

STAGE TWO REPORT FORM

Situational analysis report

Country: ZIMBABWE

Name of municipality: HWANGE LOCAL BOARD

Synopsis

Hwange Local Board is a Council that was established in 1974, realising the relationship between gender and development and recognising that development is like an aeroplane, it has got two wings, one male and one female, if one wing is undeveloped, flight is impossible, seeks to take stock of itself and align its policies, projects, processes and strategies with the constitution, the national gender policy and the SADC protocol which was acceded to, ratified and adopted by the government of Zimbabwe

Strengths

Hwange Local Board is in the process finalising many of its policies and regulations ,has a leadership that is interested in ensuring gender mainstreaming in all its policies, process and procedures, though not having a gender policy in place it has budgeted for policy formulation in its strategic plan. The gender links capacity building programmes comes at a time when council is in the process of budgeting hence the opportunity for gender based budgeting

Challenges

Council has been gender blind in many of its resolutions, policies, process, plans, strategies and projects.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	0		
Governance	3		
Gender specific programmes	5		
Mainstreaming gender into existing programmes	19		

Employment practises and environment	3		
Gender management system	0		
Overall	30		

SITUATIONAL ANALYSIS

POLICY FRAMEWORK

Hwange Local Board does not have a Gender Policy, but it is guided by the National Gender Policy and the SADC protocol. Council has a draft HIV and AIDS policy, strategic plan, code of conduct and conditions of service that are in the process of adoption at works council.

GOVERNANCE

Representation

Designation	Female	Male	Total
Heads of Department	1	4	5
Assistant Heads of Department	-	-	-
Committee chairpersons	1	4	5
Vice Committee Chairperson	2	3	5
Council Chairperson	-	1	1

- Hwange Local Board has a total of 15 Councillors of which four (4) are women. It has (4) departments, three (3) are headed by men and one (1) is headed by a female.
- There is one (1) female Committee Chairperson and two deputy female chairpersons out of the five (5) Committees. There is no gender balance in 3 Council committees, with one committee being gender sensitive.

Name of Committee	No of Male	No of Female	Total
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	Councillors	Councillors	
Audit	5	2	7
Environmental Management	5	1	6
Human Resources & General Purpose Committee	4	2	6
Health and Housing	3	3	6
Finance	5	1	6

Participation

While there are four (4) women, Council has Standing Orders which guides Council and offers equal opportunities to all Councillors to participate. However, women do not participate actively in Full Council deliberations. In terms of Standing Orders of Council, women and men may bring up matters for issues to be deliberated in Council and they have equal opportunities to influence policies. The women have not raised motions between the years 2013 to 2015.

Public participation

Women and men equally participate in budget consultation meetings; however, the records of attendance are not disaggregated.

PLANNING

In terms of targeted planning, Council crafted a result based Strategic plan, Clients Charter and Budget) but it is not explicit on gender issues, these plans were through a participatory process.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council does not have a local economic development plan that targets women entrepreneurs as key beneficiaries. Council however does have market stalls where both women and men are beneficiaries. The flea market area has been designated for both women and men. Commercial stands are being given to both women and men in Council business areas.

- The manual on cession of Council ensures that the rights of both women and men are protected.

Procurement

Council is guided by the Procurement Act and the State Procurement Board. In procurement, Council does not have its own procurement policies that are set to target women, there are no contracts that have been awarded explicitly to women entrepreneurs.

Housing

- Council does not keep gender aggregated data on title deeds or the waiting list.
- There is a draft Housing Policy which gives Council an opportunity to mainstream gender in its policy.

Utilities

- Council has disaggregated data on who access basic Health services at Empumalanga Clinic and both women and men benefit.
- Through the public budget consultation women are involved in planning for these facilities. However, management and maintenance of these utilities is a prerogative of Council.

Transport

Council does not have a transport policy and has not made a special consultation on this particular issue, but the issue of road maintenance, increasing access and trafficable roads is a deliverable covered in the Council's strategic plan.

Health

- Health facilities are available, with Council running one private clinic
- Private companies and faith based organisations also run health facilities (two clinics for National Railways of Zimbabwe, five clinics and one Hospital for Hwange Colliery Company, three clinics for Zimbabwe Power Company, one Hospital for the Roman Catholic Church).
- Maternal health services are offered by all the health institutions.
- Maximum distance travelled by people to the clinic is less than 3km
- National Aids Council involved the HIV and AIDS programing in the town
- Gender disaggregated data on HIV and AIDS on patients is available in all the health institutions within the town.

