

## Stage 2\_Situational analysis report

**Country: Zambia**

**Name of municipality: Ndola City Council**

### **Synopsis**

In councils, gender is given a female face. Gender is never considered in service delivery or even being addressed in the council.

Ndola City council did host the provincial meeting in November 2009 and the two female councillors who have been proactive in the gender issues and had participated in the coal face research pushed the gender agenda forward and the council did adopt the plan and later requested to be part of the COE process.

### **Strengths**

The political leaders are in full support of the COE process, we are yet to sign the MOU.

### **Challenges**

Some of the senior managers seem to drag their feet in accepting and appreciating the process.

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

<b>Area assessed</b>	<b>Score Council %</b>	<b>Score GL %</b>	<b>Agreed score %</b>
Policy framework	35	28	29
Governance	55	31	31
Gender specific programmes	33	29	28
Mainstreaming gender into existing programmes	56	35	35.4
Employment practises and environment	39	33.3	34
Gender management system	36	27	30
Overall	<b>42.3%</b>	<b>30.5%</b>	<b>31.2%</b>

## **SITUATION ANALYSIS**

## **POLICY FRAMEWORK**

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

## **GOVERNANCE**

### **Representation**

In terms of the political context, they are 28 councillors majority of who are from the opposition PF and only 4 female councillors.

<b>Ndola City Council</b>	No. of Women Rep in Comms.			Total No. of Women in positions		
	<b>W</b>	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	1		10%	0	1	0%
Establishment Committee	0		0%	0	1	0%

### **Participation**

All contributions during council meetings are considered on merit and not on gender. 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. 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 community meetings are open to all residents irrespective of their sex and also 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**

The council has a planning department; they also have a strategic plan.

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. 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 are 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 and Communication.

### **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) and other stakeholders in the district dealing with HIV/AIDS.

## **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 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.

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Top management	2	25%	6	75%
Middle Management	6	33%	12	67%
Professional				
Secretarial/				

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
clerical				

### **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.

### **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.

### **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.

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

There is no gender structure at the moment.

### **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 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 when they had lobbied the administration to adopt the provincial GAP and GBV plans.