



BUHERA RURAL DISTRICT COUNCIL

SITUATIONAL ANALYSIS REPORT

Country: - Zimbabwe

Name of Council: - Buhera Rural District Council

Strengths:

Council has a gender focal person who will help in driving the gender agenda. Council management with the full support of all Councillors appreciate the need for Gender Mainstreaming in all its activities. The Council has budget for gender activities.

Challenges:

Results of Gender Score Card

Area Assessed	Scores Council	Score Gender Links	Agreed Score
Policy framework	3		
Governance	8		
Gender Specific programmes	5		
Mainstreaming gender into existing programmes	33		
Employment practices and Environment			
Gender management system	4		
Overall	53		

Policy Framework

Council is aware of the national, regional and international commitments that the country has made. Council has no gender policy however the Council intends to formulate one.

Governance

Representation

Designation	Female	Male	Total
Councillors	2	31	33
Committee Chairpersons	1	5	6
Vice Committee Chairpersons	-	6	6
Council Chairperson	-	1	1
Vice Council Chairperson	-	1	1

There are no equal numbers of women and men in Council. Buhera Rural District Council has 33 Councillors and two (2) are female and thirty one (31) are male. Council has six committees of these one (1) is chaired by a female and five (5) by male.

Both the Council Chairman and Vice Chairman are all males.

Participation

Despite the lack of equal representation of men and women in Council, both women and men participate equally in Council meetings. Council has a code of ethics which states that any Councillor is free to make any contribution.

Public Participation

Participation in public meetings is mostly by men. Women in most cases do not participate actively due to lack of confidence by some women. The patriarchal society we live in could be a contributory factor. This despite the fact that at most public meetings and events women tend to outnumber men depending on the type of even.

Planning

There is a local economic development plan generally for both men and women but there is not one specifically for women or for men. However, both men and women are accorded the same opportunities to participate in the planning stages through the Village Development Committees (Vidco) and Ward Development Committees (Wadco). Council has also introduced the Community /based Planning (CBP) model. Women also participate in budget consultative meetings. There are no gender indicators in all Council plans and efforts are being made towards having such indicators in the plans.

Mainstreaming Gender into Existing Programmes

Local Economic Development

Council has a local economic development plan although it does not specifically target women entrepreneurs as key beneficiaries. However, women are accorded the same opportunities as men when they apply to Council seeking business stands. Vending stalls are generally flooded by women.

Procurement

Council does not have a procurement policy that sets a target for increasing the number and value of contracts received from women.

Housing

Council does not keep sex disaggregated data on title deeds. Council is encouraging joint ownership of houses by married couples.

Utilities

Council does keep sex disaggregated data on who has access to some basic services particularly at clinics. Women are involved in the planning, management and maintenance of these services and facilities. Women constitute the majority in Waterpoint Committees, SDCs and in Early Childhood Development (ECD) activities and Health Centre Community.

Transport

Council issues recommendations of new route permits in consultation with the communities and our rural communities comprise mostly of women. Therefore women are consulted jointly with men.

Health

Council has twenty (22) health facilities in the District, the Ministry of Health has seven (7) clinics, one(1) mine clinic and one (1) school clinic whilst five (5) are under construction.

- Council clinics keep sex disaggregated data on HIV and AIDS. These statistics are gathered when people undergo VCT and when patients come for the ART programs.
- Gender awareness, HIV and AIDS awareness are conducted in partnership with sector ministries, such as the Ministry of Women Affairs, Ministry of Health, National Aids Council (NAC) and other Non-Governmental Organisations.

Environmental Health

- Women are consulted into the management of waste through area Committees within the respective Growth Points, Business Centres and Rural Services Centres.
- Business opportunities in this sector are yet to be explored by both women and men.
- Awareness campaigns are being conducted for the communities to take advantage of this opportunity.
- Women also participate in clean-up campaigns particularly in Growth Points.

HIV AND AIDS and Care Work

- Council does not have a gender aware HIV and AIDS policy and Council intends to formulate one.
- The Council houses the District Aids Co-ordinator who is employed by the National Aids Council and he co-ordinates all HIV and AIDS programmes in the district which include prevention, treatment and care and mitigation.

