

## STAGE TWO REPORT FORM

### Situational analysis report

**Country: Zimbabwe**

**Name of municipality: Mangwe Rural District Council**

**Synopsis: The local authority needs guidance in mainstreaming gender in all its activities**

Why does this municipality have an interest in developing a gender policy?

It was a directive from the ministry for local government for all local authorities to have a gender policy.

### ***Strengths***

***There is community participation in council activities***

### ***Challenges***

***1. The local has financial constraints in funding activities***

***2. Unequal representation***

### **Results of gender score card**

<b>Area assessed</b>	<b>Score Council</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	<b>0</b>		
Governance	<b>1</b>		
Gender specific programmes	<b>4</b>		
Mainstreaming gender into existing programmes	<b>3</b>		
Employment practises and environment	<b>4</b>		
Gender management system	<b>0</b>		
Overall	<b>12</b>		

## SITUATIONAL ANALYSIS

### KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

#### POLICY FRAMEWORK

- ✓ Is 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?

Council is aware of the gender policy.

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)

Council has no gender policy in place.

#### GOVERNANCE

##### Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table)

There is no equal number of women and men councillors in the council.

MALE	FEMALE
6	11

- ✓ Are there equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc? (Include detail in a table)

	MALE	FEMALE
Management	9	3
Chairs of committee	3	3
Chairpersons		1

- ✓ Is there gender balance on all community committees? (Include detail in a table)

COMMUNITY COMMITTEE	MALE	FEMALES
Water Point Committee	40%	60%
Residence Association		

Business Association	80%	10%
SDC committee	60%	40%
WASH Committees	20%	80%

### **Participation**

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

Ward 11 female councillor advocated for a secondary school and was built

- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

Ward 5 female councillor advocated for a primary school on a certain location. The decision was seconded by other men and women in the ward.

### **Public participation**

- ✓ Is there equal participation of women and men at public meetings and events? (You will need to consult records of these meetings where available, are attendance registers kept, are these disaggregated by sex?)

Ward based consultative meetings, 70% of women attend budget consultative meeting. In campaigns like World Aids Days, T.B Days, 16 days of activism more women attend

### **PLANNING**

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

In water points planning, communities are consulted.

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

Council is in the process of formulating a five year strategic plan. There is no strategic objective of council which mentions gender.

- ✓ 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).

During Budget consultation meeting, information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies

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

The existence of ward committees and provision of water and sanitation services are indicators of gender indicators in all plans.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **Local economic development**

- ✓ Does the council have a local economic development plan that targets women entrepreneurs as key beneficiaries? (Get a copy of this plan)  
Council does have a local development plan that targets women entrepreneurs as key beneficiaries. For example tuck shop allocated to women in all 17 wards.
- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)  
Men and women do not benefit equally from informal trading facilities in council.

### **Procurement**

- ✓ Does the council have a procurement policy that sets a target for increasing the number and value of contracts received by women? (Get a copy of this policy, interrogate the tenders register, who is benefitting most from tenders?)  
Council does not have a procurement policy that sets target for increasing the number and value of contracts received by women.

### **Housing**

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).  
Council does not keep sex disaggregated data on title deeds
- ✓ Has the council taken steps to ensure that women benefit equally from land and housing opportunities? (How has this been done? Is there a policy? Get a copy of the policy)  
Council has not taken steps to ensure that women benefit equally from land and housing opportunities

### **Utilities**

- ✓ Does the council has sex disaggregated data on who has access to basic services i.e. Male and female headed households? (Interrogate these statistics).  
Council does not have sex disaggregated data on who has access to basic services. With the exception of council clinics and schools.
- ✓ Are women involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc)  
Women are involved in the planning, management of borehole. There are pump minders within the community who are women.

### **Transport**

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)  
Women are not consulted in regard to their transport needs

## **Health**

- ✓ Are health facilities easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closest clinic?)

Health facilities are easily accessible to women. The average distance of health facilities is 4km

- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)

Sex disaggregated data on HIV and AIDS is kept in council clinics

- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

Council has a gender HIV and AIDS education through assistance with District Aids Coordinator

- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

Council Clinic provide Post exposure prophylaxis (PEP) all rape victims.

## **Environmental health**

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

Women are not consulted in the management of waste

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

Women and men do not benefit equally from business opportunities

## **HIV and AIDS and care work**

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?

Council has a gender awareness HIV and AIDS policy and programme but it is not being implemented

- ✓ Does this cover prevention, treatment and care?

