

MAKONDE RURAL DISTRICT COUNCIL

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OUR REF:XC 148/14

YOUR REF:

Synopsis

Makonde Rural District Council has a gender policy which incorporated in the strategic plan so as to ensure equity and equality in its drive to successfully provide quality services to its inhabitants. The gender policy would ensure that Council moves at the same wave length with global, regional and national trends with regards to gender issues. Currently, Council is mainstreaming gender into its activities.

Strengths

Council has a gender focal person and has Gender equity and social Inclusion (GeSI) champions who were trained who assists in implementing Gender issues in communities and institutions. Council management with the full support of all Councillors appreciate the need for Gender Mainstreaming in all Council activities

Challenges

There is no specific budget allocation for gender to cater for all Gender issues although it is included in the strategic plan.

Results of Gender Score Card

Agreed score

Area assessed	Score Council	Score GL	Agreed score
Policy framework			
Governance			
Gender specific Programs			
Mainstreaming gender into existing Programs			
Employment practices and Environment			
Gender Management system			
Overall			

Policy Framework

Council is aware of the national, regional and international commitments that the country has made. Council has a gender policy incorporated into the strategic plan.

Governance Representation

Designation	Female	Male	Total
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MAKONDE RURAL DISTRICT COUNCIL

Councillors	3	16	19
Committee Chairpersons	2	3	5
Council Chairpersons		1	
Vice Council Chairpersons	1		1

There are no equal number of women and men in Council. Makonde Rural District Council has 19 Councillors, three (3) are female and sixteen (16) are male. Council has five (5) Committees. Of these, three (3) are chaired by males whilst two (2) are chaired by females. The Council chairperson is a male and his vice is a female...

Council has made effort through gender sensitization workshops for Councillors and communities to encourage gender balance on all community committees.

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. Female Councillors raise issues of water and sanitation, establishment of schools and clinics and this has improved water availability, sanitation, education facilities and health facilities in the District.

Public Participation

Participation of women and men in public meetings is equal. Women and men both contribute though when it comes to decision making some women still lack the confidence to make decisions.. This is despite the fact that at most public meetings and events women tend to outnumber men depending on the type of event.

Planning

There is a strategic plan generally for both men and a 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 and ward development committees. Women also participate in budget consultative meetings.

Mainstreaming Gender into Existing Programs

Local Economic Development

In promoting the Local Economic Development Plan, in partnership with Non-Governmental Organisations trained both women and men in Internal Savings and lending (ISAL) and also availed market places and open spaces for the people for vending. 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. 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 keep sex disaggregated data on title deeds or lease agreements that are issued. Council is encouraging joint ownership of houses by married couples and has seen an influx on joint ownership from those currently applying for stands.

Utilities

MAKONDE RURAL DISTRICT COUNCIL

Council does not 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, Sanitation Action Groups (SAG) Health Clubs Internal Savings and Lending (ISAL) IN Early Childhood Development (ECD) activities.

Transport

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

Health

There are total of (27) health facilities in the District, the Ministry of Health has seven (7), Makonde Rural District Council has eighteen whilst missions have two (2). Due to the size of the district and population these are not adequate and women have to travel an average of twelve (12) kilometers to get to the nearest clinic. Efforts are being made to increase the number of clinics.

Council clinics keep sex aggregated data on HIV and AIDS. These statistics are gathered when people undergo VCT and when patients come for the ART programs. PEP is yet to be decentralized to the rural clinics and health centres. 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 the other Non-Governmental Organisations.

Environmental Health

Women are consulted in the management of waste through Sanitation focusing on Participatory Health and Hygiene Education trainings within the respective Council Township and Rural Communities. Council trained Health clubs and Sanitation Action Groups in communities who carry out clean up campaigns and also pass on the health education to communities. The communities also report on blockages in Townships to Council.

HIV and AIDS and Care work

Currently, Council is using the National HIV and Aids policy and with the assistance of District Aids Co-ordinator Council is working on developing a gender aware HIV and AIDS policy. Meanwhile, Council through the coordinator has also been running workshops for the workers at work.

Climate Change and Sustainable Development

Council is aware of climate changes and its effects. Council has a Disaster Risk and Reduction Plan and it's through this instrument that Council is monitoring the effects of climate change.

Land and Housing

Council is currently working on the Title Deeds for residents and information on land allocation is available and the disaggregation exercise is on going.

Social Development

Both men and women use the recreational facilities. 44 Women participate in netball and 42 men participate in football in Murereka, Doma and Kenzamba Townships.

Gender Specific Programs

Council participates fully in gender activities in the District. Council through it's develop partners is addressing the issue of GBV (GBV flagship) and action required is usually

MAKONDE RURAL DISTRICT COUNCIL

provided for. 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.

Prevention

No safety audit was carried out to ascertain whether townships or villages are safe places for women. Council has tower right in one of its Townships and all streets are not named. Ministry of Women Affairs requested for the establishment of a place of safety to Council and Council is working on the identification of a safety shelter for victims for Gender Based Violence.

Public Awareness Campaigns

Council participates in campaigns to raise awareness on GBV such as the Sixteen (16) Days of Activism against Gender Based Violence conducted by Ministry of Women Affairs.

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. Council participated in meetings on the establishment of a one stop centre for victims of GBV.

There is a good working relationship between the 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.

Support

The rate of domestic violence in the district is low due to awareness. The Police, Justice Service Providers, Chiefs Headmen and Village heads have been trained to handle cases of Gender Based Violence.

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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
Executive Management –e.g. CEO	1	0	1
Senior Management –e.g. Directors, Heads of Units Treasurer, Administrator, Internal Auditor, District Planner, Civil Engineer & Accountant Acting Social Services.			
Professional e.g –	0	0	

MAKONDE RURAL DISTRICT COUNCIL

Programme Line Managers			
Semi-Skilled -e.g. Technicians Plumbers Builder Mechanic Planner		2 1 1 1	2 1 1 1
Drivers Guards Tractor drivers Foreman Roads Supervisors		3 11 2 1 2	3 11 2 1 2
Secretarial P.A. to the C.E.O		1	1
Receptionist Registry Clerk	1 1		1 1
Unskilled – e.g. Laborers' General Hand Messenger	2	2 2	4 2
Revenue collectors	1	1	2
Loss Control Officers		3	3
Accounts Clerks	4	5	9
Tow Grader Operator Assistant Tow Grader Operator		4 1	4 1
Total Number of Employees	12	48	60

Capacity Building

Council in partnership with Farm Community Trust and Ministry of Women Affairs conducted Gender Equality and Social Inclusion (GeSI) training to Councillors and other community leaders. Council management also received the training on gender as well as other levels of employees. Trainings have been conducted in a systematic way so that every employee was reached.

Working Conditions and Environment

Council provides 98 days maternity leave not paternity leave. The family days are Saturdays and Sunday's .Currently Council uses the code of conduct and ho sexual harassment policy in place.

Gender Management System

Gender Structures

Council has a Gender Focal Person and Gender issue are debated in the Social Services Committee.

Budget

There is no specific budget line for gender activities. Although there is no budget explicitly targeted at promoting gender equality. Council contributes resources to activities related to gender which are held in the District.

Monitoring and Evaluation

There are gender indicators for planning and Human Resources Management.

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