



Sound Service Delivery and Governance

# CHIKOMBA RURAL DISTRICT COUNCIL

All Communication should be addressed to the Chief Executive Officer

P.O. Box 19 Chivhu  
Tel: +263-056- 2771/2/- 3157  
E-mail: [chikombardc@gmail.com](mailto:chikombardc@gmail.com)

## SITUATIONAL ANALYSIS REPORT

**Country** : Zimbabwe

**Name of Council:** Chikomba Rural District Council

### Synopsis

Chikomba RDC greatly values mainstreaming of gender in all its programmes. We have made strides in all areas of this thematic field albeit, weaknesses in our recording of all facets of its inclusivity. We have in place fragmented written evidence of our work in Management meetings, Full Council meetings, Social Services and related meetings coupled with open air meetings. We hope to soon table a draft of our gender policy in sync with the National Gender Policy as well as other relevant Governmental and International Gender relevant issues.

### Strengths

Council has a gender focal person and a Gender champion who will help in driving the gender agenda. Council management, with the full support of all Councilors, appreciate the need for Gender mainstreaming in all activities. The focal person is the EO Health and Social Services and is contactable on [taruvingasolo@gmail.com](mailto:taruvingasolo@gmail.com) or 0771658674.

### Challenges

While Council fuses in issues of Gender across its work and policy documentation, it has no specific gender budget for mainstreaming activities. On the other hand, it relies on external Government departments such as Ministry of Gender to further its activities. This may not be enough as the government Departments also lack resources. Another challenge is that Council labour force is male dominated hence underplaying of Gender Issues and stigmatization of would be advocates of Gender Mainstreaming.

### Results of Gender Score Card

Area assessed	Score Council	Score gender links	Agreed score
Policy framework	2		
Governance	5		

Gender specific Programmes	10		
Mainstreaming gender into existing programmes	31		
Employment practices and environment	6		
Gender Management system	8		
Overall	<b>62%</b>		

### **Policy Framework**

Council is aware of the national, regional and international commitments that the country has made. Council endeavors to come up with a specific Gender policy this year. It also hopes to conduct at the work place awareness campaigns.

### **Governance Representation**

<b>Designation</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Councilors	1	29	30
Committee Chairpersons	-	6	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. Chikomba RDC has 30 Councilors, only one (1) is female and twenty-nine (29) are male. Council has six (6) committees. All of these are currently chaired by males. The Council chairperson and his vice are both male.

Council has made effort through gender sensitization workshops for Councilors and communities to encourage gender balance on all Council committees. It is also very active in supporting NGO work related to gender

### **Participation**

Despite the lack of equal representation of men and women in Council, both women and men participate equally in Council meetings. This is done at stakeholders' level where Sector Ministries technically support the meetings. Council has a code of ethics which states that any Councilor is free to make any contribution.

## **Public participation**

Women constitute the majority of persons at all our public gatherings. However, while efforts are underway to influence an increase in leadership positions; often males tend to dominate the leadership at public gatherings. In most cases women are relegated to traditional roles such as singing and serving food. They are considered as the majority “listeners”.

## **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 Communities and ward development communities. Council has also introduced the Community Based Planning (CBP) model. Women also participate in budget consultative meetings. Women are increasingly involved in planning meetings for Child Welfare activities, Anti- Gender based violence workshops as well as in water point committees. However, 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. Of late women are also dominating flea markets and are actively involved in cross boarder trading.

### **Procurement**

Council does not have a procurement policy that sets a target for increasing the number and value of contracts received from women. Council is however, raising awareness of women as local entrepreneurs to be registered with the procurement board to facilitate purchases from them.

### **Housing**

Council does not discriminate on stand applications. It openly encourages purchases based on affordability. It also does its best to ensure that all estates, cessions are in favor of spouses and children.

### **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 Water point Committees, SDCs and in Early Childhood Development (ECD) activities, Health Center Committees and political women committees.

### **Transport**

Council often debates easier roads for women to access markets. They are also involved in budget consultation meetings in which road access is prioritized.

### **Health**

Council has twenty-one (21) health facilities in the District; the Ministry of Health has four (4) whilst Missions have two (2). Women have to travel an average distance of twelve kilometers to get to the nearest clinic, in some instances less. However, Chikomba has embarked on improving Health Centers in the new resettlement areas, so there are 3 clinics 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 programmes.
- ✓ PEP is yet to be decentralized to the rural clinics and health centers.
- ✓ Gender awareness, HIV and AIDS awareness are conducted in partnership with sector ministries, such as the Ministry of Health, National Aids Council (NAC) and Non-governmental Organizations.
- ✓ We also run a maternal mother friendly RBF programme catering for maternal health to ensure safe deliveries.

