



PLEASE FEEL
FREE TO ADD
YOUR OWN
BACKGROUND



NAME OF GOOD PRACTICE

PRESENTERS NAME: MR MUSONDA BRIAN K

CATEGORY: LOCAL GOVERNMENT COE

COUNTRY SADC GENDER PROTOCOL SUMMIT

DATE: 22ND -24 APRIL 2013

VENUE:INDABA HOTEL

GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF COUNCIL

- Chongwe District Council is located in Lusaka Province of Zambia and its among the seven (7) District in the Province. It is located 45 KMs east of Lusaka
- According to 2010 census preliminary results, the District has a total of 138,632 people of which 69,276 are males and 69,356 are females.
- Chongwe District Council has eleven (11) male Councillors.
- Chongwe District Council has 35 female and 79 male employees.
- The Council became the a CEO in 2010.
- It covered all stages to be admitted as a member.



KEY GENDER AND SERVICE DELIVERY CHALLENGES

- The Council has no Gender responsive budget.
- The Council has no strategic plan which can guarantee issues of Gender Mainstreaming.
- Gender policy formulation delayed which could have outlined or facilitate equal meaningful allocation of resources. However the Gender Workplace Policy has been developed.



GENDER CHAMPIONS

- The Council has a gender champion
- Misozi P. Banda
- District Planning Officer
- Gender activities fall under her Department, she spear heads the planning and managing processes in terms of Budget, Mobilization , advocacy against GBV and lobbying for financial support.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- The Centre of Excellence process has contributed to addressing the challenges through;-
- Approval of the budget, though in adequate.
- Council's participation in 16 days gender activism.
- Women economic empowerment by funding a number of women clubs/association.
- Participation in commemoration of the international women day



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Intergrated reporting system
- Ward development funding to communities , sourcing of donor funds e.g CALP
- Involvement in tree plating activities
- Solid waste management
- Discouraging charcoal burning by funding communities to enhance their income through bee keeping, gardening

- Formulation of the HIV/ AIDS workplace policy
- Distribution of condoms
- Formation of HIV/AIDS external committee which provides HIV/AIDS services to Communities e.g prevention , care and support (funding to community schools/health facilities)
- Training and Development of Councillors, staff and vulnerable
- Promotion of female staff to bridge the gap



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Development of the Gender policy
- Budget allocations to gender and HIV/AIDS programmes
- Field visits, reports from ADCs community leaders



HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

PROTOCOL TARGET	COUNCIL ACTIONS
Articles 4- 11 : Constitutional and legal rights	<ul style="list-style-type: none"> ▪The following actively participated in the current constitution review process. ▪Councillor Mumena, Council secretary and community members. ▪Engagement of traditional leaders to desist from harm traditional practises. ▪Funding for establishment of Police Post.
Articles 12-13 Governance (Presentation and Participation)	<ul style="list-style-type: none"> ▪Promotion of female officers in decision making positions, both at District and Community level e.g Gender Balancing in ADCs, D.WASHE. ▪Working in collaboration with CSO in sensitizing the community and political parties to adopt female candidates.
Article14; Education and Training	<ul style="list-style-type: none"> ▪Development training policy ▪Sponsorship of vulnerable children since 2005. ▪Spearheading of peer education on GBV in Schools and Clinic during under five and antenatal, in markets through drama.

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL? CONTS.

PROTOCOL TARGET	COUNCIL ACTIONS
Articles 15-19 Productive Resources and Employment, Economic Empowerment	<ul style="list-style-type: none"> ▪Budget formulation starts at the community level to ensure equal access to resources. ▪Adverts for employment “women are encouraged to apply”. ▪Tractor scheme where vulnerable groups are assisted to plough their fields at a cheaper rate. ▪Registration of clubs for them to access financial assistance from Government and Micro Credit Institution.
Articles 20-25 Gender Based Violence	<ul style="list-style-type: none"> ▪Lobbying Government to review current GVB Act of 2011 through the Local Government Association of Zambia. To have GBV cases such as defilement and rape non bailable.
Articles 28 Health	<ul style="list-style-type: none"> ▪Funding towards infrastructure development such as Health Posts. ▪Keep Zambia Clean Health Campaign. ▪Carryout health inspection in trading places and Public/Private institutions.

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL? CONTS.

PROTOCOL TARGET	COUNCIL ACTIONS
Article 27 HIV and AIDS	<ul style="list-style-type: none"> ▪ HIV and AIDS Work Place Policy ▪ Internal and External Committee formed to deal with issues of HIV and AIDS. ▪ Condom distribution. ▪ Sensitization meetings and drama performance.
Article 28 Peace Building and Conflict Resolution	<ul style="list-style-type: none"> ▪ District Conflict Management Committee ▪ Counselling, reconciliation, Integration and Provision of shelter to survivors of GBV.

IMPACT

- Construction of three Police Posts to reduce the occurrence of GBV.
- Economic empowerment of Kanjonjoli Women's Club, from broiler chicken to piggery.
- Increased number of GBV cases being prosecuted .



CHANGING LIVES

- A young lady named Twiddy Nkhoma of Ngwerere was sponsored by the Council to undergo training in Catering and Hotel Management, after completion of the course, she was employed as Clerical Officer in the Council Guest House to maintain the Books of Accounts . In the year 2012, the Council further sponsored her to do a course in Accounting at Local Government Training Institute. Twiddy's life has since changed and she is looking after the family.



CHALLENGES TO GENDER MAINSTREAMING

- No gender responsive budget
- GBV cases not being reported to relevant authorities
- Pre – mature withdraw of GBV cases
- Poor accountability on economic empowerment by some clubs
- Delay in development of the workplace gender policy

WAY FORWARD

- With the development of the policy gender activities will be properly planned for
- Intensify community sensitisation on GBV cases
- Gender policy formulated
- Intensify monitoring and evaluation on beneficiary groups
- Establishment of more police posts

