

**Country: Zimbabwe**

**Name of municipality: Chegutu Municipality**

**Synopsis**

To provide an enabling environment for gender mainstreaming in every aspect of service provision within the municipal environs.

**Strengths**

As a local authority, the municipality prides itself in community involvement, transparency and accountability. The council is also results motivated.

**Challenges**

Among the challenges faced by the council are a marginalised community in terms of gender issues. The town also has a dormant industry and a lot of urban expansion due to urban migration.

**Results of gender score card**

| Area assessed                                 | Score Council | Score GL    | Agreed score |
|---|---------------|-------------|--------------|
| Policy framework                              | 4             | 3           | 4            |
| Governance                                    | 11            | 7           | 11           |
| Gender specific programmes                    | 11            | 7           | 11           |
| Mainstreaming gender into existing programmes | 41            | 27.5        | 41           |
| Employment practises and environment          | 11            | 8           | 11           |
| Gender management system                      | 10            | 5           | 10           |
| Overall                                       | <b>88</b>     | <b>57.5</b> | <b>88</b>    |

**SITUATION ANALYSIS**

**POLICY FRAMEWORK**

Council is aware of national, regional , and international commitments that the country has made especially the SADC Protocol on Gender & Development. The Council is aware that there is a National Gender Policy but it is seldom used or applied. The Chegutu community is not aware of how it can question Council on the implementation of the several declarations, conventions and protocols signed by Zimbabwe as a nation.

The council does not have a gender policy. It relies on the adopted gender policy presented by the Women in Local Government Forum. The council shall be modifying this according to its needs.

There is an imbalance on the numbers of women and men councillors in council. There is only one woman manager against four male counterparts. There is no gender balance. However, women are encouraged to take up the challenge by their political parties as spelled in ward consultative meetings.

| <b>Council Management</b> |               |                       |
|---------------------------|---------------|-----------------------|
|                           | <b>Number</b> | <b>Percentage (%)</b> |
| Female                    | 1             | 20                    |
| Male                      | 4             | 80                    |
| <b>Total</b>              | <b>5</b>      | <b>100</b>            |

Chegutu council is male dominated. There are 2 women councillors against 13 male counterparts. In terms of participation in community committees, women participate more on voluntarily in ward committees that foresee environmental cleanliness campaigns.

| <b>Councillors</b> |               |                   |
|--------------------|---------------|-------------------|
|                    | <b>Number</b> | <b>Percentage</b> |
| Female             | 2             | 13.3              |
| Male               | 13            | 86.7              |
| <b>Total</b>       | <b>15</b>     | <b>100</b>        |

## **Participation**

Given the scenario that the council is male dominated, the question of equal participation becomes a nullity. However the two women in Chegutu council are very vocal and constructive. They are very influential and they chair ward meetings during consultative meetings.

Women have an influence on decisions taken by council. They mainly address issues involving gender gaps. The council adopted policies such as the Food For Work Program as a result of the few women within the decision making group

## **Public participation**

Public meetings and gatherings are female dominated women comprise more of the gatherings than men but where it concerns presentation of facts or issues, only a few women talk while men are more on the vocal side. Surprisingly when it calls for actual activities women will be on the front.

## **PLANNING**

Service delivery in the council does not particularly target any gender. The council relies heavily on their strategic plans and budgets to deliver services. Now that the council is embracing gender, it is their wish to see to it that their mission and objectives explicitly mention gender.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **The economy and job creation**

The council has no LED plan in place but there are LED initiatives taking place. Council allocated 320 of 600 stands that were allocated to cooperatives for pro poor housing scheme.

informal trading facilities in the council. Council facilitates where men and women get the opportunities on a first come first served basis. There is no proportion that is reserved particularly for women.

### **Procurement**

Council does not have a procurement policy. Council operates with available tenders from all parties whether males or females. There is no specific policy that gives women priority on the matter.

### **Housing**

Council does not keep sex disaggregated data but women are catered for as they are allowed to apply for housing in their own capacity without the aid of a man. Women can register properties in their own capacity. Where there are no marriage certificates the names of both parties are endorsed on the property to avoid situations where one partner would sell the property without the knowledge of the other partner. A housing policy draft is now at its finality circulating within all council departments for their input. It is targeted at correcting the gender gap on property ownership. Women will be considered in their capacity. Joint ownership is inscribed regardless of marital status. Title deeds have family security clause inscribed for protection from selfish siblings after parents die.

### **Utilities**

The council does not necessarily have disaggregated data on who consumes their services, male or female but statistics in the is not in place.

Given a guideline the exercise can be put into practice. However the closest women come to planning matters is during the annual budget consultation meetings albeit to say they are very few women who attend.

### **Transport**

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

It is taken for granted that the available means suffice for the women.

### **Health**

Council has two clinics within walking distances of the surrounding suburbs about one kilometre walking distance. There are plans of constructing another at the new residential area in the high density suburbs. The environmental health section and the clinics have records of all health matters of the community it serves which is in line with the Ministry of Health standards. These show that the major recipients of health services are mostly women and children.

