FEMALE EMPLOYEES RETENTION

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An overview of LWB

❖ Lilongwe Water Board is a Statutory Corporation established in 1947
   Re-constituted under the Water Works Act 1995

❖ Responsible for the provision of water supply services to the City of
   Lilongwe and other surrounding areas designated as its supply area

❖ The Board has five Departments:
   ➢ General Management
   ➢ Production and Distribution
   ➢ Infrastructure Services
   ➢ Corporate Services
   ➢ Finance
Staff & Board Composition

- The Board has a total of 499 employees (Jan 2020)
- Females 100 representing 20% of the total
- Males 399 representing 80% of the total
- 5 male Heads of Department
- All the 3 Zones headed by male
- 21 in Senior Management total with 3 Females (14%) (HR, IT & Finance - Projects)
- 2 Female Board of Directors out of 9 representing 22%
- 2 Board Committees chaired by those female members
Staff & Board Composition

100% = 499 BOARD EMPLOYEES, JAN 2020

- 5 male Heads of Department
- All the 3 Zones headed by male
- 21 in Senior Management total with 3 Females (14%) (HR, IT & Finance - Projects)
- 2 Female Board of Directors out of 9 representing 22%
- 2 Board Committees chaired by those female members
Achievements & Successes
Recruitment & Selection Policy

✓ Policy developed and approved
✓ Developed pursuant to the provisions in the STCS
✓ Sets out criteria for sourcing, identification and recruitment of suitable employees with necessary skills, knowledge and ability to meet set standards – women & girls inclusive
Staff promotions & Confirmation

✓ 2 female staff promoted to senior Management Position (IT & Finance)
✓ 5 Female Engineers out of 10 confirmed from being Trainees
✓ 4 Female Plumbers out of 17 employed in the current year representing 24%
Compaction works for embarkment walls for raising Kamuzu Dam

Surveying works at Kamuzu Dam Project
Female Engineer
Kamuzu Dam project

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Female engineers on site....supervision
LWSP – Supervision of concrete works for Chikungu ground Water
Supervision

LWSP... Compaction tests for ground reservoir tanks at Chikungu
Female Plumbers.....fixing ground pipes
Gender Policy

The Board developed a gender Policy in 2019

Purpose

• To guide mainstreaming of gender and disability issues in the programmes, plans and all other processes of the Board to effectively provide for the needs of all groups of people

Policy Goal, outcome & Objective

• To promote gender equality and disability inclusion within the organization
• Increased employment and capacity building opportunities for all gender groups at the workplace
• Increased participation of women and persons with disabilities in decision making at all levels.
• To create equal opportunities and conducive environment in employment and capacity building for women, men and persons with disabilities at workplace
• To promote participation of women and persons with disabilities in decision making at all levels.
• To build and strengthen the capacity of the Board to address issues of discrimination and exclusion
• The Board has a Gender & Disability Focal Position within the HR Division
Work life Balance

• The board has a childcare center with all the facilities in place
• To enable workers balance work and family
• A quest to improve the welfare of its employees
• Aimed at supporting employees transition back to work from parental leave
• Female employees have a choice to bring their under five children and maid/nanny
• Work life balance enhanced
• Time saving especially for breast feeding mothers & those with under five children
Children Care Centre
.......Children Care Centre
Challenges & Shortfalls

• Number of females still low
• Few in Management
• Few in technical dept, all Zone offices headed by male
• Current pandemic – COVID 19
• Not able to do more on the part of disability
Way forward & Conclusion

• The Board shall endeavor to promote affirmative actions

• Improvement of female to male ratio from 15:85 in 2019 to 20:80 as at Dec 2020 already seen & need to improve further

• Gender mainstreaming at all levels
• Revise Gender Policy after 5 years
• Conducive environment for all
• Will need to work on part of disability part
• My one wish – to have a female Zone Manager
Rest we forget ......COVID IS REAL

- Wash your hands
- Wear your mask
- Watch your distance

❖ Protect yourself, Protect your family, Protect your Community

❖ Let us join hands in the fight against this pandemic by following all the preventive measures

❖ Stay safe
Lilongwe Water Board

Potable water all the time for all

Thank you