



***PRODUCTIVE RESOURCES & EMPLOYMENT, ECONOMIC EMPOWERMENT
PRESENTERS NAME: MAVIS S. KABWE
CATEGORY: LOCAL GOVERNMENT COE***

COUNTRY SADC GENDER PROTOCOL SUMMIT

DATE: 21ST APRIL, 2013

VENUE: INDABA HOTEL

GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF LUANSHYA MUNICIPAL COUNCIL

- **Luanshya District is located on the Copper belt Province of Zambia.**
- **It lies 337 kilometres to the north of the Capital Lusaka.**
- **Our Council has been part of the COE process for three years now.**
- **Eight stages have been covered.**



LUANSHYA MUNICIPAL COUNCIL

DESCRIPTION	TOTAL	MALE	FEMALE
HUMAN POPULATION	157,000	76,930 (49%)	80,070 (51%)
EMPLOYEES	347	232	115
COUNCILLORS	30	28	2

KEY GENDER AND SERVICE DELIVERY CHALLENGES

- **Lack of a Gender Work Place Policy.**
- **Minimal female representation despite having a higher percentage of the population in the district.**

GENDER CHAMPION

- Our Town Clerk (Mr Alex Mwansa) is the Gender Champion of the Council.
- He is our key driver who, has interest in mainstreaming gender in the Council. Through his position he has been instrumental in influencing the COE process in many ways e.g. the illustration indicates the commissioning of the rehabilitation of the Ngwee Centre.



HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- **There is Equal participation of women and men at public meetings and events**
 - ✓ Women's Day Campaigns
 - ✓ VCT and World Aids Day
 - ✓ Sixteen Days of Activism
- **Women and men benefit equally from the jobs created by Council**
- **Land Policy 30% to women - Council is promoting women's equal access to land**
- **Procurement Policy 20% to women**
- **Equal employment opportunities, equal grades and management positions.**
- **LED targets women entrepreneurs as key beneficiaries.**



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

LOCAL FINANCE SCHEMES

WARD NAME	NO. CLUBS FORMED	PROJECTS
WARD 5	3	Brick making, Piggery, Carpentry
WARD 12	6	Poultry, Piggery
WARD 6	8	Brick making, Poultry Farming, Carpentry etc
WARD 3	8	Farming, Income Generating Activities
WARD 14	2	Tailoring

Ngwee Skills Training Centre



**GEN D ER EQUALITY BY 2015,
YES WE MUST!**

HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- **HIV/AIDS**

- ✓ The Council has a Gender Awareness HIV and AIDS Policy that is implemented and monitored.
- ✓ The Council has got an HIV and AIDS Committee which is now under Health Section of the Council and one (1) female Councillor is a Member who also disseminates information to the Community.

- **BUDGETS**

- ✓ The Lunshya Municipal Council Gender links Committee has been allocated KR182, 000.00 for the next three years for Gender Mainstreaming as tabulated below:

2013

2014

2015

KR 57 000

KR60 000

KR65 000

- **MONITORING AND EVALUATION**

During the year 2011/2012 the Gender Committee was rather inactive because of lack of representation due to Ministerial Staff Transfers (three focal points in a role were transferred) creating a breakdown in the Gender reporting system.

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

PROTOCOL TARGET	COUNCIL ACTIONS
ARTICLE 26: HEALTH	<ul style="list-style-type: none"> •Council has active Health Schemes, for its employee, with 3 Health facilities; Luanshya Mine Hospital, Roan Hospital and Thompson Hospital to enable easy accessibility of services and materials for prevention and care of diseases. •HIV/AIDS Committee that brings to table all matters affecting out district in relation to HIV/AIDS.
ARTICLES 15-19:PRODUCTIVE RESOURCES & EMPLOYMENT, ECONOMIC EMPOWERMENT.	<ul style="list-style-type: none"> •Refurbishing of all training skills centres for economic empowerment. •Annual allocation of resources to youths, women and the vulnerable in society through Government Constituency Development Funds.

IMPACT

- **Construction of 3 clinics & refurbishment of 2 District Hospitals and 4 Clinics.**
- **Refurbishment of 3 Skills Training Council facilities.**
- **Upgrading and rehabilitation of the district urban and feeder roads**



CHANGING LIVES

- Evelyn Mulenga Chilufya who is 33 years of age has her life changed through **Gender mainstreaming**. She thought she could not be of any use to society being a Grade 4 school drop out.
- She was introduced to one of our Community Officer who enrolled her at the Council Ngwee Skills Training Centre.
- She learning knitting and tailoring and today she has got her own small rented room where she is doing her tailoring and has gotten back to school this year in grade 5 at Muchinshi Basic School.
- ***“When you educate a girl child you educate the whole Nation”***



**GENDER EQUALITY BY 2015, YES
WE MUST!**

CHALLENGES TO GENDER MAINSTREAMING

- i. Lack of understanding the concept of Gender issues by men folk policy makers and implementers at management level.**
- ii. Women limiting themselves in attaining economic empowerment especially in employment and land matters – numbers are fairly small.**

WAY FORWARD

Next Step?

- i. Conduct seminars with Councillors and Council Staff**
- ii. Involve the Community through area Councillors in championing Gender mainstreaming and Governance.**