

Stage 2_Situational analysis report

Country: Zambia

Name of municipality: Kabwe Municipal

Synopsis

In many councils, or government institutions gender is given a female face. When you mention the word gender men tend to think its women issues. Gender is never considered in service delivery or even being addressed in the council.

kabwe Municipal Council is excited about this process as they have in the past endeavoured to engender the council but they did not have the skills to do so. The council also endeavours to develop a workplace Gender Policy.

Strengths

The senior managers are in full support of the COE process, the MOU was signed a week after the management.

The council has even constituted a committee to ensure that this process is embraced by all staff in the council

Challenges

Lack of funding

Negative attitudes by some staff on gender issues.

Unequal participation

Results of gender score card

Area assessed	Score Council %	Score GL %	Agreed score %
Policy framework	37	23	25
Governance	27	20	20
Gender specific programmes	39	24	25
Mainstreaming gender into existing programmes	56	26	25
Employment practises and environment	45	44	43

Gender management system	46	23	24
Overall	41.6%	26.6%	27%

SITUATION ANALYSIS

POLICY FRAMEWORK

The Council is not fully aware of the national regional and international commitments that the country has made.

Though they do acknowledge that there is a national gender policy but the council has no copy and have not read the policy.

GOVERNANCE

Representation

In terms of the political context, they are 26 councillors majority of who are from the opposition and only two female councillors. In terms of power the mayor position is a man who is deputed by a woman. Are there equal numbers of women and men councillors in the council? (Include detail in table)

Chingola Municipal Council	No. of Women Rep in Comms.			Total No. of Women in positions		
	W	M	T	W	M	W%
Finance and general purposes committee	0		0%	0	1	0%
Planning, Works and development Committee	1		10%	0	1	0%
Public health Committee	0		0%	0	1	0%
Housing and Social Services Committee	2		20%	0	1	0%
Establishment Committee	1		10%	0	1	0%

Participation

From the discussion we had with the two female councillors they did highlight that the low numbers of female representation does not discourage them to participate actively, they do try to participate but their views are not mostly considered. She pointed out that numbers are important as they play a key role in decision making.

Decision made by the councils and approved by the council meeting are final and if the women did not participate or make any contributions they cannot influence such decisions.

Public participation

The council does consult the communities in their planning process and service delivery activities. Women are engaged during these public meetings as they are the majority in attendance. The participation from the women is overwhelming especially in markets. However, no records are kept regarding public meetings. Scanty information we found is not disaggregated.

PLANNING

During the planning process the department works with the full support of the Planning, works and development committee, who then compiles all the plans from various departments, priorities are set depending on resources available and this is finally approved in a full council meeting. The council derives their annual work plan from the IDP or the strategic plan.

During this exercise it was noted that men and women are consulted during the planning process from the communities but then they are no gender indicators in these plans.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The Economy and Job creation

The council has no plan though women are the most beneficiaries of the informal trading in the district. The council market stalls are full of women traders, though there were no statistics on the number of women and men in informal trading.

There is no specific policy that regulates informal trading in the council and there are no statistics available.

Procurement

The council has no procurement policy but they do have a tender committee which has guidelines on tender procedures. From the information gathered 95% of the tenders are awarded to men.

Housing

Council do not have an institutional housing policy but is guided by the national housing policy. On land there is a deliberate policy and affirmative action that regulates that 30% of land be given to women and 70% competed. And this the council has been implementing though there were no statistics on the number of women who have benefitted from the land policy.

Utilities

No disaggregated data on access to basic services.

Women are only involved in street cleaning.

Transport

This is not the mandate of the council it falls under the ministry of Transport

Health

All health centres are accessible to women in the district, though the clinics are run by the ministry of Health.

Sex disaggregated data on HIV/AIDS are kept at the clinics and the District Health Management (DHMT) and also at the District AIDS Task Force (DATF). Council through the community Development office does public education and awareness campaigns on HIV/AIDS. PEP is available at the general hospital but council not aware about the clinics in communities.

Environmental health

Women are fully involved in waste management; this is done directly in the Public health department. Records of meetings available but statics not disaggregated.

HIV and AIDS and care work

The council does not have a workplace policy on HIV/AIDS but they do run awareness campaigns. In the campaign materials there are inclusion of gender aware messages and slogans.

Social development

The council has a library but there are no sex disaggregated data kept for the use of the facilities. Community centres are dilapidated and need renovation though they are mostly used by male youths.

GENDER SPECIFIC PROGRAMMES

Gender based violence (GBV) flagship

There is no action plan for addressing GBV in the council, GBV issues are dealt with by the VSU of the Zambia Police. No safety audit has been done in the council. There are street lights in the townships and not in compounds, 80% of the streets are named.

Statistics on crime are kept by the police and only shared in District Development Coordinating committee meetings held monthly. The statistics mostly are not disaggregated.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

The council has no recruitment policy not even an affirmative action policy and gender is not mentioned in their job description. At the time of the situation analysis I was not able to get the employment statistics as the Human resource officer was out of the office. Though men and women are not employed equally as there is only one female in senior management.

Capacity building

The council has a deliberate policy which encourages both men and women to access equal training to upgrade their education at all levels. Though the council has deliberately also encouraged political leaders to be exposed to in house sensitizations to capacitate them on various issues.

Career pathing

Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities a few number of women who are currently studying have been earmarked to take up middle management positions. Currently there was only a good number of women in decision making positions including the CEO who is a female. Records not available as HRO was not around

Working conditions and environment

The council provide equal benefits for women and men, including maternity leave, men do not have paternity leave but are encouraged to take leave. Paternity leave not yet regulated by government

The council has no sexual harassment policy that is enforced

GENDER MANAGEMENT SYSTEM

Gender structures

At the time of the situation analysis there was no gender committee.

Gender is not written in the job descriptions of managers at the council these are silent. They do not have performance agreements.

Budgets

The budget is not gender responsive

Monitoring and evaluation

No monitoring and evaluation department, no gender indicators put in place for planning and human resource management. There are no sex disaggregated data available.

Political profile and champion

The two female political leaders and the management are very much in support of gender mainstreaming in the council. This was evidence by the level of commitment to this process during the management meeting.