

Name of municipality: Chitungwiza

Synopsis

According to the Chamber Secretary, women's participation is crucial, especially at grassroots level because this is where most women are located at local government level. Women's grassroots input is, therefore, crucial in council activities. According to the Chamber Secretary, *"Women are better placed at local government level to discuss grassroots issues. Their participation and inclusion is therefore critical hence the need for a gender policy"*

Strengths

The council participated in the just ended summit and the chamber secretary is in full support of the programme.

Challenges

The effectiveness of the municipality is being crippled by lack of resources , for example lack of transport , to collect waste for disposal. Water issues are another problem. The municipality does not always get water - the water flow is controlled from Harare. The council also has obsolete equipment which needs replacement or refurbishment.

When it comes to electricity provision, the municipality tries to send bills out on time but payments from ratepayers do not always come on time. Since the introduction of multiple currencies in the country, there have been repayment challenges as most of the citizens cannot afford to make the payments as they do not have the money. Council does not even manage to 'break even' most of the time.

Results of gender score card

Area assessed	Score Council %	Score GL %	Agreed score%

	20	20	18.3
	22.2	30	30
Gender specific programmes	13.6	11.8	12.7
Mainstreaming gender into existing programmes	13.3	12.7	12.7
Employment practises and environment	28.3	28.3	28.3
Gender management system	20	18.3	18.3
Overall	19	17.8	18

SITUATION ANALYSIS

POLICY FRAMEWORK

Not all people from the council are aware of existence of national, regional and international policies.

No gender policy .

GOVERNANCE

Representation

There are 4 female councillors and 21 male councillors. 2 are from ZANU PF and the rest from MDC. So in terms of balance of power in the municipality, there are more MDC-T Councillors (Tsvangirai faction) than ZANU-PF or MDC (Mutambara faction). However, there is no power struggle when conducting municipal work. The Chamber Secretary pointed out that *"All the councillors are getting on well despite their different political affiliations. The councillors do not conduct their business on party lines but are non-partisan in their work as the constituencies they serve come from different political parties."*

Committees within Council

Name of Committee	W	M	T	%W	Chairperson		
					W	M	% W
Finance & Development	1	6	7	14%		1	
General Purpose	1	6	7	14%		1	
Public Works, Environment management	0	7	7	0%		1	
Education, Housing & Community Services	1	6	7	14%		1	
Audit	1	5	6	17%		1	
Procurement	1	6	7	14%		1	

	2	4	6	33%		1	
	7	40	47	15%	0	7	0%
					7		

Participation

Out of the 4 women councillors, two of them Wendy Chiriri and Clara Makwara participate very well in full council meetings –more than the men.

PLANNING / PUBLIC PARTICIPATION

In terms of planning, the municipality used to do 5 – Year Plans but this is no longer the case given the economic hardships facing the country. The planning is now done annually as the operational environment is still unstable. Dollarisation/ the use of multiple currencies (*US dollar, the rand, the Botswana pula and pound sterling*) has created some uncertainty because no one is in a position to accurately predict for how long the multiple currency situation is going to prevail.

Most of the planning is done by management, especially middle management who consult with councillors. Councillors in turn are supposed to meet and consult with their constituencies. The more organised pressure groups have organised themselves to have their voices heard. The Chitungwiza Business Forum (*most members are men*).

Participatory budgeting is essential in council activities according to the Local Government Urban Councils Act. The municipality, for example, is required by the Urban Councils Act to include the citizenry in its planning process – participatory consultation process. In the Urban Councils Act, the councils are required to invite citizens to participate in council affairs. The municipality is also required by the Act to consult when it comes to budget preparations – participatory budgeting where councillors are supposed to meet the people face to face. The people are supposed to also freely input into the budget process. Budgets are supposed to be publicised in the media for citizens to make their objections and comments. Budgets are supposed to be passed after consultation widely with the public. Chitungwiza business people have formed themselves into an association which plays an active part in the municipality planning process – participates in the budget process. The Business People’s Forum sends representatives to budget consultation meetings. This means that the less organised are unlikely to have their views included or tabled before council.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

No local economic development plan. Women are the most beneficiaries of informal trading facilities.

