

## STAGE TWO REPORT FORM

### Situational analysis report

Country... Zimbabwe

Name of municipality: .....Chirundu Local Board

### Synopsis

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

*While gender mainstreaming is clearly essential for securing human rights and social justice for both women and men, it is also increasingly recognised that incorporating gender perspectives in different areas of development ensures the effective achievement of other social and economic goals. Mainstreaming can reveal a need for changes in goals, strategies and actions to ensure that both women and men can influence, participate and benefit from developmental processes. It is against this back ground that the Local board got interest to develop a working gender policy that will not only promote equality but also development. The town is also situated at the boarder where women abuse is rampant due to the poverty levels that forces women to become cross boarders*

### Strengths

- The council has a very committed and competent staff.
- Good governance and leadership.
- Good relationships with communities, business community, developmental partners and civil society.
- An open door policy, enabling easy accessibility and communication.

### Challenges

- *Lack of both financial and human resources*
- *High prevalence of gender based incidences*
- *High HIV/AIDS incidences*

### Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	2		
Governance	2		
Gender specific programmes	1		
Mainstreaming gender into	1		

existing programmes			
Employment practises and environment	<b>2</b>		
Gender management system	<b>1</b>		
Overall	<b>9</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? *The council has a sketchy understanding of the national, regional and international commitments that Zimbabwe has undertaken in relation to gender issues.*
- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy). *The Local Board does not have a working gender policy currently and would appreciate capacity building of policy makers within the board.*

#### GOVERNANCE

##### Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table) *The current board has 3 commissioners composed of one woman and two men.(See attached table)*
- ✓ 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) *There is an equal number of women and men in decision making positions and that gives equal representation.*

- ✓ Is there gender balance on all community committees? (Include detail in a table) *There is no gender balance in community committees as almost all are being chaired by males. So the coming in of **Gender links** provides that platform to correct such anomalies if community is oriented and given enough education.*

## Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting). *The involvement yes has been there but the participation part has not been so much pronounced on the part of women maybe because of our socialisation process where the men has to take initiatives.*
- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this) *I would say 25% yes but there is some work to be done to empower women*

## 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?) *Available registers shows that there has been more women than man attending community meetings but the question still remains on the participation at the meetings*

## PLANNING

- ✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation) *Currently there is no targeted gender planning and service delivery since there is no working document but the council has been blindly implementing it for example the woman guard has been offered day duties to avoid working during the night shift.*
- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation). *not explicitly mentioning gender needs review.*
- ✓ 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). **since there is no policy document the council has been silently doing some gender issues without specificity.**
- ✓ 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) **No, there is no specific plan that targets women, but the council has trained women in micro-finance (the Internal Saving and Lending methodology) as a way of economically empowering women in the community.**
- ✓ Do women and men benefit equally from informal trading facilities in the council? **(There a policy that regulates this, what are the statistics of use of these facilities?) Women occupies a larger space in the informal trading facilities.**

### 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?)**The procurement process doesn't give preference to anyone.**

### Housing

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).**yes**
- ✓ 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)**there is no policy but somehow women have taken a handful from the allocated stands (both residential and commercial)**

### 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).**the council hasn't kept that data as of now.**
- ✓ 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)**yes the involvement part has been done significantly but what needs to be increased is the participation.**

### Transport

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)**Not for now.**

### Health

- ✓ Are health facilities are easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closet clinic?)**YES Health facilities are very much accessible to women and user friendly to both gender.**

- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?) **The council doesn't have HIV and AIDS data.**
- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging) **there has not been any awareness to date.**
- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this) **The visit to the clinics indicates that there is no PEP to the available two health institutions. There however urgent need for attention in this regard.**

### Environmental health

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc) **The council has consulted a small portion of women in this matter. Awareness campaigns through churches have been conducted.**
- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this) **Men have been taking a leading role.**

### HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme? **NO**
- ✓ Does this cover prevention, treatment and care? **NO**
- ✓ Do prevention messages include the importance of equal power relations between women and men? **NO**
- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women? **As a council there are messages to the effect.**
- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour? **NO**
- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing? **NO**
- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment? **The council has been silent about that since there is no clear policy.**
- ✓ In what ways does the Council support, or could it support care givers? **Giving training in Home-based care, support group formation, stigma reduction, economic empowerment and child care.**
- ✓ Are men encouraged to be involved in care work? **NO.**

### Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects? **NO**
- ✓ What measures is the Council taking to mitigate against these? **Absolutely nothing as of now.**
- ✓ 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? **NO**

### **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?) **The council is currently looking for partners to develop a sporting facility, this implies that there is no data in terms of usage.**

### **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)**NO**

### **Educare**

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment). **Yes the assessment has been done with immigration and has reflected that there children who come from neighbouring counties who loiters around and in some cases end up in police custody which is an abuse.**

### **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?) **Currently nothing has been done has plans are underway but the major handicap is the resource base.**

### *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 audit has been done**
- ✓ 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 council is in the process of naming the streets but lighting has been a major challenge worse still the area is an animal infested area.**

- ✓ Is public transport is safe for women and children. **There is no affordable transport and women especially those who sell water to truck drivers and sex workers take risks and walk in dark area putting lives at risk. The available taxis charge exorbitant charges.**

*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) **Yes the council has participated in partnership with police.**

*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) **Information obtained from police have shown that women and children are at risk in terms of GBV and a lot more has to be done. There is a well pronounced sex work activities that exposes women and children to abuse by husbands and fathers.**
- ✓ 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) **Yes the relationship is good judging by the freedom of women to report cases.**
- ✓ 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.) **Confirmation has revealed that the departments have been trained though they said they would appreciate a refresher.**

*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) **NO. (lack of funding)**

**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). **The is some balance in the ratio but still more can be done.**

CATEGORY	No of women	%	No of men	%
Senior Management- e.g.- CEO, Directors,	1	33	2	67

CATEGORY	No of women	%	No of men	%
Head of Units				
Professional e.g.- Programme Line Managers	0	0	0	0
Semi-Skilled- e.g. Technicians, Plumbers	0	0	2	100
Secretarial	1	100	0	0
Unskilled -e.g.- Labours, Cleaners	1	100	0	0
Total Number of Employees	3	42.9	4	57.1

- ✓ 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'? **There is no demarcation between jobs all workers are employed equally.**
- ✓ 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? **Because of low numbers in employees there hasn't been any notable divisions of any nature.**
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy) **NO**

### 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) **NO Nothing has been done in capacity development**

### 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?) **The opportunities have been availed but funding has been the hindrance as employees have to foot their bills.**

## 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 the council have equal benefits for the above.**
- ✓ 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) **No such cases have ever been reported or dealt with at the workplace.**

## 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). **The council has just selected a focal person through GenderLinks but there is no structure or budget for now.**
- ✓ 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) **NO**

### Budgets

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this) **NO.**
- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects? **NO resources.**

### 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) **YES**

### Political profile and champion

- ✓ Are gender issues given a high political profile by the Council and have a political champion? **NO**