

Name of municipality: Ruwa Town Council

Synopsis

The council trying to work in line with the targets of the MDGs hence the interest in developing a gender policy. It is interesting to note that Ruwa is one of the 3 councils out of the 91 councils in Zimbabwe which is being directed by a female CEO and is the only one out of the 31 urban councils. The other 2 CEOs are from the rural district councils

Strengths

Ruwa has dynamic innovative professional management team with cordial working relationship .The council has recently launched a website. Private sector development another strength and 90% of the land is private owned and also have a lot of housing developments.

Challenges

The council relies on two sources of water supply that is the one in Harare and new water supply needs US\$4 million to be completed. Relying on Harare city for water has been a problem in that it has affected people’s confidence as they experience erratic water cuts. As a result residents not willing to pay rates and this has affected revenue collection.

In terms of education and health the council also facing major challenges in that it has taken 15 years to complete building a school

In terms of service delivery people are not paying rates. They are complaining that the council charging high rates.

Results of gender score card

Area assessed	Score Council %	Score GL %	Agreed score%
Policy framework	32.5	30	31.3
Governance	44.6	40	46.7
Gender specific programmes	25.9	30.9	26.8
Mainstreaming gender into existing programmes	30	49.3	36.5
Employment practises and environment	23.8	25	25.8
Gender management system	17.5	25	18.3
Overall	28.6	37.8	31.5

SITUATION ANALYSIS

regional ,international commitments. It is important to note that one of the directors, Mr Mujuru was involved in the lobbying of the domestic bill. There is no gender policy.

GOVERNANCE

Representation

Women lowly represented as councillors as there is only one female councillor out of the 9 councillors. However, the female councillor is chairing the powerful committee of finance. In terms of community committees it was said that women constitute the majority.

Participation

The one lady councillor participates a lot and she is very influential and contributes to decisions taken by council.

Public participation

Both men and women participate equally at public meetings

PLANNING

No targeted gender planning takes place.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

No economic development plan that targets women specifically But both men and women benefit equally though no statistics to prove. It is important to note that women constitute the majority of the informal traders.

Procurement

No procurement policy .But it was said that anyone who meets the necessary criteria they use was eligible to get a tender.

Housing

No sex disaggregated data on title deeds but men are the majority of beneficiaries of housing schemes. The council has not done anything to ensure that women also benefit from housing opportunities.

Utilities

The council does not have sex disaggregated data on who gets access to basic services. Community meetings are just held for the benefit of everyone else and do not necessarily target women.

Transport

Women not consulted when it comes to their transport needs. The pick up /drop off points were not friendly to women especially at night as the lighting is very poor.

women and within a range of 2km.No sex disaggregated facilities only available at major hospitals not council clinics.

Environmental health

The public meetings held just targets everyone, no specific ones for women.

Social development

Ruwa is a small town and has just been accorded town status. So there are no such facilities as libraries or recreational centres etc

GENDER SPECIFIC PROGRAMMES

Council not involved in any gender specific programmes at the moment.

Gender based violence (GBV) flagship

No gender action plans or gender based violence action plans so council no budget for such activities.

No safety audit has been conducted to ascertain whether town safe place for women. Place not safe for women to travel at night, public lighting poor, a lot of bushy places.

The council does not participate in campaigns like 16 days of activism.

The police receive training on GBV from other organisations.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Men and women not employed in equal numbers across jobs but they receive equal remuneration per grade

No affirmative policy but the council has an equal opportunity employment policy.

CATEGORY	No of women	%	No of men	%
Top management	2	40	5	60
Middle Management	2	22	9	78
Professional				
Secretarial/ clerical	6	67	9	33

Capacity building

No diversity and gender training provided for both men and women.

Career pathing

Both men and women are given equal opportunities of growth. The management team is comprised of equal numbers of both men and women.



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ment

both men and women as the council only offers maternity

GENDER MANAGEMENT SYSTEM

Gender structures

The council has a gender focal person though no job description for the post. It is a structure that was set up only in response to a call from UCAZ. No proper training has been given to the GFP.

Monitoring and evaluation

No gender indicators put in place for planning and human resource management

Political profile and champion

No political champion and gender issues not given a high political profile