

SITUATIONAL ANALYSIS REPORT

Country: ZIMBABWE

Name of municipality: GOKWE NORTH RURAL DISTRICT COUNCIL

Synopsis

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

***Answer:** To enhance the participation of women and men in all aspects of development*

***Strengths** We have developmental structures in place and women who are willing to participate in development .*

We have developmental partners who are willing to assist the council in development .

We have sector ministries (technocrats) who assist council in developmental issues

Challenges

***Answer:** Cultural, Religious norms and values hinder participation of women in most cases ie Tonga and Korekore*

Poor road network in the district

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	3		
Governance	3		
Gender specific programmes	2		
Mainstreaming gender into existing programmes	3		

Employment practises and environment	3		
Gender management system	3		
Overall	17		

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?

Answer: *Yes council is currently using the nation gender policy and is in the process of drafting its own.*

Is there a gender policy in the council and it is implemented? (Get a copy of this policy) *in the process of drafting its own.*

- ✓ *Answer In the process of drafting its own.*

✓

GOVERNANCE

Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table)

Answer: *No. Male 32 Women 4 WOMEN ARE VERY FEW*

- ✓ 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)

Answer: *no. males are more than women in management there are 5 males and 1 woman.*

COUNCIL COMMITTEES

ALL THE SIX COUNCIL COMMITTEES ARE CHAIRED BY MAN. THE COUNCIL CHAIRPERSON IS MALE AND THE VICE IS FEMALE

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

Answer: No. Less women in community committees with exception of Water Point Committees which demands that women be more than men

Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

Answer: There is male domination since they are few but are given equal CHANCES IN participation.

- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

Answer: Yes but their influence is limited by the fact that they are fewer than men.

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?)

Answer: Males ARE MORE THAN WOMEN IN LEADERSHIP POSITION IE POLITIACLLY EVEN IN DEVELOPMENTAL MEETINGS. THE VILLAGE HEADS ARE MALES AND WHERE WE FIND WOMEN THEY WILL BE REPRESENTING EITHER HUSBAND

- Registers are not sex disaggregated ?)

PLANNING

- ✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation)

Answer: yes all planning targets gender and services delivery.

- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

✓ **Answer:** yes

- eg to reduce walking distance to nearest water point by women.
- To reduce walking distance to maternal services.

- ✓ 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).

Answer: *yes woman are consulted during pre budget meeting and at ward coordination meetings*

MPS DURING THEIR MEETINGS ALSO GET THE CONCERNS OF WOMEN

- ✓ Are there gender indicators in all plans? (Get copies of plans)

Answer: *NoT REALLY*

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)

Answer: *To an extent council holds prebudget meetings with the vegetable vendors who are mainly women ,flee market operators and also various meetings where they voice their concerns*

- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)

Answer: *No Policy in place – Women dominate vegetable vending, men dominate mini hardware and tuckshops.*

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?)

Answer: *using the new procurement policy by government .from the tenders so far males dominate in supplying goods however women into catering business are awarded tenders to supply food at various meetings.*

Housing

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).

Answer: *yes sex disaggregated data is available on housing allocation and housing waiting lists.*

- ✓ 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)

Answer: *equal opportunities are awarded to both men and women who apply and can afford to pay the development permit fees.*

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).

Answer: *No sex disaggregated data ,services are accessed by both for both male and female*

- ✓ 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.)

Answer: *Women participate at VIDCO, WADCO Meetings and in preparation of ward plans.*

- *Women plan for their water points manage and maintain them .*

Transport

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)

Answer: *women plan with the rest of the ward on transport needs.*

Plan also at constituency developmental meetings.

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?)

Answer: *Gokwe north has fewer health facilities*

Need to increase the number of health facilities \pm 5km and in some cases more than 10kms

- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)

Answer: *yes disaggregated data is available data is available .*

- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

Answer: *Champaign done with support from National Aids Council .*

Hiv and aids is streamlined in all activities at all meetings.

- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

Answer: *Available only at District Hospital.*

Environmental health

- ✓ Are women are consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

Answer: YES a lot of hygiene clubs are found at every village. THE VILLAGE HEALTH WORKERS AND SANITATION CLUBS WORK VERY CLOSELY WITH THE WOMEN.

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

Answer: Men and women benefit equally BUT WOMEN DO THE LARGER PART

HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?

Answer: HIV and Aids Policy in place

- ✓ Does this cover prevention, treatment and care?

Answer: Yes

- ✓ Do prevention messages include the importance of equal power relations between women and men?

