sexual harassment cases are dealt with 	Work place policies	Policy <ul style="list-style-type: none"> There is no policy No of cases of sexual harassment that have been taken up 	0	0	0

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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"> • The committee on gender exists • The council has a GFP the Director of Planning Judith Sinkala 	4	3	3
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"> • There is no specific gender component in the budget. 	3	1	1
Monitoring and evaluation						
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> • Regular reports to management on gender action plan. • Corrective action taken. • Score card used for 		Description/ evidence of tracking/ reporting system <ul style="list-style-type: none"> • There is no M and E system in place yet but there are plans 	0	0.5	0.5

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	benchmarking.					
TOTAL				71	39	58

ADDITIONAL COMMENTS

There has been some lessons learnt. There is need to better plan for 16 days with each department having a contact person and key stakeholders.

There is need to coordinate such activities way before.

Nalwamba Sikombe
NDOLA CITY COUNCIL

STRENGTHS

- Adopted action plan
- GFP in the council