HIV and AIDS policy and programme covers prevention only

- ✓ Do prevention messages include the importance of equal power relations between women and men?

The prevention messages include the importance of equal power relations between women and men

- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?

Prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women

- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?

Prevention messages cover the effects of multiple concurrent partners and men encouraged to change their behaviour

- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?

Council in collaboration with Health department are involved in promoting Voluntary Counselling and testing. Women and men encouraged to go for testing.

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?

Women and men access treatment equally

- ✓ In what ways does the Council support, or could it support care givers?

Care givers are given a token of appreciation in form of soap

- ✓ Are men encouraged to be involved in care work?

Men are encouraged to be involved in care work

### **Climate change and sustainable development**

- ✓ Is the Council aware of climate change and its effects?

Council is aware of climate change and its effects

- ✓ What measures is the Council taking to mitigate against these?

The measures that the Council is taking to mitigate against these climate changes are gulley reclamation and refuse collection

- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?

The measures are gender aware and they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development. For example in dam scooping, gulley reclamation, both men and women are involved.

### **Social development**

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit

equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)

Council does not keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities.

## **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)

Council is involved in gender based programmes

### **Educare**

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

No assessment was conducted on the need for child care facilities

### **Gender based violence (GBV) flagship**

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

Council does not have an action plan and budget for addressing GBV.

### *Prevention*

- ✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village )

No safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day

- ✓ Is there is sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).

The setup is rural as a result there is no sufficient lighting on streets and in public spaces and all streets are not named

- ✓ Is public transport safe for women and children.

Public transport is safe for women and children.

### *Public awareness campaigns*

- ✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)

Council does participate in campaigns to raise awareness on gender based violence (GBV) organised by Ministry of Women Affairs, such as the Sixteen days of activism.

*Response and coordination*

- ✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/ village)

Council does not have up to date crime statistics disaggregated by sex

- ✓ Is there is a good working relationship between the police and community, especially women? Are women are adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)

Although there is a good working relationship between the police and community, especially women, women are not adequately represented in community policing forums.

- ✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc.)

The Police and justice service providers given training on how to handle cases of gender based violence (GBV)

*Support*

- ✓ Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).

Council does not have victim support/ empowerment programmes (VEP), or places of safety and day care centres.

**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	%
Executive management- e.g.- CEO, Mayors, Speakers	0	0	1	100

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Senior Management- e.g.- Directors, Head of Units	1	17	4	83
Professional e.g.- Programme Line Managers	2	67	2	33
Semi-Skilled- e.g. Technicians, Plumbers	-	0	1	100
Councillors	5	29	12	71
Secretarial	1	100	0	0
Unskilled -e.g.- Labours, Cleaners	4	33	9	67
Total Number of Employees	8	52	12	68

✓ How many women and men are currently employed in each job and grade?

GRADE	MALES	FEMALES	TOTAL
1	2	0	2
2	2	0	2
3			
4	2		2
5	1		1
6	2	2	4
7		1	1
8		1	1
9	3	2	5
10	3	1	4
11	1		1

- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?

The pattern of male and female employment does not indicate that there are areas of 'women's work' and of 'men's work'

- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?

They are no divisions in Mangwe Rural District Council

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

Mangwe Rural district Council does not have an affirmative action policy that specifically addresses redressing gender inequalities.

### **Capacity building**

- ✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept)

There is no diversity and gender training provided for both women and men 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?)

Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities.

### **Working conditions and environment**

- ✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)

Council does not provide equal benefits for women and men, including maternity and paternity leave

- ✓ 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)

There is no sexual harassment policy

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

- ✓ Has the council set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work? (Get a copy of this structure, interview the GFP, and interrogate the budget).

Council does not have a gender structure but has a gender focal person.

- ✓ Is gender written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)

Gender is not written into the job descriptions and performance agreements of managers and key functionaries

### **Budgets**

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)

The share of expenditure does not target at promoting gender equality

- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?

Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects. For example entrepreneurship skills.

### **Monitoring and evaluation**

- ✓ Are services, employment, and procurement statistics disaggregated by sex and have gender indicators have been put in place for planning and human resource management systems? (Check this with HR)

The council does not have services, employment, procurement statistics disaggregated by sex and have no gender indicators put in place for planning and human resource management systems

### **Political profile and champion**

- ✓ Are gender issues given a high political profile by the Council and have a political champion?

The local authority does not give gender issues a high political profile and it does not have a political champion.