

## **SITUATION ANALYSIS REPORT**

**Country:** Zimbabwe

**Name of Council:** Nkayi Rural District Council (NRDC)

### **Synopsis**

Nkayi Rural District Council has an interest in developing a gender policy in order to address the imbalances between men and women in the district. Nkayi Rural District Council's service delivery system is anchored on the virtue of equality between men and women.

### **Strengths**

Nkayi RDC has a Gender Focal Person who is a lady and holds the position of E.O Admin which makes it easier for the council to implement gender policies since she is involved in management issues and meetings. We have the three female councillors, of which one of three of the councillors is serving her second term as one of the councillors. Other leaders like the Provincial Administrator for Mat- North Province and the District Administrator for Nkayi are women so this again has an impact in trying to enforce equal representation and equal participation of both men and women.

### **Challenges**

- There are funding constraints for various council programmes, which leads to difficulty in gender mainstreaming.
- Inferior infrastructure (housing, mothers' waiting shelter in rural health centres and poor road networking) reduces the standard of living which women may desire.
- Stereotypes

### **Results of gender score card**

<b>Area assessed</b>	<b>Score Council %</b>	<b>Score GL %</b>	<b>Agreed score %</b>
Policy framework			
Governance			
Gender specific programmes			
Mainstreaming gender into existing programmes			
Employment practices and environment			
Gender management system			
Overall			

## **Policy framework**

- Nkayi Rural District Council is aware of the national, regional and international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender policy.
- Council does not have a gender policy although it is implementing gender programmes by following the National Gender Policy. The council is currently working on the gender policy.

## **GOVERNANCE**

### **Representation**

<b>Designation</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Councillors	3	27	30
Heads of Departments	2	3	5
Committees Chairperson	0	6	6
Vice Committees Chairperson			

- Council has thirty councillors and among these three (3) are females and twenty-seven (27) are males.
- The council has six (6) committees, of which they are all chaired by men.

### **Participation**

- Council has a code of ethics which states that any councillor is free to make contributions during meeting deliberations.
- The female councillors have influence on decisions making.

### **Public participation**

- In terms of attendance at public meetings, budget consultations and events, both women and men do equally attend meetings, although at times women tend to outnumber men depending on the type of event. However the men participate more than women. This is due to the cultural practice that women should not participate more than men, hence stereotyping.

### **Planning**

- Targeted gender planning and service delivery takes place in Council. Planning starts at village level through the Village Development Committees up to district level.
- Strategic objectives of the council mention that there should be equal opportunities for both men and women.
- Information is collected concerning women but not to a larger extent.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **The economy and job creation**

- Council does not have a Local Economic Development plan (LED plan) per se but it targets women entrepreneurs as key beneficiaries. They are accorded the same opportunities as men when they apply to council seeking business stands, tuck shops, shells and vendor marts.
- Both women and men benefit equally from informal trading facilities although the market is flooded with women especially flea markets.
- The basketry industry is spearheaded by women.
- Cattle rearing and timber industries are the main economic activities which are male dominated. However, the council has set up cattle sale pens closer to the communities, so to reduce distances for both women and men farmers, i.e. Mateme sale pen, St Thomas, amongst the already existing.

### **Procurement**

- Nkayi Rural District Council does not have a Procurement policy in place but uses the Public Entities Procurement and Disposal of Assets Act. This Act gives opportunities to both men and women, as it brings transparency, accountability and fairness in the award of tenders and contracts. However it is difficult to segregate awarding of tenders on sex because bidding is mostly done by companies not individuals.

### **Housing**

- Council collects information about both names of spouses, as well as information about the family when allocating residential stands.
- For individuals council offer stands to both male and female equally.

### **Utilities**

- Council has to a certain extent sex disaggregated data on who accesses the basic services, for example health services, water and sanitation.
- Women are involved in the planning, management and maintenance of the basic services and facilities.

### **Transport**

- Poor road networking affects both women and men because it is hard to travel from major cities to Nkayi or vice versa. Generally, transport operators (both transporters of passengers and goods) are shunning the routes to Nkayi, hence making travelling to Nkayi expensive and cumbersome, as well affecting the general prices of goods in Nkayi.

### **Health**

- There are 14 rural health centres, 1 rural hospital, 1 mission hospital and 1 district hospital in the district. The average distance travelled by a women and men to the nearest health centre is 5km.

- Council keeps sex disaggregated data on HIV and AIDS at health centres. These are later consolidated by the district office of the Ministry of Health and Child Welfare.
- Council has various Non-Governmental Organisations operating in the district which include DACC Nkayi District which coordinates public education and awareness campaigns through sports galas, schools debates amongst other campaigns.
- NAC (National AIDS Council) coordinates the operations of these Non-Governmental Organisations.
- Post Exposure Prophylaxis (PEP) is done at the district hospital and information on PEP is available at the health centres.
- Awareness campaigns are facilitated by ZRP and the Ministry of Women's Affairs.