Procurement



PDF Complete
Your complimentary use period has ended.
Thank you for using PDF Complete.

[Click Here to upgrade to Unlimited Pages and Expanded Features](#)

No sex disaggregated data on housing and no policy to make sure women benefit.

Utilities/ Transport

No sex disaggregated data. Consultation on transport issues done at public meetings- no specific forums for women

Health

The Municipality is mostly involved in health issues e.g. HIV Counselling. The statistics they have are not any different from the community in terms of high prevalence rate with women being the most affected. The Municipality has a Health and Safety Officer in charge of HIV-related issues – they carry out awareness-raising campaigns in the community on HIV and AIDS. The municipality also focuses on education issues.

Health facilities are easily accessible to women.

Environmental health

As a result of the council not able to effectively deliver on waste management, 2 female councillors have engaged the community both men and women to be responsible for waste management. There is the Jambanja and Foyem waste projects run by councillors Wendy Chiriri and Clara Makwara (2 case studies part of the summit best practices)

GENDER SPECIFIC PROGRAMMES

No gender-specific programmes

Gender based violence (GBV) flagship

No action plan

Prevention

No safety audit has been conducted and it is not safe for both men and women to travel at night. So many cases of robberies in Chitungwiza

Public awareness campaigns

The council participated in cyber dialogues last year.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

There Chitungwiza municipal council has an employment policy, the Human Resources and Recruitment policy. The policy stipulates that the Chitungwiza municipal council is an equal opportunity employer. Despite such a policy being in existence, women are still few compared to men in the council. The current employment policy says nothing about

... supposedly recruited on 'merit' and on their

The Chitungwiza Municipal council is a municipality servicing a high density population. It currently employs 1, 700 employees, a third of whom are women (567 employees). Most of the employees are in the 25-30 age range. The municipality encourages equality of opportunity in employment, including in duties and responsibilities though one has to rise through the ranks (by merit). Women are currently very few in the municipality but those that are employed by the municipality are located in those occupations that are traditionally done by women i.e. as clerical/secretarial staff and nurses. There are very few women in the security and transport departments. There are, for example, 12 male drivers and only 1 female driver.

Employment statistics

CATEGORY	No of women	%	No of men	%
Top management	2	28.6	5	71.4
Senior Management	2	40	3	60
Professional				
Secretarial/ clerical	1	10.6	5	83.4

Capacity building

Low capacity exists amongst councillors and this affects policies to be implemented by council staff.

In terms of training both men and women get equal opportunities for growth within the council.

Working conditions and environment

Interestingly, the municipality has a '*Sexual Harassment Policy*' in its '*Code of Conduct*' and '*Conditions of Service*' Regulations

Council offers maternity and no paternity leave

GENDER MANAGEMENT SYSTEM

Gender structures

The municipality does not also have a gender policy or a gender focal person (GFP). Gender-related concerns are currently handled by the Chamber Secretary. There is no '*gender*

municipality. There are no '*gender issues*' as such that have
those pertaining to '*ablution facilities*' (which are very
offices) and '*sanitary disposal equipment*' for female
employees at the municipality offices. There are also no '*gender specific programmes*' in
place as such in the council. '*Gender issues*' are only discussed in relation to increasing the
number of women in senior positions in the municipality (*administration work*).

On the whole, '*gender issues*' are discussed in '*gender neutral*' terms in the council. Most of
the municipality administrators and councillors appear not to have received gender training.
As such, they do not have the capacity to mainstream gender issues into their administrative
and programming activities. The main issues debated in council pertain to service delivery
and social welfare-related concerns the Chitungwiza residents.

Budgets

No gender budgets.

Monitoring and evaluation

The council has an equal opportunity employer policy.

Political profile and champion

2 female councillors Wendy Chiriri and Clara Makwara are gender champions.

The work place

The Hr manager had no time to go through files because of other work commitments.
There were a lot of meetings taking place that day.