

Country: Zimbabwe

Name of municipality: Harare City Council

Synopsis

Not many people in council (both councillors and council employees) really understand what gender is all about so they are lot of jokes around it. Gender is not taken seriously or even addressed during council meetings.

The City Of Harare (CoH) is trying to put up a gender policy but the officials who are supposed to be driving the process are also not quite competent according to the Town Clerk. If they are to be effective, gender knowledge capacities need to be built. The gender mainstreaming agenda of council is actually being driven from outside the City of Harare council itself by the Ministry of Local Government

Strengths

The top management ie the town clerk, chamber secretary ,deputy mayor to mention a few are in support of programme

After the summit, council now trying to incorporate gender in service delivery like now council bought new vehicles for waste management and would like to also hire women drivers for the first time in history

Challenges

The CoH council was unable to effectively deliver at various levels for the past 10-20 years due to capacity challenges. The infrastructure was in great need of refurbishment i.e. water services had gone down; there were (still are) major pot holes on the roads and yet there was no investment forthcoming to the city. As a result, the city was unable to effectively provide various services to Harare residents. But the water authority has now reverted back to the CoH. ZINWA (the Zimbabwe National Water Authority) had been given the mandate to manage the water system in Zimbabwe by the Government of Zimbabwe. Unfortunately it was not doing an effective job in the past years hence this mandate was given back to city and town councils.

At the moment council faced with some political problems around allocation of land and so both staff and councillors are occupied.

Results of gender score card

	0	8	8	0%		1	
	2	6	8	25%			
	0	9	9	0%		1	
Procurement	1	6	7	14%			
Business	0	8	8	0%		1	
Education,Housing,Health Licencing & Community Services	2	8	10	20%			
Audit	0	9	9	0%		1	
	5	54	59	8%	0	4	0%
					4		

Note : that the committees have been reshuffled and will get latest information later

Participation

The Chamber Secretary, Ncube highlighted that most of the women councillors have received various capacity building training but this seems not to be reflected in the women councillors conduct in council. She points out that *"What is critical is to never tire but continue engaging with them."*

As part of the research requirements, a full council meeting was observed and none of the women made a contribution.

Public participation

It was indicated that women attend public meetings in large numbers as compared to men and they participate a lot. However, the trend noted is that men will make the final decisions.

PLANNING

In terms of the CoH's planning programme, the city has a 5 - Year Strategic Plan but each year the city also works with an annual plan which forms the targets set that have to be met by the city each year.

In terms of planning process, councillors consult their communities with the assistance of district officers in the communities – they assist to have a *'bottom up'* budget process. Councillors come up with a development budget for their wards. These are then consolidated at CoH council level. Through a full council meeting, priorities are set depending on available resources.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

No such plan though women are most beneficiaries of informal trading for instance Mupedzanhamo flea market in Mbare. However, during the economic hardships faced by the country, most women were pushed out of business by men.

Housing

At policy level, the CoH has been somewhat gender-responsive. Ncube said that the CoH was the first council that came up with a housing policy that protects women. The policy states that if one is married, you will not cede your rights unless there is mutual consent by the spouses.

Even though the housing policy allows that women can be on a waiting list in their own right, what is lacking, however, is that there is no prioritisation as such that women will always get first preference. Ncube feels that such prioritisation should have been done given women's inability to readily access resources compared to men and that this gender differential should have been factored into the housing policy of the CoH

Utilities

No sex disaggregated data on housing.

Health

Health facilities are easily accessible to women.

Sex disaggregated data on HIV/AIDS is available at council clinics like Wilkins Hospital PEP only available at Parerenyatwa central hospital.

Environmental health

All such issues addressed during public meetings. Both men and women benefit.