### **Environmental health**

- Women are consulted in the management of waste through the ward development committees within the respective wards.
- Awareness on waste management is facilitated in health clubs by council and its partner in service delivery. 80% of the participants are women.
- Waste recovery for recycle and re-use from the dumpsite is accessible to both men and women.

### **HIV and AIDS and care work**

- Council's HIV and AIDS policy is still at drafting stage. However, prevention messages that cover the effects of multiple concurrent partners are spread in schools, the council clinic, and district hospital and on the commemoration of the World AIDS Day.
- Council is directly involved in the Voluntary Counselling and Testing, the services are offered by the council staff at rural health centres. Men are encouraged to accompany their spouses for VCT. Men are encouraged to go for treatment if they are found HIV positive. Council is looking forward to support care givers as well as encourage men to be involved in care work.

### **CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT**

- The council is aware of climate change and its effects
- The measures are indicated through the conservation and land use bylaw which states that stream bank cultivation is an offence amongst other regulations.
- The council measures put in place are gender blind.

### **Social development**

- The council keeps sex disaggregated data on the use of some existing facilities.

### **Gender specific programmes**

- Council coordinates gender programmes like awareness campaigns.

### **Educare**

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## **Gender based violence (GBV flagship)**

- Council does not have an action plan and budget for addressing GBV. It acts through Women's Affairs and the various NGOs mentioned above. However, for other activities like International Women's Days Celebrations and 16 Days of Activism council makes contributions through cash when it is available.
- A safety audit has been conducted to certain extent to ascertain whether the wards are safe places for girl children especially in schools.
- Public lighting is not available.
- Public transport is safe for men, women and children. Council has no reports so far of abuse have been documented.

### ***Public awareness campaigns***

- The council facilitates campaigns in collaboration with Ministry of Women's Affairs and National AIDS Council at district level.

### ***Response and coordination***

- Council has an up to date crime statistics disaggregated by sex.
- There is a good working relationship between police and community especially women.
- Police, traditional, community leaders are trained on how to handle cases of GBV as the district has two Police stations with a Victim Friendly Unit at each station.

### ***Support***

- The district also has an Anti-domestic Violence Council, chaired by a local Magistrate. Council supports the victim support unit at each Police station through having meetings with them.\*

## **EMPLOYMENT PRACTICES AND ENVIRONMENT**

### **Selection and recruitment**

- Nkayi RDC does not discriminate when it comes to remuneration of women and men. Those in same positions are remunerated equally. The table below indicates council staff, including staff at council run health centres.

<b>Category</b>	<b>Nº of women</b>	<b>%</b>	<b>Nº of men</b>	<b>%</b>
Top management	0	0	1	100
Senior management	2	50	2	50
Supervisory	6	67	3	33
Secretarial/clerical	17	81	4	19
Security guards	0	0	3	100
General Hands	0	0	8	100
Students/ Attachees	2	33	4	67
<b>TOTAL</b>	<b>27</b>	<b>52</b>	<b>25</b>	<b>48</b>

- Council does not have an affirmative action policy.

### **Capacity building**

Councillors and council officials do attend training programmes, both women and men.

### **Career pathing**

- Women and men are given equal opportunities for growth within the Council.

### **Working conditions and environment**

- Council only provides maternity leave (98 days) and not paternity leave, therefore men are disadvantaged.
- Council does not have a sexual harassment policy but this is fused in its draft code of conduct for staff.

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

- Only the job descriptions and performance agreements for the Chief Executive Officer, Gender Focal Person and the Administration Officer have a gender component but not for any other managers.

### **Budgets**

- There is no budget for gender though the council at times can contribute cash to activities related to gender issues.

### **Monitoring and evaluation**

- There are gender indicators which have been put in place for planning and human resources management systems, however more can be done.

### **Political profile and champion**

- Gender issues are given a high political profile by council, for example in the previous council (2013- 2018) had appointed a female councillor to be the gender champion.

### **The workplace**

- The acting E.O Admin of Nkayi Rural District Council is female. The two heads of departments are males. The health sector is headed by a female and the council clinics are dominated by female nurses. There are three female secretaries/ clerks and one male technical clerk. The council has only one male driver and casual works are usually done by males. An employee dealing with HR issues is a male.
- The pattern of employment indicates that there are areas of “women’s work” (***e.g. nursing***), and “men’s work” (***e.g. casual works***).