

Country: Zimbabwe

Name of municipality: Beitbridge Town Council

Synopsis

Beitbridge Town Council is interested in developing a gender policy so as to provide an enabling environment for gender mainstreaming.

Strengths

As a local authority, the council can boast that it is one of the cleanest towns in the country despite being a border town. It is unique in the quest to enlighten people on Climate Change. The “Go Green, Go Clean” campaign is just testimony to the work that council is undertaking. It is also strategically positioned in regards to issue of attracting investors.

Challenges

Despite strategically located, revenue collection has been a major challenge. As a result there is limited resources which make it difficult for council to conduct workshops on gender issues for example gender budgeting.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	3	3	3
Governance	12	9	11
Gender specific programmes	9	6	8
Mainstreaming gender into existing programmes	24	26	28
Employment practises and environment	8	6	7
Gender management system	9	7	7
Overall	65	57	64

**SITUATION ANALYSIS
POLICY FRAMEWORK**

The council has gone through a gender mainstreaming workshop with GL. There is a draft Gender Action Plan that exists.

**GOVERNANCE
Representation**

Councillors Representation

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		Percentage
		83.3
Female	1	16.7
Total	6	100

There is an imbalance in the number of councillors in the council. There is only one female councillor as opposed to five male councillors. However there are 2 women and 2 men chairing committees of council thus decision making will be balanced.

Participation

By virtue of chairing 2 of the 4 committees, there is a balance in the participation by women as the only female councillor can make her contributions without fear or favour.

Public participation

Council ensures that there is public participation in council programmes. The council also embarked on Women Empowerment Workshops to encourage women to participate.

PLANNING

✓ Does targeted gender planning and service delivery take place in the council? (Get copies of planning documentation)

Not quite so.

✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

Not particularly done

✓ Is information collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies? (Get documentation to substantiate this).

No the council seem not to be enlightened on the aspect,

✓ Are there gender indicators in all plans? (Get copies of plans)

Not quite

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The council does not have a local economic development plan that targets women entrepreneurs as key beneficiaries. The council does however have LED initiatives. Both men and women are taken into consideration when council allocates land and spaces for vending on first come first served basis. There is no proportion that is reserved particularly for women.

Procurement

Council does not have a procurement policy that sets a target for increasing the number and value of contracts received by women. Council is however in the process of educating and encouraging women to become contractors for tenders as very few if any bid for tenders.

and data on title deeds but women are catered for as they are allowed to apply for housing in their own capacity without the aid of a man. A short survey has indicated that single mothers are in the increase and Council has taken a position to ensure that a greater number of allocated stands now should go to women. There is equal access to resources. 470 stands out of 1070 stands were allocated to women.

Utilities

Council does not have sex disaggregated data on who accesses basic services like water. The council however, has borehole committees that are managed by women as they are the major users of the boreholes.

Transport

Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)

It is taken for granted that the available means suffice for the women

Health

Council has health facilities that are within walking distances of the surrounding suburbs about one kilometre walking distance. There are however no maternity services in any of those. It is council's prerogative to have a maternity wing available. Data on HIV/AIDS, VCT and PMTCT is available at the council clinic by sex. Workshops on GBV and HIV/AIDS are conducted by FST, IOM and MSF in wards. Focal persons are trained by FST in wards to carry out awareness campaigns at ward level. PEP is not available at all council health facilities. Awareness on PEP is being done in conjunction with FST three times a week.

Environmental health

Women participate in clean-up campaigns. The town despite being a border town is one of the cleanest towns. It has launched a "Go Green, Go Clean" campaign for environmental friendliness as well as raising awareness on Climate Change. The town is in the process of greening all major roads and other places. 80% of the households do not have proper refuse bins. Currently recovery of waste for recycling is being done by individuals who are mostly men.

Social development

There is no sex and age disaggregated data on the use of existing facilities. These facilities are meant to benefit all residents whether male or female.

GENDER SPECIFIC PROGRAMMES

GBV programmes are done mostly with

Educare

- ✓ Has there been an assessment of the need for child care facilities? (Request a copy of this assessment).



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merged that early learning development centres
 own and these are dominated by women in the
business.

Gender based violence (GBV) flagship

- ✓ Does the council have an action plan and budget for addressing GBV. Has this been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)

Council has made it a policy that a budget of \$2000.00 for the food for work program be in place during rainy season.

Prevention

No audit has been done to ascertain whether the town is a safe place for women to walk around safely at night and during the day. There is however a degree of safety. In terms of street lighting, council has installed six tower lights. Council has established a committee that will be in charge of naming streets and wards.

Transport

Is public transport is safe for women and children.

Not in all place. Due to non-payment of rates and taxes by rate payers, council has challenges in meeting the requirement.

Public awareness campaigns

Council in partnership with FST participates in campaigns to raise awareness on gender based violence (GBV). The police through the victim friendly unit also helps in raising awareness on GBV.

Response and coordination

Criminal records are found at the local police station through the victim friendly unit in the case of GBV statistics. There is a good working relationship between council, civil society (NGOs) and the police

Support

There is a police victim-friendly unit where all cases pertaining to GBV are concerned.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Are women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work? (Get a breakdown of staff per job and level from HR, tabulate this information).

CATEGORY	No of women	%	No of men	%
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Senior Management				
Professional				
Secretarial/ clerical				

✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)

No. Job adverts are flight in the widely read newspapers for everyone to participate and short listing is done but few women submit applications

Capacity building

No training has been done in the past to capacitate both men and women in the council.

Career pathing

Are women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions; are there special training or mentor programmes?)

Yes. There is no segregation every worker woman or man is considered on merit.

Working conditions and environment

The rewarding system in council is at par. Each employee is remunerated equally, according to the tasks they perform.

✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)

The council uses statutory instruments

GENDER MANAGEMENT SYSTEM

Gender structures

Council has a GFP and a gender champion. Council also has a gender committee consisting of 3 women and 4 men.

Gender is not quite written into the job descriptions and performance agreements of managers and key functionaries. It is assumed that they will recognise it, though however this is an area which may sometimes be overlooked.

Budgets

Council has a budget for gender activities though fundraising projects are done to meet other expenses. Expenditure is distributed according to departmental budgeted functions and the



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separate from all other functions. Women may benefit

Monitoring and evaluation

Services, employment, and procurement statistics are not disaggregated by sex. The council mainly does its M & E through periodic review of council resolutions. Councillors are also given feedback during council committee meetings.

Political profile and champion

There is a high level of political buy-in from the council and they have a champion.

The work place

More men are employed in Beitbridge Town Council. Council's adverts for any job vacancy is open to every individual and their recruitment is based on their interview performance as well as merit. Council remunerates its employees equally regardless of sex.