GENDER SPECIFIC PROGRAMMES

Gender based violence (GBV) flagship

Street kids, especially those coming from Epworth, are the major perpetrators of violence in the CoH. It is not safe for both women and men to move at night in the city. The city is, however, relatively safe during the day. According to the Town Clerk, the problems of street kids can only be addressed with the assistance of the social welfare department and through identification of projects for gainful employment for the street kids. The CoH is in the process of engaging partners to solve the problem. The plan is to capacitate Epworth through the provision of gainful employment projects so that the Epworth youths do not continue to be street kids as they will have an alternative activity to do other than loitering in the city of Harare and inflicting violence on the residents

Lighting on streets is poor and not safe to walk around at night. However, in other residential suburbs they have set up neighbourhood watch committees so that it can be safe for women to walk around during the night.

EMPLOYMENT PRACTICES AND ENVIRONMENT

week. Figures below from Secretary to the Chamber Secretary.

CATEGORY	No of women	%	No of men	%
Top management	2	16.6	10	83.3
Senior Management	12	30	28	70
Professional				
Secretarial/ clerical	13	100	0	0

Employment policy and affirmative action

The CoH has no affirmative action policy when it comes to its employment policy but council does encourage the employment of women. The problem is that there are some departments where there are hardly any women e.g. the fire department (women are there only as medics for emergency services). The requirement for working in the fire department i.e. running up and down the ladder has discouraged many women trainees from joining – women’s own socialisation is a contributing factor as well. Women are socialised to believing that there are women’s roles and men’s roles.

There is no affirmative action policy as such in the CoH when it comes to employment. In the CoH, below the Assistant Director level¹, there are many women i.e. at the highest leadership and decision-making echelons on the council. Women are crowded in the lower levels as clerks, sweepers and council nurses in the health department.

At middle management Assistant Director Level, there are a few women. In the Health Department, the Assistant Director is female and she is responsible for Nursing Services (a department also dominated by women). In the Finance Department, there are no women at Assistant Director Level – the department is dominated by men. The Assistant Director of the Housing Department is female (Mrs Fologwe) while the Deputy Director is male. In the Urban Planning Department, there are many women urban planners but not at the highest decision-making levels. Men still dominate. In the Engineering Services Department, there are again no women, not even at professional level i.e. there are no female engineers. In

men dominate in the higher decision-making levels yet
es are women (*female sweepers*).

At Chamber Secretary Level, Ncube is the highest ranking female but at Grade 4 level, there are no women. The Chief Legal officer is a man (since 2009). He took over from a female Chief Legal Officer who resigned². In the legal office below the 4th Grade level, there are 3 women out of 2 men.

Capacity building

The CoH council has major competency challenges. As the board members of the CoH, the core business of councillors is policy making and fundraising for the CoH. Unfortunately, most of the candidates elected in the March 2008 local government have inadequate capacities as most have low educational levels. A lot of council resources that should be used for developing the city are instead being ploughed in various capacity development activities to capacitate the councillors so that they can effectively deliver on their mandate.

Most of the councillors lacked capacities to be effective in various council activities. During the fieldwork gathering exercise in Zimbabwe, workshops were in progress to capacitate councillors on what they should be doing in the various committees.

Career pathing

At Council directorship level, out of the 11 directors, only 2 are women (the Chamber Secretary - Ms Josephine Ncube) and the director of Public Safety - Mrs Christine Fundira).

Working conditions and environment

At the moment the council only offers maternity leave no paternity.

A Sexual Harassment policy exists in the CoH. It is included in one of the modules covered during the induction of councillors.

In the Code of Conduct of the CoH, there are provisions there that make Sexual Harassment a disciplinary offence.

GENDER MANAGEMENT SYSTEM

Gender structures



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Mangwiro) but, the Chamber Secretary also doubles up
the CoH council. There is no gender committee in the
issues are generally not tabled as nobody really pushes

gender issues for council debate/ discussion. The council thus has no gender focus as yet in
its overall operations.

Budgets

No budget targeted at promoting gender.

Monitoring and evaluation

HR manager was not available.

Political profile and champion

The political leaders are very much in support of gender mainstreaming and evidence is
obtained from previous meetings with the mayor Mr Masunda, The deputy mayor Mr Chiroto
. One of the male councillors Mr Phumulani Musagwiza raised a motion to have the council
adopt gender policy.