Answer: YES MESSAGES ADRESS BOTH MEN AND WOMEN ESPECIALLY SAFE SEX.

- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?

Answer: YES IT DOES DISCOURGE SUGAR DADDIES AD MOMMIES

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

Answer: Yes a LOT AF BEHAVIOUR CHANGE WORKSHOPS ARE DONE. Men also have their forum PADARE.

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

Answer: yes council is involved with the aid if partners involved in HIV AND AIDS,

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

Answer: Yes ACCESS IS FOR BOTH BUT MEN ARE NOT YET OPEN TO GET THEIR TREATMENT.

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

Answer: Council can support care giver truth allowances if budgets permit.

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

Answer: Yes we have some males in care work although in small numbers.

Climate change and sustainable development

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

Answer: Yes .Gokwe north being AGRO BASED HAS EXPERIENCED THE EFFECTS ON CLIMATE CHANGE .

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

Answer: COMMUNITIES ARE BEING ENCOURAGED TO GROWTH SMALL GRAINS.AND ALSO ENCOURAGED TO PRACTISE CONSERVATION FARMING.SREAM BANK CULTIVTION IS DISCOURAGED FOR MOST DAMS HAVE SILTED. ALSO CUTTING DOWN OF WLD FRUIT TREES IS DISCOURAGED

- ✓ 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?

- ✓ ANSWER YES .

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?)

Answer: No such facilities exist ie community centres, libraries in the District

GENDER SPECIFIC PROGRAMMES

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)

Answer: Yes through programmes funded by development partners MUSASA PROGECT.

Educare

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).

Answer: assessment done IE PRESCHOOLS IN THE DISTRICT.

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?)

Answer: *action plan and budget FACILITATED BY DEVELOPMENT PARTNERS*

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)

Answer: *YES, AT VILLAGE LEVELS,*

- ✓ 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).

Answer: *YES lighting on streets. Only two tower lights provided at the Growth Point terminus*

- ✓ Is public transport is safe for women and children.

Answer: *NO BUSES ARE USUALLY OVERLOADED AND TRAVEL DURING THE NIGHT, CMBIS OVER SPEED IN CMPETING FOR PASSENGERS.THE ROADS ARE SO BAD .*

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)

Answer: *YES THIS IS DONE MINISTRY OF WOMEN AFFAIRS SPEARHEADING TOGETHER WITH PARTENERS*

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)

Answer: *YES CONCIL WORKS VERY CLOSELY WITH THE VICTIM FRIENDLY UNIT AT ZRP WHO HAVE DETAILS*

- ✓ 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)

Answer: *A good working relationship exist between community and Police*

- ✓ 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.)

Answer: *Yes there is a victim friendly unit*

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).

Answer: *yes council supports the establishment of community preschools .*

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).

Answer: No

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	1	20	4	80
Semi-Skilled- e.g. Technicians, Plumbers	-	0	2	100
Secretarial	1	100	-	
Unskilled -e.g.- Labours, Cleaners	4	80	1	20
Total Number of Employees				

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

GRADE 1		Grade 2		Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10		Grade 11	
m	f	m	f	m	f	m	f	f	m	f	m	f	m	f	m	f	m	f	m	f	m
1	1	0	3	7	0	4	1	0	0	1	2	0	2	5	1	1	0	1	1	0	1

- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?

Answer: Yes women are in cleaning /guest houses .

All drivers are men all security guards are men and game scouts are all men

- ✓ 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?

Answer: I think for women it's mainly the type of work involved

For the drivers and security guards its the type of work invoved.

- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)

Answer: there is the equal employment opportunity policy which states equal opportunities for both men and in a systematic way woman at work place.

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.)

Answer: Gender training is provided not in a systematic way.

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?)

Answer: Equal opportunity is given for growth. Anyone who is willing to study is given the opportunity

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)

Answer: women go for maternity leave but men have not yet been afforded paternity leave.

- ✓ 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)

Answer: No policy enforced

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).

Answer: Gender focal person appointed, small budget in place.

- ✓ 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)

Answer: *Yes gender is written in the EO social services job description and performance contract.*

Budgets

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)

Answer: *Yes issues that affect women like water, maternity services expenditure is explicit in promotion gender equity.*

- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?

Answer: *YES*

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)

Answer: *Statistics are not disaggregated by sex and there are no gender indicators.*

Political profile and champion

- ✓ Are gender issues given a high political profile by the Council and have a political champion?

ANSWER: NOT REALLY,