Council has also. Partnered with New Start, ZNP+ and the Zimbabwe Family Planning always provide materials with which it holds gender aware HIV and AIDS public education and campaigns. The council also offers PEP services all health facilities.

### **Environmental health**

Women are consulted in the management of waste they participate in cleaning campaigns. Over and above women councillors address women on 50/50 campaign and GBV issues. Disabled members of the community, school children and old citizens are taken on board



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h male and females apply for business opportunities and are considered without favour

### **Social development**

No. There has never been any sex disaggregated data on the use of facilities like stadia although these facilities are designed to benefit all. There is only one welfare centre and a hall. These are overwhelmed. However council uses the town centre grounds and assist by offering decor services to users, this is done by the Housing and Community Services Department.

### **GENDER SPECIFIC PROGRAMMES**

Small plots were given for provision of a food for work program where beneficiaries would clear bushy areas and plant legumes for their food. Women benefited the plots as they would plant products of their choice. In Zimbabwe fields are for cash crops that are controlled by the head of the household who is the man. The men can sell the products as they are in charge but the small plots are women owned as signified by the allowed crop which is associated with domestic use by the woman.

### **Educare**

The council has not particularly done a need assessment on child learning facilities, but it has emerged that early learning development centres have mushroomed in the town and these are dominated by women in the business.

### **Gender based violence (GBV) flagship**

Council has made it a policy that a budget of \$2000.00 for the food for work program be in place during rainy season.

### ***Prevention***

The council has no safe houses. All GBV cases are referred to the police, who have the resources to handle such situations.

Street lighting is an area that is far from being adequate however the town centre is well lit but all wards are not well lit Kaguvi phase one to three are still in the dark. Streets are not named.

Generally public transport is safe for women and children but not always as it is privately owned. Council has challenges in meeting the requirement. This is attributed to non-payment of rates and taxes by rate payers,

### ***Public awareness campaigns***

Council actively participates in campaigns to raise awareness. Council does this with the help of partners such as GL and others like JUSTICE FOR CHILDREN TRUST.

### ***Response and coordination***

The Zimbabwe Republic Police victim friendly unit has all statistical data on crime as all matters of such nature are handled by them. The council also has a good relations with ZRP as their community liaison Officer calls for meetings with the community section on matters concerning the community. Other stakeholders like Justice For Children Trust organisation has trained 12

These were selected from the community and would be provided from the lawyers provided by the organisation.

**Support**

Council allowed the Justice For Children Trust, and other women lawyers to work in the area providing services to community.

**EMPLOYMENT PRACTICES AND ENVIRONMENT**

**Selection and recruitment**

| CATEGORY              | No of women | %    | No of men | %    |
|-----------------------|-------------|------|-----------|------|
| Top management        | 1           | 20   | 4         | 80   |
| Senior Management     | 5           | 33.3 | 10        | 66.7 |
| Professional          |             |      |           |      |
| Secretarial/ clerical | 4           | 100  | nil       | nil  |

There is no direct affirmative action policy that specifically advocates for the redressing of gender inequalities. Job adverts are flighted with clauses encouraging women to apply in the widely read newspapers for everyone to participate and short listing is done but few women submit applications.

**Capacity building**

All staff members are given an equal opportunity to go on study leave in order to enhance their portfolios as well as the level of competence within the council.

**Career pathing**

There is no segregation on career pathing. Every worker woman or man is considered on merit.

**Working conditions and environment**

There is equal rewarding system and grading according to specific tasks and each person in the job position is remunerated according to their specific tasks. No sexual harassment policy exists but issues of that nature are dealt through proper disciplinary procedure as prescribed by the code of conduct as well as the use of statutory instruments.

**GENDER MANAGEMENT SYSTEM**

**Gender structures**

There is a gender focal person who is in the decision making group of senior management but no gender structure is in place yet. The council would need training along this area. The Town Clerk has taken a keen interest in gender issues so as to ensure that they are embedded in all the council departments. The 4 heads of departments disseminate gender matters to their sections A committee is yet to be formed from the sectional level that will also involve councillors and the gender champion who reports to the Town Clerk is the technical person of the committee.

criptions and performance agreements of managers and key functionaries but it is assumed and may sometimes be overlooked. In most cases it is a silent pact in the job descriptions of council personnel.

### **Budgets**

In terms of budgetary provisions for gender, council has a budget for gender issues of up to USD 10000.

### **Monitoring and evaluation**

Services, employment, and procurement statistics are not disaggregated by sex and do not have gender indicators in place for planning and human resource management systems. However, the council writes monthly reports that are presented to management for presentation in council committees.

### **Political profile and champion**

The female councillors are the political champions of gender issues. They dictate the pace at which gender issues are received and tackled at political level.

### **The work place**

More men are employed in Chegutu municipality not by design but due to adverts response. Men are more responsive than women. The council flights adverts for any type of job that becomes available, more men apply and interviews are conducted and awarded according to performance at interviews. Council gives equal remuneration to any job occupier regardless of sex.