

Country: Zimbabwe

Name of Council: Zvimba Rural District Council

Synopsis

The Council is interested in developing a gender policy so that it comes up with gender sensitive policies which will culminate in good service delivery.

Strengths

The Council has a Gender Committee which is headed by the Council Vice Chairperson. The Gender Committee members sit in the Human Resources Committee responsible for recruitment. The Council has a gender action plan.

Challenges

Zvimba is a farming community and most of the rate payers are farmers. It is difficult for the council to collect rates throughout the year as farmers can only pay when they have sold their products between May and September.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	3	2	3
Governance	13	9	11
Gender specific programmes	8	6	8
Mainstreaming gender into existing programmes	37	22	26
Employment practises and environment	8	7	7
Gender management system	12	8	9
Overall	81	54	64

SITUATION ANALYSIS

POLICY FRAMEWORK

The council is aware of national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy. There is however need to conscentize the community about the provisions of the Protocol as the programme by GL shed light to the management and staff of council. Council has a draft Gender Policy but it is still to be adopted by council.

GOVERNANCE

Representation

There are 13 female councillors as opposed to 28 male counterparts.

mainly done by men. Though there are 3 female vice committees.

Councillors		
	Number	Percentage
Male	28	68.3
Female	13	31.7
Total	41	100

Men participate more in the Ward Development Committees as the structure traditionally was viewed as for men, though there has been an increase in the number of women who are now actively involved in the Ward Development Committees.

Participation

Statistically, women are outnumbered in council thus their participation is subject to debate though the female councillors that are there do contribute to the best of their abilities.

Women have an influence on decisions especially issues affecting women and children.

Public participation

There is no equal participation of women and men at public meetings and events. However the council is undertaking ward meetings on gender sensitization in order to redress this scenario.

PLANNING

There is no targeted development planning in regards to service delivery. It does exist though when the need arises to address some issues. The council’s strategic plan does not specifically mention gender but the move is to ensure that it does as such.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The council does not have a properly spelt LED plan but there are LED initiatives meant to benefit both males and females. The council has marketplace committees chaired by women as they are the majority stakeholders at the markets.

Women and men benefit equally from informal trading facilities. There is a training centre specifically designed for individuals venturing in carpentry and dressmaking etc.

Procurement

Council is in the process of reviewing its procurement policy. It is the hope that it will be more gender sensitive.

Housing

Council keeps sex disaggregated data for stands allocated and also for those on the waiting list. Council is currently reviewing its land and housing policy against the stands already allocated to ensure that women benefit equally from land and housing opportunities.

Utilities

ated data on who has access to basic services in the water points are closer to women and children who bear the brunt of collecting water. The council has also adopted water policy on National Sanitation. The management of these water points are done by council though the community as the users also claim some responsibility.

Health

There are 2 major referral health facilities i.e. Kutama Mission hospital and Gangarahwe and various clinics in each of the villages. These are readily accessible to children and women. Statistical data on HIV/AIDS is housed at the clinics whose reports are extracted for presentation in the council committee meetings. Data is also available through the District AIDS Action Committee DAAC. HIV and AIDS public education and awareness campaign is also done at the clinics. PEP is available at all the council's health centres

Environmental health

Council has a waste management plan designed in consultation with the Environmental Management Agency. Council also embarks on health education campaigns in which women participate.

Social development

The council does not have sex and age disaggregated data on the use of existing facilities but the council has a stadium in Banket as well as council halls in all its urban centre and orphanage houses in Masiyarwa and Chirau. Communal halls are found at Vedco in Kasanze-hall for youth and women clubs, Red-cross House for young women.

GENDER SPECIFIC PROGRAMMES

Gender based violence (GBV) flagship

The council has a draft GBV action plan formulated with the help of GL that is still to be adopted by council. Council has a budget for USD15000 for gender activities.

Prevention

No safety audit has been done, but there is however a degree of safety to manouver within the council and its environs. Street lighting is inadequate and as such

Public awareness campaigns

Campaigns are earmarked for October-December when council is embarking on the budget consultation process.

Response and coordination

Crime statistics are housed by the Zimbabwe Republic Police. A good working relationship exists between council, the community and police.

Support

There are 3 safe houses for children namely Vimbainesu, Katawa and Keagan while there's none for adults.



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VIRONMENT

Selection and Recruitment

CATEGORY	No of women	%	No of men	%
Top management	Nil	Nil	4	100
Senior Management	Nil	Nil	3	100
Secretarial/ clerical	5	38.5	9	61.5
General hands	6	13	40	87

Despite these statistics council is now gender sensitive in recruitment issues. Female Candidates are encouraged to apply for any arising position in order to redress these inequalities.

Capacity building

Council has initiated and implemented gender training for its councillors annually. Employees are not restricted from developing themselves. In light of the Zimbabwe Institute of Public Administration taking students who want to further their career ambitions which is in the council's jurisdiction.

Working conditions and environment

There is equal rewarding system and grading according to specific tasks and each person in the job position gets what goes along with the specific task being performed by the individual. Council does not have a sexual harassment policy but the Council's code of conduct considers sexual harassment a dismissal offence. Issues of paternity leave have been tabled and a decision is pending.

GENDER MANAGEMENT SYSTEM

Gender structures

Council has a GFP & a gender committee. Gender is not directly written into the job descriptions of managers and key functionaries.

Budgets

Council has a budget of USD 15000 for which gender activities have been lined up.

Monitoring and evaluation

Services, employment, and procurement statistics are not disaggregated by sex and do not have gender indicators. However council periodically has management review meeting and follow ups on council resolutions.

Political profile and champion

Councillor Tsitsi Mugabe is the political gender champion.

The work place



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RDC because generally men are more than willing to
whilst it is very difficult for women especially in the case
where they are married. Currently the council flight adverts for any type of job that becomes
available, more men apply and interviews are conducted and awarded according to
performance at interviews.