



NAME OF GOOD PRACTICE
PRESENTERS NAME: NALWAMBA SIKOMBE
CATEGORY: LOCAL GOVERNMENT COE

COUNTRY SADC GENDER PROTOCOL SUMMIT

DATE: 25th -26th March 2013

LUSAKA

GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF COUNCIL

- Ndola City Council is an Urban Council located in president Ave , Ndola Town
- It has a total population of 455,194. *73,196 are female and 71464 are male and the percentages being 51 to 49 % respectively ,(2010,census provisional)*
- We have 32 councillors of which 6 are females/ 26 are males
- Council has a total number of 702 permanent employees and 149 are female while 539 are males Ndola has been a part of the centre of excellence for over six years
- Ndola city council has gone through all the stages of the COE process

KEY GENDER AND SERVICE DELIVERY CHALLENGES

- Some men still feel like Gender is still for only women because of the old traditional practices
- Some men feel like Gender is trying to undermine them in the homes and thus would sometimes Shame the Gender mainstreaming activities, this is attributed to some cultural and traditional teachings also.
- Political participation by women is still low , this can be attributed to the kind of politics that we have, confrontational thus more needs to be done in terms of sensitizations .

Photographs that show some of challenges

GENDER CHAMPIONS

We have a Gender champion Mrs Mutale is our Gender Champion and we have and also councillor Monte Phiri Mrs Mutale is the assistant Director of Finance

- I work closely with her to drive the process by representing the committee/ employees in management and making recommendations to help implement Gender mainstreaming activities, both in the council and the communities for example Council used to just follow the national procurement policy but now under CDF 30% of Tenders are given to women who apply and if any resources are needed, the director easily facilitates to help implement different Gender mainstreaming activities.

we have incorporated the new one civic leaders Cllr Monte and has become a Gender Champion among the other civic leaders and in the community. He helps drive the COE Process by backing proposals in full council.

- This combination has helped in achieving many goals and targets in our Gender mainstreaming action plan as the needs of the people are addressed at all levels, that is in the community, in the workplace and in full council



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- 30% land is given to women
- Women are given Priority when they Tender
- Specific campaigns, Gender based violence campaigns in the council, Council skills community training centres and the general communities
- policy interventions urban- agric policy
- Participation by women in Council, chief executive is female 2 members of parliament are women and influence decisions
- Public participation , women are involved in all public events including Trade fair, women's day labour day independence day, VCT day World AIDS day, sixteen days of activism

Photograph/s showing changes



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Examples from the Gender and GBV work plan
- Local Economic ,Development Council supports and trains communities in different life skills and entrepreneur activities , Tailoring, doormat making catering ,carpentry, plumbing and council provides resources to train these community people.
- We also employ temporal workers in grass cutting activities, street sweeping , drainage clearing , so far all the 38 street sweepers are women, the picture shows drainage clearing under CDF funds .
- Women have been given a lot of Market stall places as an entrepreneur initiative
- Climate change, Ndola city council has developed the urban agric policy and also actively takes part in the tree planting exercise as well as donating plants
- Community initiatives- Apart from provision of employment through CDF council provides resources for skills development and entrepreneur activities that help communities to be able to earn a living, e.g catering courses and doormat making
- Employment practices- women are employed in non Traditional positions we have plumbers carpenters and women welders
- In the process of developing the Gender and sexual harassment policy and this has been budgeted for and is part of the Strategic plan .



- HIV AIDS and care work- Council
 - Ndola city council has an HIV /AIDS policy which stipulates that employees are protected and have a right to employment regardless of their status and sex.
 - In terms of care work, the council works with local hospices and care givers as well as the network of Zambian people living with HIV/AIDS
 - These organizations do not pay land rates to council for their premises and council also provides material support through various donations to care givers
- The council also plays a great role in the District AIDS taskforce by helping in the implementation of the DATF activities in the communities .