- PEP available in the hospitals
- public HIV and AIDS awareness campaigns conducted by health care workers in collaboration with the National AIDS council, population Service Zimbabwe and other NGOs like the Painted Dog Conservation
- HIV/AIDS Awareness Campaigns are gender aware

Environmental health

- Women are the majority in the waste management programmes.
- Council in conjunction with Mvuramanzi Trust has seen the establishment of community health clubs.
- The clubs are dominated by women, with two men's forum, all were trained on gender mainstreaming in conjunction with Mvuramanzi Trust.
- There are no business opportunities as yet in the waste management sector
- Clean-up Campaigns are initiated by the Community health clubs with women taking the lead in most activities

HIV and AIDS and care work

- Council does not have a Gender Awareness HIV and AIDS policy, but programmes are available and conducted with the help of the National AIDS Council through DAC and Ministry of Health and Child Care.
- There is a draft copy on the HIV and AIDS policy
- NGOs like Population Services International run HIV and AIDS programmes
- Council conducts voluntary counselling and testing and also do Provider Initiated Counselling and testing.

Climate change and sustainable development

- Council is aware of climate change and its effects.
- Council discourages the burning of refuse to reduce air pollution and does door refuse collection twice a week.

Social development

- Council has social facilities i.e. a stadium and a netball pitch

GENDER SPECIFIC PROGRAMMES

Educare

The Girl Child Network and National Aids Council are very active in the Council area. There is also the District Child Protection Committee that is functional. Council works closely with the District Administrator and Social Welfare in supporting the girl child.

Gender based violence (GBV) flagship

Council does not have a Gender Based Violence action plan or a budget to address the GBV. These have not been mainstreamed into the planning process. However, the Council Chairman and Town Secretary participate in the 16 days of Activism, district programs Women's Day celebration and Council donates to such a cause.

Prevention

Hwange by nature is a safe town. Council has functional public lighting i.e. tower lights in Empumalanga high density. Some street lights in Baobab low density are functional and others are not as a result of vandalism by baboons and people. There is adequate public transport safe for women and children.

Public awareness campaigns

Council participated in public awareness campaigns although there is no pictorial evidence to support this.

Response and coordination

There is a good working relationship between police and the community. Council is a member of the GBV Committee. ZRP share their statistics with Council, the Council Security Officer works closely with the ZRP on GBV. One meeting was held with vendors on GBV where Council was represented by the Security Officer and ZRP jointly addressed the vendors and other members of the Community on GBV.

Support

Council does not have GBV support facilities.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

- Council is in an equal opportunities employer through adverts that are open without discrimination, both men and women are invited to apply. Recruitment for technical staff is based on qualification, while for general staff men and women have equal opportunities.
- There is no affirmative action policy as reflected on the table below. Most women are employed in the traditional areas like secretarial, clerical and nursing.

CATEGORY	No of women	%	No of men	%
Executive management- e.g.- CEO, Mayors, Speakers			1	100%
Senior Management- e.g.- Directors, Head of Units	1	20%	4	80%
Professional Programme e.g.- Line Managers	-	0%	1	100%
Semi-Skilled- e.g. Technicians, Plumbers			6	100%
Councillors	4	27%	11	73%
Secretarial	10	67%	5	33%
Unskilled -e.g.- Labours, Cleaners	17	22%	61	78%
Total Number of Employees	28	27%	78	73%

Capacity building

The capacity building program recently held was on customer care, these were sponsored by Mvuramanzi Trust and World Vision. Mainly frontline staff was trained and these were basically women. Community health clubs were also trained on gender mainstreaming.

Career pathing

Council has a training policy. Recently Works Council resolved to adopt a new training policy which is more updated and sensitive to current trends. Nothing much has been done by Council to invest in capacity building and training of its own initiative though these are budgeted for due resource constraints.

Working conditions and environment

- Council provides equal benefits for women and men including maternity leave. Council does not grant any paternity leave.
- Council has draft conditions of service, which provides for all forms of leave days that are permissible at law as enshrined in the Labour Act.
- There is no sexual harassment policy neither are there statistics on harassment cases. However Council has a draft Code of Conduct that is yet to be adopted at Works Council with issues of sexual harassment being covered in the code.

GENDER MANAGEMENT SYSTEM

Gender structures

- Council has not yet set a gender sensitive structure including a gender focal person.
- Council has no budgeted specific on gender issues
- Gender mainstreaming as a deliverable is not incorporated into the job descriptions of heads of departments or the performance management systems.

Budgets

Council does not carry-out gender based budgeting and there is no expenditure explicitly targeted at promoting gender equality.

Monitoring and evaluation

- There is no gender disaggregated data and procurement statistics.
- There is gender disaggregated data on employment.

Political profile and champion

- Council is yet to have a gender champion who is a Councillor, neither has gender issues been a talking point in Council as yet.
- Council is still gender blind in this area and many other areas.