Climate Change and Sustainable Development

- Council is aware of climate change and its effects.
- There is no policy to mitigate against the effects of climate change.
- Council is working with other partner e.g. Safire and EMA to address the climate change issue.

Land and Housing

- Council has a Housing Policy in place.
- Allocation of houses and land is based on the waiting list and it does not contain gender disaggregated data.

Social Development

Council does not keep sex disaggregated data on the use of existing facilities (Community Centres)

Gender Specific Programmes

The Council participates in all district gender activities.

GBV (GBV flagship)

Council does not have an action plan but has participated in addressing GBV. However Council contributes and participates in the commemorations of International Women's Day, International Day of Families and the Sixteen Days of Activism against Gender Based Violence by providing transport and money for the activities.

Prevention

- No safety audit was carried out to ascertain whether Growth Points, Rural Service Centres and Villages are safe place for women.
- Public lighting has been provided in the two Growth Point which are Murambinda and Birchenough Bridge.
- All streets are not named.

Public Awareness Campaigns

Council participates in campaigns to raise awareness on GBV such as the Sixteen (16) Days of Activism against Gender Based Violence. Council provides transport for use at the commemorations and campaigns.

Response and Co-ordination

- Council does not have crime statistics on GBV.
- Council is heavily reliant on the Ministry of Women Affairs and the ZRP. However District established a Gender Forum and Council is a stakeholder in the Gender Forum help fight against GBV.
- Council participated in establishment of a one stop centre at Murambinda Mission Hospital for victims of GBV.
- There is a good working relationship with ZRP and the Communities especially women such that women freely report cases of GBV to the Police's Victim Friendly Unit.
- The district has Police Stations with a victim Friendly Unit at each station.

Support

- The district has an anti-domestic violence
- The Police, Justice Service Providers, Chiefs, Headmen and Villageheads have been trained to handle cases of Gender Based Violence.
- Council participated in the establishment of a safety shelter for victims of Gender Based Violence.

Employment Practices and Environment

Selection and Recruitment

- There is no segregation on recruitment. However, statistics reflect that men and women are not employed in equal numbers across jobs, grades and in management positions.
- Despite the unequal numbers, employees in the same grades receive the same salary based on the National Employment Council (NEC) grades and rates

Staff per Job and Level

Category	No. of Women	No. of Men	Total
CEO	-	-	1
<u>Top Management</u>			
Heads of Departments			
Administration Officer (Male) Treasurer (Vacant) Social Services Department (Male) District Engineer (Male) Internal Auditor (Male)	-	5	5
<u>Line Managers</u>			
Deputy Administration Officer (Female) Deputy Treasurer (Vacant) Assistant Executive Officer –Projects – (female)	1	1	2
Total	2	6	8

Staff Statistics as at 31 May 2016

Position	Total no. of Heads	No. of Women	No. of Men
CEO	1	1	-
HODs	5	-	5
Deputies	2	1	1
Secretaries	1	1	-
Supervisors	1	1	-
Revenue Clerks	1	-	1
Drivers	2	-	2
Office Orderly	1	-	1
Council Police	2	-	2
General Hands	10	2	8
Total	26	6	20

There is no affirmative action policy that specifically addresses redressing gender inequalities.

Capacity Building

- The District was selected for the capacity building programme funded by Common Wealth Local Government Forum,
- Gender training has been provided to management and other levels of employees are yet to receive training on gender.

Working Conditions and Environment

- The working conditions and environment are cordial
- Council provides maternity leave only and not paternity leave
- There is no sexual harassment policy in place and Council is in the process of developing one.

Gender Management System

Gender Structures

- Council has a Gender Focal Person and a budget set aside for gender activities.
- Only the job description for the Gender Focal Person has a gender component.

Budgets

The Council has a budget targeted at promoting gender equality and Council contributes transport to activities related to gender which are held in the district.

Monitoring and Evaluation

There are no gender indicators for planning and Human Resources Management Systems.

Political Profile and Champion

Gender issues are not given a high political profile by Council. It is hoped that the situation will change for the better now that council has a gender champion in place and that Council is now in the Centre of Excellence Programme.