

## STAGE TWO REPORT FORM

### Situational analysis report

Country: ZIMBABWE

Name of Rural District Council: HWEDZA RDC

### Synopsis

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

### *Strengths*

### *Challenges*

### Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	0		
Governance	4		
Gender specific programmes	19		
Mainstreaming gender into existing programmes	1		
Employment practises and environment	3		
Gender management system	4		
<b>Overall</b>	<b>31</b>		

## SITUATIONAL ANALYSIS

### KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

#### POLICY FRAMEWORK

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.

Council is in the process of crafting a gender policy.

#### GOVERNANCE

##### Representation

There are 2 women and 13 men as councillors.

POSITION	MEN	FEMALE
Council Chairperson	1	0
Vice Chairperson	0	1
Committee Chairperson	1	5

✓ Is there gender balance on all community committees? (Include detail in a table)

COMMITTEE	MEN	FEMALE
Finance	5	1
Human Resource	5	1
Social Services	5	1
Audit	4	0
Civil Works	6	0
Environment	5	1

#### Participation

Women and men do not participate equally in council meetings.

Women have limited influence on decisions taken by the council as the council only has two female councillors out of 15.

## **Public participation**

There has been an increase in the number of women attending meetings, but the challenge is in participation. You find that most women give an opening and closing prayer, but when it comes to the real discussions of the day, they will be quiet or making noise

## **PLANNING**

There is no targeted gender planning and service delivery taking place in the council. Strategic objectives of the Council explicitly mention gender. Information is collected from the Ministry of gender women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **Local economic development**

Council does not have a local economic development plan.

### **Procurement**

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

### **Housing**

Council has no sex disaggregated data on title deeds. The gender policy states that a certain percentage of stands should be reserved for women.

### **Utilities**

The council has no sex disaggregated data on who has access to basic services i.e. Male and female headed households. Women are involved in the planning, management and maintenance of basic services as they are incorporated into ward development committees.

### **Health**

Health facilities are easily accessible to women. The average distance that a woman has to travel to get to the closest clinic is 5km. Council gets sex disaggregated data on HIV and AIDS from the Ministry of Health. Gender aware HIV and AIDS public education and awareness campaigns are done with the assistance of the District AIDS Action Committee (DAAC). PEP is readily available at all health facilities and there are information campaigns surrounding this.

### **Environmental health**

Women are consulted in the management of waste but they have not really understood that they can be business owners in their own right.

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

Council is in the process of developing a gender aware HIV and AIDS policy. Which will cover aspects on prevention, treatment and care. Prevention messages include the importance of equal power relations between women and men. They also cover cross generational sex and

its impact in increasing the incidence of AIDS among young women. In addition they talk about the effects of multiple concurrent partners encouraging men to change their behaviour.

Council promotes Voluntary Counselling and testing and men are encouraged to go for testing. Women and men access treatment equally and men are encouraged to go for treatment.

Council support, could support care givers by educating the support care givers and giving them first priority when it comes to assistance offered by council and developmental partners. Men are encouraged to be involved in care work, though a bit difficult as our tradition does not promote that.

### **Climate change and sustainable development**

Council is aware of climate change and its effects. To mitigate against climate change effects, council is educating the community so that they take preventative measures

### **Social development**

The council does not 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.

### **GENDER SPECIFIC PROGRAMMES**

Council is involved in gender-specific programmes and works with development partners like WERDIT, Shamwari Yemwanasikana and Action Aid.

#### **Educare**

No assessment has been done for the need for child care facilities.

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

Council is in the process of trying to set up a gender committee that will have its own budget

##### *Prevention*

A safety audit was conducted and it was discovered that the growth point was not a safe place for women to travel at night. Council tried to address this problem by erecting street lights in high risk areas. Street lights are there, but not sufficient. Council has budgeted for streets lights in the 2019 budget.

##### *Public awareness campaigns*

Yes council participates in campaigns to raise awareness on gender based violence by attending the campaigns and also donating some fuel or foodstuffs that will be used.

##### *Response and coordination*

The council has up to date crime statistics disaggregated by sex available by the local ZRP. The Victim friendly usually helps to bridge the gap between the community and police. Police and justice service providers are given training on how to handle cases of gender based violence every quarter.

## Support

Council is yet to establish day care centres and places of safety.

### EMPLOYMENT PRACTICES AND ENVIRONMENT

#### Selection and recruitment

CATEGORY	No of women	%	No of men	%
Senior Management- e.g.- CEO, Directors, Head of Units	1	25	3	75
Professional e.g.- Programme Line Managers	1	50	1	50
Semi-Skilled- e.g. Technicians, Plumbers	1	13	7	87
Secretarial	4	100	0	0
Unskilled -e.g.- Labours, Cleaners	1	25	3	75
Total Number of Employees	8		14	

The pattern of male and female employment indicates there are areas of 'women's work' and of 'men's work' because of tradition because as per labour act we apply the same work same pay concept.

#### Capacity building

Gender is still believed to be a women issue and hence should be dealt with by women. In the process of educating our men counterparts so that they understand that gender incorporates both women and men.

#### Career pathing

Women and men are given equal opportunities to career progression, but the major stumbling block is Council has few women in the system.

#### Working conditions and environment

At the moment Council is only offering maternity leave as per our labour act. There is no paternity leave. The council is in the process of crafting a sexual harassment policy, but for the mean time we use the council code of conduct as it spells out what sexual harassment is and what penalties will be taken on the perpetrator.

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

Council now has a gender focal person and is in the process of setting up a gender committee

Gender will be written into the job descriptions and performance agreements of managers and key functionaries once council has set up the Gender Committee.

### **Budgets**

A share of expenditure is targeted for promoting gender equality as we have budgeted for women exhibitions that are done at Provincial level. Women are slowly benefiting from resources allocated to mainstream projects as we can see boreholes being drilled and clinics being rehabilitated

### **Monitoring and evaluation**

Procurement statistics are not disaggregated by sex but we are in the process of coming up with indicators that can assist us.

### **Political profile and champion**

There is political gender champion in Council and gender issues do not really have that high political profile as the Council has only two female councillors out of 15.