

STAGE TWO REPORT FORM

Situational analysis report

Country: Zimbabwe

Name of municipality: Mazowe Rural District Council

Synopsis

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

To ensure that there is equal opportunities for both women and men.

Strengths Service delivery is done without discrimination against women and men eg service delivery that is refuse collection and street lighting etc.

Challenges: There is no explicit acceptance of gender in management and policy making levels.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	0		
Governance	6		
Gender specific programmes	4		
Mainstreaming gender into existing programmes	18		
Employment practises and environment	3		
Gender management system	2		
Overall	33		

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

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

-We do have a Nation draft gender policy but Council do not have one.

GOVERNANCE

Representation

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

-There are no equal numbers of women councillors in council. F=6 M=28

- 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)

-No.

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

-There is no gender balance on all community committees.

Participation

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

-Women and men do not participate equally in council meetings.

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

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?)

-Consultation meetings and Quarterly budget meetings.

PLANNING

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

-We do not have targeted gender planning and service delivery.

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

-No.

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

-Since Council had no gender policy there is nothing in place.

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

-No.

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 do not have.

- 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?)

-Informal women and men do not benefit equally from 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 a target for increasing the value of contracts received by women.

Housing

- Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).

-Council do not have.

- 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 do not have.

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 do not have such data.

- Are women are involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc)

-Our systems are not mainstream to address gender issues.

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 closet clinic?)

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

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

-Yes.

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

Environmental health

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

-Yes women are 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 in this sector.

HIV and AIDS and care work

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

-Council do have a gender aware HIV and AIDS policy and programme, but not being implemented.

- Does this cover prevention, treatment and care?

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

-They are gender responsive since they are not discriminatory.

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

-Prevention messages covers both women and men adults.

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

-Prevention messages cover the effect of multiple concurrent partners. Yes men are encouraged to go change behaviour

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

-Council is involved in promoting voluntary counselling and testing. Yes men are encouraged to go for testing.

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

-Yes women and men access treatment equally.

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

-Council assisted a minor girl child at Kaguvi village along the Great Dyke - ZIMASCO who was impregnated by his uncle with food.

- 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?

-Yes council is aware of climate change and its effects.

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

-Council is planting trees and reclamation of land degraded.

- 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?

-These are unplanned benefits of climate change management.

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.

GENDER SPECIFIC PROGRAMMES

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

-Not yet.

Educare

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

No assessment of 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?)

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)

- Council Does not have a safety audit.

- 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).

-There is no sufficient lightning on streets and in public spaces and all streets are not named clearly.

- Is public transport is safe for women and children.

-It is not 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 is a stakeholder with minimum participation.

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 do 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)

-There is minimum participation.

- 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.)

-We are not aware of the situation.

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 has not yet done that.

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
Senior Management- e.g.- Directors, Head of Units	0	0	6	100
Professional Programme Line Managers e.g.-	2	14	12	85.7
Semi-Skilled- e.g. Technicians, Plumbers	0	0	16	100
Councillors	6	17.6	28	82.4
Secretarial	18	51	17	49
Unskilled -e.g.- Labours, Cleaners	12	27	33	73
Total Number of Employees	117	28	84	72

- How many women and men are currently employed in each job and grade?
- Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?

-Yes it is like that

- 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?

-Divisions exist because of the work involved and tradition.

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

-Council do 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)

-Not yet

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?)

-Council give equal opportunity growth within council and have equal access to training and promotion opportunities, eg Staff development programmes eg J. Nyirongo, Shabba M, L, Watambwa, S. Maganga, O. Magasi, L Mayterah, Magora C.

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)

-Yes equal benefits of men and women on the same level, but not for 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)

-Yes Labour Act but no case has been reported.

GENDER MANAGEMENT SYSTEM

Gender structures

- Has the council has 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, interrogate the budget).

-Council do not have a gender structure, but have budget and Gender Focal person.

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

Budgets

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

Not explicitly targeted at promoting gender equality.

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

-Not applicable to our council.

Monitoring and evaluation

- Are service, employment, 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)

-Council does not have.

Political profile and champion

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

-Gender issues are not given high political profile by the council and do not have a political champion.