- Photos showing Urban Agriculture by taking advantage of local water resources, Tree planting exercise by honorable Kawandame and employees and other councillors, community members and pupils.
- Also shows women employed in non Traditional positions.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Council holds routine educational / sensitization meeting with the employees and the community
- Takes part in the Sixteen days of activism as an awareness programme
- Takes part in the selection process of Women's empowerment programmes
- council budgets for Gender mainstreaming activities every year, this is in form of sensitization / capacity building meetings ,women's day, sixteen days of activism and other women empowerment activities through the department of community development
- Monitoring and evaluation is done through the use of the score card and District M&E sub-committee co-ordinated by council and helps learn what others are doing in terms of GBV in Ndola district
- Men are now fully involved in Gender mainstreaming activities
- Using men in Gender activities helps to reach out to other men.

Photograph/s showing changes



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

PROTOCOL TARGET	COUNCIL ACTIONS
constitutional and Legal Rights	<p>Through submissions to the draft constitution</p> <p>Abolishment of laws that discriminate against women and now they are able to access land without the consent of the husband(30%) of land created is given to women as affirmative action</p>
Article 12 -13 Governance	<p>Through sensitizations on the importance of women involved in politics in communities.</p> <p>Participatory budgeting in which the communities are invited to contribute.</p>
Article 14: Education and training	<p>Council training programme provides for employees to be able to up grade their education levels both men and women. And also provides skills training in the communities</p>

GENDER EQUALITY BY 2015, YES WE MUST!

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

PROTOCOL TARGET	COUNCIL ACTIONS
Gender based Violence	Campaigns against GBV in partnership with other orgs, police paralegal, and in the workplace , In the process of developing the sexual harassment policy through a participatory process
Health	Provides health facilities for all the employees through a health scheme
HIV/AIDS Article 28: Council also has a conflict resolution and integrity committee and has in cooperated other stakeholders and community members	An HIV/AIDS policy is in place and conducts prevention sensitizations in the work place and connects people to the NZP+ •This looks at conflicts with in the district to ensure Transparency

IMPACT

- The sensitizations on GBV has resulted in a change of how many men used to use their salaries without providing for their families.
- As a result of community meeting some victims have been connected to paralegal and victim support unit and women in law and have been helped
- Council in all the committees and activities now ensures that both men and women are represented
- Through skills training many of the students have graduated and are working and sustaining their livelihoods. E.g one woman has been employed by Kafubu water as a plumber and another by Arthur Davison hospital
- Council now budgets for all cross cutting issues, HIV/AIDS, Gender, Human rights , Environment .

Photograph/s of people or scans of feedback recieved



CHANGING LIVES

- The young lady standing in the photo is a wife of a council employee who used to run away from the home every time he got paid and used to come to the council to complain, but because of the sensitizations conducted in the council about GBV, a friend to the man reported to the HR officer who is part of the COE team
- since he used to see how the friends children and wife used to suffer, the Man and wife were called and counselled, the man has since changed and the woman came to thank the council for the help. The woman has now enrolled in one of our catering skills training centre in Chifubu so that she can start work on her own business.

Photograph/s of the changing lives



CHALLENGES TO GENDER MAINSTREAMING

- Gender mainstreaming in the communities enlightens the people of their rights however, these people need to be empowered to reduce their vulnerability but resources are not usually enough to empower the people, especially in the communities.
- Our skills training facilities infrastructure are not in good condition, thus not encouraging to the communities to enrol.

WAY FORWARD

- Rehabilitation of our skills training infrastructure to encourage more people to be trained and thus increase the number of people that can sustain themselves and there by making them less vulnerable GBV as this is the major problem in our communities.
- Up grading , cleaning and improvement of all the markets in to modern markets to encourage a lot of people to take up stalls in the markets and increase the economic status of the people. The modern and upgraded markets have encouraged a lot of people to take up stalls and provide a health environment for the Traders.

Photograph/s to show areas that will be taken forward