

## Stage 2\_Situational analysis report

**Country: Zambia**

**Name of municipality: Monze District Council**

### **Synopsis**

Gender is never considered in service delivery or even being addressed in the council. Monze is one council where there has never been female representation at local level even at parliamentary level.

### **Strengths**

The councillors and managers in full support of the COE process.

Existence of Area Development Committees in all 22 wards of the district.

### **Challenges**

Understanding gender and its integration in development.

Lack of funding in local authorities.

### **Results of gender score card**

| <b>Area assessed</b>                          | <b>Score Council %</b> | <b>Score GL %</b> | <b>Agreed score %</b> |
|---|------------------------|-------------------|-----------------------|
| Policy framework                              | 24                     | 14                | 14                    |
| Governance                                    | 20                     | 18                | 16                    |
| Gender specific programmes                    | 18                     | 16                | 12.2                  |
| Mainstreaming gender into existing programmes | 16                     | 14                | 15.5                  |
| Employment practises and environment          | 25                     | 22.3              | 23                    |
| Gender management system                      | 30                     | 25                | 26                    |
| Overall                                       | <b>20.5%</b>           | <b>18.2%</b>      | <b>17.7%</b>          |

## SITUATION ANALYSIS

### POLICY FRAMEWORK

The Council is not 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 17 all from the opposition and no female councillor. There has never been a female councillor in Monze, the council has been dominated by male councillors since 1964.

In community committees gender representation is at 40% for women and 60% for men.

| Monze District 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                          | 6 | 0% | 0                               | 1 | 0% |
| Planning, Works and development Committee         | 0                          | 6 | 0% | 0                               | 1 | 0% |
| Health, Environment and Social Services Committee | 0                          | 6 | 0% | 0                               | 1 | 0% |

#### Participation

The Council has no female councillors and has only one female in the senior management who is the council secretary.

#### Public participation

The council does consult the communities within townships in their planning process and service delivery activities, but women in villages do not participate actively because of the traditions and cultural norms and this is the more reason why there are no female councillors in Monze.

### PLANNING

The council has a planning department and they do have a 3 year strategic plan. The council then develops an activity based budget which is approved by the ministry.

Even though communities are consulted during planning process, information collected during this process is not fully used to draw up plans and policies.

## **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 are there are no statistics available.

### **Procurement**

There is a procurement plan and not policy but it does not indicate increasing numbers of tenders received by women.

### **Housing**

Council do not have an institutional housing policy but is guided by the national housing policy. There are sex disaggregated data on title deeds.

On land there is a deliberate policy and affirmative action that regulates that 30% of land be given to women and 70% competed.

### **Utilities**

No disaggregated data on access to basic services.

### **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 in partnership with CBOs and DATF. PEP is only available at the mission hospital not aware about the clinics in rural areas.

### **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 is no inclusion of gender aware messages and slogans.

## **Social development**

The council has no public library

## **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.

### **Prevention**

No safety audit has been done in the council. There are no street lights and no streets have been named in the district.

## **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. Women and men are not employed equally the council is dominated by male employees.

Only bar attendants are usually women. Divisions exists because of low pay.

| <b>CATEGORY</b>       | <b>No of women</b> | <b>%</b> | <b>No of men</b> | <b>%</b> |
|-----------------------|--------------------|----------|------------------|----------|
| Senior management     | 1                  | 10%      | 9                | 90%      |
| Middle Management     | 3                  | 30%      | 7                | 70%      |
| Secretarial/ clerical | 6                  | 50%      | 6                | 50%      |

### **Capacity building**

The council has through the HR policy a training component but not at all levels only at management level.

### **Career pathing**

Yes women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities whenever available.

## **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**

The council has no gender structure but had appointed a gender focal person during the management meeting for the COE process.

### **Budgets**

The budget is not gender responsive, a policy does not exist to outline or facilitate equal meaningful allocation of resources.

### **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 except for employment statistics.

### **Political profile and champion**

The council has no gender champion. The Acting secretary indicated that there is need to motivate the male councillors to arise to the occasion of being gender sensitive.