

STAGE TWO REPORT FORM

Situational analysis report

Country: Zimbabwe

Name of municipality: Vungu RDC

Synopsis

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

It has an interest in developing a gender policy because most activities that were being done in councils were not gender sensitive thus most critical issues that really need our input as council are in the end left out so if ever we develop a policy it will guide us in mainstreaming all gender activities into council business e.g gender budgeting.

Strengths

- Right personnel
- Gender budgeting
- Gender sensitive health delivery system
- Gender sensitive education system

Challenges

- Low representation by women in decision making positions be it in council committees, community committees and managerial positions
- Communities have not yet embraced the issues of gender due to lack of empowerment.

SITUATIONAL ANALYSIS

KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

POLICY FRAMEWORK

Yes. Council is aware of the National Gender policy and other commitments being made by the country towards gender issues. Plans are underway of crafting our own gender policy and plan but currently we are using the National Gender Policy.

GOVERNANCE

Representation

MALE COUNCILLORS	FEMALE COUNCILLORS
------------------	--------------------

15	4
----	---

COMMITTEE	MALE CONCILLORS	FEMALE COUNCILLORS
FINANCE	✓	
HR	✓	
SOCIAL SERVICES	✓	
ENVIRONMENT	✓	
ROADS AND PLANNING	✓	
INSUKAMINI AREA		✓
AUDIT	✓	
TOTAL	6	1

Is there gender balance on all community committees?

It all depends on the nature of the committee but in most committees there is women representation. There are however cases where women dominate and in others where males dominate e.g. support groups, village health workers, community health clubs women dominate.

VIDCOs, WADCOs, Water point committees and pump minders males dominate.

Participation

Women and men participate equally in council meetings and they are really listened to when they voice out. Women also have an influence in decision making in council.

Public participation

There is equal participation of women and men at public meetings and events eg. Budget consultations, village assembly and ward assembly meetings as well as events hosted by development partners and in field days.

PLANNING

There's targeted gender planning and service delivery in our council this is seen through plans for construction of waiting mothers shelter, sports grounds for youths, mobile outreach clinic targeting mother and child health (MCH) and school fees assistance for the less privileged school children.

Strategic objectives of the Council mention gender.

Council consults women about their constraints, opportunities, incentives and needs but we don't consult them as women alone but mixed with men. In these consultations women really bring out their needs and issues that affect them and the areas they need assistance

Yes there are indicators

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council has not yet developed a Local Economic Development Plan yet but discussions have been done council deliberating on the need to have a clearly laid out plan in view of devolution goals. In informal trading we feel women are the ones benefiting the most than men maybe because of the nature of businesses found in informal trading.

Procurement

The council does not have a procurement policy but we need to look into that going forward. Procurement is a department which has just been introduced in council and is yet to be fully established.

Housing

The council does not keep sex disaggregated data on title deeds, it only has leases not title deeds. Council does not have a policy to that effect but practically we do consider that women benefit in land and housing opportunities especially the widows.

Utilities

Council has sex disaggregated data on who has access to basic services housed with the ward councillors as well as development partners working in the district. Women are involved in the planning, management and maintenance of these services and facilities provided in the communities.

Transport

We don't necessarily hold meetings to ask issues of transport but such issues are raised when we hold other meetings whereby women mention some of the challenges they will be facing in terms of transport and other general issues.

Health

In communal lands health facilities are easily accessible to women but challenges of having to walk long distances are being faced by women in the resettlement areas where they walk distances of between 10 to 30km to the nearest clinic which might be in another ward or at one far end or corner of the ward. Council has however prioritised the construction of clinics in resettlement areas for now.

Council has information on HIV/AIDS through working with the District Aids Coordinator (DAC) and other partners like FHI360, Africaid, Msasa Projects, Population Services, Zimbabwe National Family Planning Services etc. gender awareness, HIV and AIDS public education awareness campaigns are being done by some line ministries eg ministry of

women affairs, min of Health and ZRP. PEP is available at most but not all of the health facilities in our council

Environmental health

Women are consulted in the management of waste. We do this through water and sanitation activities where we teach them on toilet construction, and other health and hygiene issues like pot racks and refuse pits and tip taps (Chigubhu gear).

Women and men benefit equally from business opportunities in this sector. Women get opportunities to sell their wares on sites where men will be constructing water and sanitation facilities.

HIV and AIDS and care work

HIV/AIDS programmes are there but there is no policy. All programmes cover prevention, treatment and care. Prevention messages include the importance of equal power relations between women and men. Prevention messages do cover across generational sex and its impact, this is seen through awareness campaigns by implementing partners and line ministries and council.

- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?

Yes through the behaviour change communication strategy men are encouraged to change behaviour and the messages sent out do cover effects of multiple concurrent partners.

- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?

These services are being provided for at static health facilities and through the mobile outreach clinic. Men are encouraged to go for testing.

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?

No actually there are more women accessing treatment services than men in our areas. Men are continuously encouraged to go for testing.

- ✓ In what ways does the Council support, or could it support care givers?

We could support them by giving them volunteer incentives funds permitting, give them airtime and maybe improve on the mode of transport ie buy them bicycles for ease of access to communities.

Do refresher course trainings every once in a while and provide refreshments.

- ✓ Are men encouraged to be involved in care work?

Men are encouraged but the challenge is they have to fend for their families thus they site reasons that they canty participate in these voluntary activities.

Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects?

Council is aware of climate change and its effects

- ✓ What measures is the Council taking to mitigate against these?

Council works with line ministries like agritex, Ema, Livestock and Other implementing partners like Adra, Jahwo, Maso and Unicef in doing programmes that mitigate against climate change. They have resuscitated irrigation schemes, piped water schemes, nutrition gardens and rehabilitated boreholes as measures to mitigate these effects.

- ✓ 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?

Yes these measures are gender sensitive indeed.

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?)

Council uses the services of other line ministries in doing this. We are not directly involved but we support such programmes.

GENDER SPECIFIC PROGRAMMES

The council is involved in gender-specific programmes.

Educare

An assessment of the need for child care facilities is ongoing with the help of social welfare. eg the need for crèches, ecd facilities

Gender based violence (GBV) flagship

Council has avote in its budget to cater for gender related issues but has not itemised the activities.

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)

Public awareness campaigns

Council participates in campaigns to raise awareness. *We work with ZRP and other development partners who are into GBV activities. If we want the statistics we get them from these partners.*

Council does not have up to date crime statistics disaggregated by sex. this information is there at ZRP and even at Msasa projects. We however do meetings with these stakeholders discussing such issues and what we can do to curb these problems. There is a good working relationship between the police and the community. The police often hold meetings with the communities alerting them of any dangers they need to be aware of in their communities and campaigns on murder cases, rape cases, stock theft etc. The way they do their campaigns show that they will be talking from informed positions because they have community relations officers and community liaison officers who are trained to work with the communities.

Support

Council does support these programmes it is a member of the Gweru District child protection committee where member of this committee are Child Line, Msasa ,ZRP victim friendly unit, Jahwo ,Social Welfare to mention a few of the members. We also have ward based child protect committees in all wards which deals at ward level and refer cases to the relevant partners in the district.

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).

CATEGORY	No of women	%	No of men	%
Senior Management- e.g.- CEO, Directors, Head of Units	1	20	5	80
Professional e.g.- Programme Line Managers	3	60	2	40
Semi-Skilled- e.g. Technicians, Plumbers	2	25	6	75
Secretarial	1	100		
Unskilled -e.g.- Labours, Cleaners	0		9	100

CATEGORY	No of women	%	No of men	%
Total Number of Employees	7	24	22	76

✓ How many women and men are currently employed in each job and grade?

GRADE	MEN	WOMEN
1		
2	-	-
3		
4		
5	1	
6	2	-
7	-	1
8	2	1
9	2	4
10	5	1
11	1	-

What is shown by the table does not indicate that there are areas of men's work and areas of women's work but it's just a coincidence that there are disparities. Of late there have not been any recruitments and the positions have just been maintained as they are. There are no divisions in this council. People are paid as per the nec grades and CBA

Capacity building

No trainings have been done to all staff but plans are there to do such trainings funds permitting.

Career pathing

Women and men are given equal opportunities for growth and have equal access to training.

Working conditions and environment

The council provides equal benefits to its employees but the issue of paternity leave needs to be looked into.

No cases of sexual harassment have been reported ever in this council. We don't have a Sexual harassment policy but there is need to have it in place in case such cases arise or are there.

GENDER MANAGEMENT SYSTEM

Gender structures

Council does have a gender focal person but the gender committee is not yet in place we are working with the social services committee mainly and all other council committees in dealing with gender issues. Gender is not specified in the job descriptions nor the performance agreements but it's being actioned except for the CEO.

Budgets

A share of expenditure targets promoting gender equality. Women do benefit equally and meaningfully from resources allocated to mainstream projects e.g. waiting mother's shelter construction projects, clinics constructed to shorten distances, boreholes drilled and mobile clinics and family planning services brought to them for ease of accessing services.

Monitoring and evaluation

We have some gender indicators put in place for planning, social services and human resources management systems. eg our housing waiting list is gender sensitive and is sex disaggregated. Most of our clinics have employed men and women as nurses and when we shortlist for vacant posts in council we do consider gender

Political profile and champion

We have a female councillor who is a gender champion for our council