### **Environmental Health**

- ✓ Women are consulted in the management of waste through area Committees within the respective Council townships and Rural Service Centers.
- ✓ 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 townships.

### **HIV and AIDS and Care Work**

- ✓ Council does not have a gender aware HIV and AIDS policy and is in the process of developing one.
- ✓ However Council houses the District Aids Co-coordinator who is employed by the National Aids Council and he coordinates all HIV and AIDS programmes in the District which include prevention, treatment, care and migration. Equally Council has MOVs with four NGOs supporting Gender and Sexual reproductive health programs.

## **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.

## **Land and Housing**

- ✓ Council has a Housing Policy in place.
- ✓ Allocation of houses and land is based on the waiting list and does not contain gender disaggregated data. However, women are encouraged to acquire stands as individuals especially widows and single mothers.

## **Social Development**

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

## **Gender Specific Programmes**

Council participates fully in gender activities in the District and works with financially sponsor activities such as International Women's Day.

## **GBV (GBV flagship)**

Council does not have an action plan and budget for 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 for the activities. This year's Provincial Commemorations of the International Day of Families are scheduled for Chikomba.

## **Prevention**

- ✓ No safety audit was carried out to ascertain whether townships/villages are safe places for women.
- ✓ Public lighting has been provided in Chivhu Town.
- ✓ 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 at hand on GBV, although it attends VFU meetings.
- ✓ Council is heavily reliant on the Ministry of Women Affairs and the ZRP. However Council facilitated the establishment of Gender Action Groups to help communities fight against GBV.
- ✓ Council participated in meetings on the establishment of a one stop center for victims of GBV at Kwenda Missions.
- ✓ Council entered into an MOU with Musasa Project for them to establish a safety shelter for victims of GBV.
- ✓ There is a good working relationship between ZRP and the Community 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.
- ✓ Women are adequately represented in Gender Action Groups which are the community policing forums on Gender Based Violence.

## **Support**

- ✓ The District has an anti-domestic violence Protection Committee.
- ✓ The police, Justice Service Providers, Chiefs, Headmen and Village heads have been trained to handle cases of Gender Based Violence.
- ✓ Council facilitated 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 equal 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**

<b>Category</b>	<b>No. of women</b>	<b>No. of men</b>	<b>Total</b>
C.E.O		<b>1</b>	<b>1</b>
<b><u>Top management</u></b>			
<b>Heads of Departments</b>			
Admin Officer (m)		<b>1</b>	<b>1</b>
Treasurer (m)		<b>1</b>	<b>1</b>
District Engineer (m)		<b>1</b>	<b>1</b>
Health and Social Services Officer (m)		<b>1</b>	<b>1</b>

Internal Auditor (m)		1	1
<b>Line Managers</b>			
Deputy Treasurer(m)		1	1
Internal Auditor (m)		1	1
Roads and Works Manager (m)		1	1
Chief Security Officer (m)		1	1
Human Resources Assistant Officer (f)	1		1
<b>Total</b>	<b>1</b>	<b>10</b>	<b>11</b>

### **Staff statistics as at 31 August 2015**

<b>Positions</b>	<b>Total no of heads</b>	<b>No of Women</b>	<b>No of Men</b>
C.E.O	1	0	1
H.O.Ds	5	-	5
Deputies	5	1	4
Secretaries	2	2	-
Supervisors	3	1	2
Revenue Clerks	3	2	1
Drivers (Class 4)	4	0	4
Junior clerks			
Plumber	3	0	3
Security Guards	8	1	7
Cashiers	5	2	3
Tractor Driver	1	0	1
Office Orderly	3	2	1
General hand	5	-	5
<b>Total</b>	<b>48</b>	<b>11</b>	<b>37</b>

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

### **Capacity Building**

- ✓ Gender training has been provided mostly to Councilors and other community leaders.
- ✓ Council management also received some training on gender and the other levels of employees are yet to receive training on gender.
- ✓ Trainings have not been done in a systematic way due to lack of financial resources.

### **Working Conditions and Environment**

- ✓ The working conditions and environment are cordial.
- ✓ Council provides maternity leave only and not paternity leave.

**Gender Management System**  
**Gender Structures**

- ✓ Council has a Gender Focal Person and departmental gender sub-committee members however no budget has been set aside for gender activities.
- ✓ Only the job description for the Gender Focal Person has a gender component.

**Budgets**

Although there is no budget explicitly targeted at promoting gender equality, 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 accorded respect by Council through affirmative action is needed to improve the current situation. It is hoped that the situation will change for the better now that Council is now in the Centre of Excellence Programme.