

## STAGE TWO REPORT FORM

### Situational analysis report

**Country: Zimbabwe**

**Name of municipality: Gokwe South Rural District Council**

### Synopsis

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

- To promote gender equality.
- To get rid of situations whereby the weaker sex is looked down upon.

#### *Strengths*

- Promotion of mutual relationship based on gender.
- Promotion of equality in the distribution of resources.
- Allocation of equal opportunities.
- Promotion of unity.
- Fusion of ideas resulting in vibrant ideas in the organization.
- to curb the stereotype problem between the feminine and the masculine.

#### *Challenges*

- Resistance to change as masculine and feminine demarcation has gone for a long time and the organization is used to it that way.
- Negligence due to ignorance of the positivity associated with the gender policy.
- The pull-her-down syndrome *eg* Gokwe South R.D.C has 4 female councillors out of 33 in total.
- Socialization and upbringing makes it difficult to adopt the gender policy.
- Prioritization in the allocation of resources.

## 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? **The Council is very much aware of the SADC protocol as it appointed a gender focal person.**

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy) **There is no gender policy in Council though some gender issues are being followed.**

## GOVERNANCE

### Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table) **There are no equal numbers as tabled below on Council structure and Council employees.**
- ✓ 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) **Out of seven Council committees, only two female Councillors are in decision.**
- ✓ Is there gender balance on all community committees? (Include detail in a table) **There is no gender balance as we have only four women Councillors out of thirty three.**

### Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting) **Women do not participate equally as they are outnumbered.**
- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this) **Yes women influence decisions taken as evidenced by the minutes attached.**

### 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?) **Registers are disaggregated by sex. There is no equal participation in public meetings as in most cases males dominate the meetings.**

## PLANNING

- ✓ Does targeted gender planning and service delivery take place in the council? (Get copies of planning documentation) **Find attached copy of environment committee meeting where women are considered to be beneficiaries and committee members.**
- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation). **Gender is not mentioned in the strategic plan.**
- ✓ 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). **This was not done but with the policy in place we will have to consult the marginalised groups.**

- ✓ Are there gender indicators in all plans? (Get copies of plans) **They are there but officers are reluctant to fill in all required spaces for men and women.**

## **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) **Gokwe South R.D.C havent started.**
- ✓ 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?) **both men and women benefit save for the amiss policy.**

### **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?) **There is no policy to that effect.**

### **Housing**

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate). **Gokwe South RDC has not been giving tittle deeds presently but in future.**
- ✓ 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) **Women are also benefiting from land though there is no policy as evidenced by the allocation at Njelele residential stands.**

### **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). **Women/child headed families are given especially on drought allocations.**
- ✓ 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) **Women are also involved in the planning for example at water point committee most members an users are women.**

### **Transport**

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc) **They are consulted since they are the ones settled in the rural areas while men are working in towns.**

## Health

- ✓ Are health facilities easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closest clinic?) **Health facilities are not easily accessible to women because they travel an average distance of 25kilometres. Additional clinics are being constructed to minimise the distance being travelled.**
- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?) **Presently there is no data. We assume that women are the ones affected.**
- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging) **we haven't started doing any campaigns but it's done through healthy ministry.**
- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this) **All clinics have PEP available.**

## Environmental health

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc) **Women are consulted and trained on waste management. There are village health workers who go about teaching communities waste mgt. On collection of waste, women are in coming up with days.**
- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this) **Gokwe South RDC has adopted solely the national clean-up campaign but without assigning any non-staff member to do the work. However men and women are benefiting in that they both end up having a clean environment.**

## HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme? **We have no policy in place.**
- ✓ Does this cover prevention, treatment and care? **Not in place.**
- ✓ Do prevention messages include the importance of equal power relations between women and men? **Yes.**
- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women? **Yes.**
- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour? **Messages cover the effects of multiple concurrent partners. Usually women are encouraged to bring their partners.**
- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing? **We invited MOHCC to a general meeting for VCT.**

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment? **Both sexes are encouraged to go for treatment.**
- ✓ In what ways does the Council support, or could it support care givers? **While councillors do their wacko meetings, MOHCC is given a platform to present .**
- ✓ Are men encouraged to be involved in care work? **As equal human beings, men are encouraged to participate in care work and groups and groups of men are also coming up as care givers.**

### Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects? **Council is aware hence formed the resettlement committee.**
- ✓ What measures is the Council taking to mitigate against these? **Council is working hand in glove with EMA to mitigate against these**
- ✓ 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? **Irregardless of gender, sustainable development is taken seriously thus no strenbank cultivation, no veld fires etc.**

### 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?) **Presently Council does not have retirement centres were all ages benefit from the fascilities. Eg librarie, sport grounds and community centres.**

### GENDER SPECIFIC PROGRAMMES

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.) **Council is involved thus councilors are taught to discourage GBV in communiities and they are assited with extention police staff and NGO's**

### Educare

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment). **There has been need and all villages have been tasked to have fascilities as crenche**

### 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?) **There is no action plan or budget for addressing GBV.**

### *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 ) **Not done.**
- ✓ 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). **No such facilities in rural save for Business Centres where communities utilise veranda lights.**
- ✓ Is public transport is safe for women and children. **It is safe as long as it is day light but need security at night.**

### *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) **Due to unavailability of budget we haven't started.**

### *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) **Home affairs has all statistics and Council has to collect it.**
- ✓ 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) **Yes.**
- ✓ 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.) **Not done yet, need to consult police and interview.**

### *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). **We haven't started.**

## **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). **As for employment, see**

**attached and organogram. Both male and female are remunerated equally for the same work/ post.**

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Senior Management- e.g.- CEO,Directors, Head of Units	1	20	4	80
Professional e.g.- Programme Line Managers	3	60	2	40
Semi-Skilled- e.g. Technicians, Plumbers	0	0	0	0
Secretarial	1	50	1	50
Unskilled -e.g.- Labours, Cleaners	3	23	10	77
Total Number of Employees	8	32	17	68

- ✓ How many women and men are currently employed in each job and grade? **See attach note.**
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'? **Currently our organogram does not indicate concentration of either male or female bias.**
- ✓ 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? **Tradition, socialization and religion has it that man should always be head of organization thus leadership duties are normally done by the males. Moreover, one of the posts are politically appointed hence women do not qualify as they do not participate in politics as much as men do. Representing the organization in large foras and a lot of travelling is involved hence women with their home responsibilities can not leave their families for long a period. Both male and females are paid equally for the the same job**
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy) **Yet to be done.**

**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) **It is not done in a systematic way but the the position held.**

### **Career pathing**

- ✓ Are women and men 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?) **Gokwe South RDC has no gender policy in place yet hence training and promotion are done according to merit irregardless of gender. There are equal potunities for growth. See attached letters.**

### **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) **Gokwe South RDC give equal bennefits for men and women including matenity and parternity leave as the Council adopted the conditions of service. See conditions of service and the minutes for the adoption of the conditions of service.**
- ✓ 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) **Not available yet.**

## **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).
- ✓ 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)

**Both yet to be done.**

### **Budgets**

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)
- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?
- ✓ **Both be included in the 2020 budget**



### **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) yet to be done

### **Political profile and champion**

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

**Gokwe South RDC appointed Maveza Maidei to be gender champion and after the the Gender Links workshop in Bulawayo, she was accorded to report back in the Full Council meeting hence gender issues are given a high political profile.**