

ONAL ANALYSIS REPORT

<p>Name of municipality:</p> <p>Why does this municipality have an interest in developing a gender policy?</p>	<p>KWEKWE CITY COUNCIL</p> <p>To redress gender imbalances in all spheres and levels at the work place. To fulfill local, regional and international conventions, protocols and declarations signed by the government of Zimbabwe.</p>
<p>Strengths</p>	<p>There is an awareness of gender issues generally within Council.</p>
<p>Challenges</p>	<p>No documents or policy to support gender programmes and activities</p>

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	2		
Governance	9		
Gender specific programmes	6		
Mainstreaming gender into existing programmes	19		
Employment practises and environment	9		
Gender management system	8		
Overall	53		

POLICY FRAMEWORK

Council is not aware of the National , Regional & International commitments that the country has made especially the SADC Protocol on Gender & the National Gender Policy. There is no gender policy in Council. However, we get guidelines from the UCAZ gender policy & National Gender Policy.

GOVERNANCE

Representation

There are a total of 14 councillors in council, 10 of whom are male while the remaining 4 are female.

MALES	FEMALES
10 (71.5%)	4 (28.5%)

- ✓ There is no equality in the number of committees chaired by men and women in council. The council deputy chair is a woman, while the finance committee is chaired by a women.

No of committees chaired	No of committees chaired	Total

	Women	
		6
66.7%	33.3%	100%

- Deputy Mayor – Female
- Chairperson Finance – Female

There is no gender balance in all community committees.

Participation

Men usually participate more than women in council meetings. Men also influence most of the decisions taken by councillors though to a lesser extent women have their contributions.

Public participation

There is equal number of public participation in council. This is due to the fact that Council adopted a policy of inviting an equal number of both men & women at its meetings. However, some women may fail to turn up for unexplained reasons.

PLANNING

Council in some instances has a policy of targeted planning especially in the Health & Housing Departments.

Council strategic objectives have elements where they mention gender but not explicitly. In terms of their concerns and consultations women are consulted when council draws up plans and policies.

Gender indicators are partially existent in council plans since the policies do not explicitly mention gender.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council does not have any LED plan. However, men & women do not benefit equally from informal trading places because most men own trading facilities which they sublet to women.

Procurement

Council has a procurement policy, which is rather silent with regards to awarding contracts to women.

Housing

Council has data on title deed ownership but it is not disaggregated. Council has partially taken steps to ensure women benefit equally from land and housing by making sure that both spouses' names appear on the agreement of sale.

Utilities



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Access to Council services is available. Recently Council planning & management of Council facilities such as market

Transport

Women are rarely consulted concerning their transport needs because when it comes to (roads) transport, men dominate such committees.

Health

In regards to health facilities council has endeavored to make Health facilities easily accessible to women. In addition council keeps sex disaggregated data on HIV & AIDS & the statistics show that more women than men visit our clinics & VCTC. Youths are also not spared by the AIDS pandemic.

Council co-coordinates a gender aware HIV and AIDS public education and awareness campaign with DAAC. PEP is available at all council health clinics & there is information on campaigns surrounding this.

Environmental health

Women are consulted in the management of waste. Men & women do not benefit equally from business opportunities in this sector. Only companies for males are awarded contracts for waste removal.

HIV and AIDS and care work

Council does not have a gender aware HIV policy. A programme was in place but was disturbed during the economic recession period. There are however, prevention messages in council clinics that highlight the importance of equal power relations between women and men. These messages cover the effects of multiple concurrent partners and both men and women are concerned to change their behaviour. Council is also encouraging both men and women to get tested voluntarily and get treatment. In terms of care-giving council is encouraging men to do care work but it seems the burden falls on women mostly.

Climate change and sustainable development

Council is aware of climate change and its effects, and is taking measures to mitigate this by planting trees, raising seedling for sale and encouraging proper waste disposal methods. These measures are gender aware because they look at the impact of climate change on both men and women.

Social development

Council keep sex & age disaggregated data on the use existing facilities like libraries, Community Halls.

GENDER SPECIFIC PROGRAMMES

Council is involved in gender specific programmes. Council participates in gender based budgeting.

Educare

of the need for child care facilities. However, child care facilities are in rural areas.

Gender based violence (GBV) flagship

Council does not have an action plan & budget for addressing GBV

Prevention

The City’s disaster preparedness has been conducted. Tall grass harbors criminals & it becomes unsafe. There is poor lighting on streets & public spaces. Public transport is fairly safe for women and children

Public awareness campaigns

Council does not participate in campaigns to raise awareness on GBV.

Response and coordination

Council does not have up to date crime statistics. There is a good working relationship between the police and community. Women are adequately represented in community policing forums. Council is not aware of any training on how to handle cases of gender based violence (GBV)

Support

Council does not have victim support/empowerment programmes.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Women are not employed in equal numbers across jobs, or grades. However, men and women are remunerated equally for similar jobs.

CATEGORY	No of women	%	No of men	%
Top management	2	33,3%	4	66,7%
Senior Management	2	12,5%	14	87,5%
Professional	58	29%	142	71%
Secretarial/ clerical	45	75%	15	25%

The pattern in the table above indicates that there are jobs for men & jobs for women in council. Divisions exist because of tradition, nature of work and offices. There is no affirmative action policy in Council.

Capacity building

Diversity & gender training is provided for both men & women at Council & it is done in a systematic way.

Career pathing

opportunity for growth. However, there are only three positions.

Working conditions and environment

Council provides maternity & not paternity leave. There is no sexual harassment policy. However, conditions to services do not permit sexual harassment.

GENDER MANAGEMENT SYSTEM

Gender structures

Council has set up gender structure including a GFP but there no budget for that. However, gender is not written into the job descriptions & performance agreements of managers.

Budgets

Council adopted a gender based budgeting framework. Only a few women can benefit from resources allocated to mainstream projects.

Monitoring and evaluation

Service & employment statistics has been disaggregated by service, but procurement statistics are not disaggregated.

Political profile and champion

Gender issues are not given a high political profile by the Council & Council does not have a political champion.