

Rediscovering the Sunshine



"In line with the central government's programmes, the 2013 budget will also embrace MILLENNIUM DEVELOPMENT GOALS number one, three and six which essentially aim to eradicate extreme poverty and hunger, promote gender equality and empower women and to combat HIV/AIDS....."- Harare City Council 2013 Budget speech.

Presenting the facts- Joyce Mangwiro shows the evidence during verification Photo: Tapiwa Zvaraya

COUNTRY	Zimbabwe
Baseline score	61%
Latest score	76.5%
Population	2 674 276
Characteristics	Capital City, Largest workforce
Contact person	Joyce Mangwiro
Designation	Gender Focal Person
Contact details	00263712422464

As we arrive at the council's Town House, Colleen, Priscilla and I bump into Angela Shoko, one of the 12 Departmental GFPs in the council. She seems oblivious to the fact that we were visiting. It is only when she notices the folders in our hands that she remembers that she was scheduled for the meeting. As we get into the council chamber, we are greeted by a team of GFPs led by Joyce Mangwiro. With her is a file that has a big body of evidence. Judging by the faces in this room we are going to get the best or somewhere close to that.

The Harare City Council was the very first council to become a Centre of Excellence for Gender in May 2010. "Even before we started the process, I recall that I had a very tough time trying to convince people to understand what this programme was all about. Actually the very first meeting we had saw almost every man leaving the room because they thought they were being attacked", said Colleen Lowe Morna, the Gender Links CEO. Since that day, coupled with the council's participation at the Regional Summit as observers in South Africa, a lot has changed in how the council functions. The council has seen its drive towards being a purely perfect COE grow from 61% to 76.5%. this score will be evaluated by independent judges at the country summit.

Apart from the Gender Action plan that the council developed with the aid of gender links (was adopted in 2011, "The Human Resources & General Purpose Committee of December 2011 under item 8 adopted the Gender Action Plan for the City of Harare."- Departmental Memo 17 April 2012), it is great to note that the council has developed and adopted a gender policy which is in draft. Harare City Council has been at the fore of ensuring that gender is mainstreamed in its activities. Though they acknowledge that there is need to revise some of their policies like the Housing Policy, Recruitment & Promotions Policy,

Market Policy to cater for gender equality in line with the SADC Protocol on Gender & Development.

Of particular interest is the Council Housing Policy (one of those that needs to be revised), which specifically states under item 7.3 that "Ten percent (10%) of public funded housing shall comprise social housing that is subsidised for the benefit of the elderly; those with



Cllr Paula Macharangwanda highlighting some of the issues female councillors discuss
Photo: Tapiwa Zvaraya

disability, college leavers and ultra-poor households/ the indigent. Public funded housing shall also cater for other disadvantaged groups like single parents, women who are divorced or widowed." Clearly, the council is trying to make inroads. Furthermore, the Mrs Mandizha highlighted that the last stands allocations in 2012 saw female councillors like councillor Paula Macharangwanda incredibly standing up for the cause of women to be allocated stands. Consequently 39% of women were allocated stands, including widows. The council has made inroads in keeping sex disaggregated data on the housing waiting list. All married couples have joint ownership. This is in line

with the council's Draft gender policy of 2012 which stipulates that "All council data to be collected must include differentiation through gender indicators such as sex, race, disability, age group and economic bracket.

Participation in council is very high. The budget formulation meetings give council a platform to interact with its residents, giving them the right to participate in council activities. Joyce Mangwiro highlighted that in the budget consultation meetings, mostly women have participated despite the fact that there is no sex disaggregated data on the meetings attended. In council chambers, there has been no change in the status quo in the numbers of councillors in council. This is largely due to the fact that there has been no election since 2008. Despite this, council lobbied the minister to appoint a female special interest councillor to which he duly appointed one. This, however, has not been a deterrent factor as councillor Macharangwanda stated that female councillors have been pro-active in making decisions. Female councillors are influencing the current Policy Review- e.g. Procurement, HIV/AIDS. In **July 2012**, Council passed a Resolution stated that there must be 50/50 representation for every council field trip/workshop.



Sustainable Environments- Recycle plant at one of Harare City Council's partners' business Photo: Joyce Mangwiro

In terms of Local Economic Development (LED), the council has a market policy where it allocates market places to residents for their economic advancement. Lovemore Malianga stated that the council markets, mainly Mupedzanhamo in Mbare and Siya-So, had more women than men. This was largely attributed to the historical past, where these markets were specifically meant for women as they did not go to work. "The trend, however, shows men becoming more integrated since the economic upheaval in 2008" said Lovemore Malianga. There is however, non-

sex disaggregated data to quantify this. In order to advance the empowerment of residents in the community, the council has a Vocational and training centre where women are trained to be welders and carpenters.

Climate Change issues are also council's business. Though still a new topic, council has made decent attempts to see to it that these climate change issues are addressed. Anti-litter campaigns in which women are involved, are being undertaken by council e.g. council works with a woman who recycles plastic products in the city. Development of local environmental actions plans is also part of council planning procedures. In addition, council works closely with Environmental Management Agency

In decision making positions held by women in council, there is one woman who holds one of the highest positions in council. As the Chamber Secretary, Josephine Ncube holds the highest post in decision making positions. There are, however, 7 women who are in the executive of council (see HR statistics Grade 1-4). This will go a long way in trying to influence decisions in the council especially in regards to do with women.



With a staff complement of over 6000 employees, the council has been one of the first councils to have women working in unconventional jobs. For the very first time, the council has female drivers who drive refuse compactors. According to the Human Resources & General Purposes Committee minutes of September 2012, the council recommended that "In order to promote gender equity in line with the Gender Action Plan adopted in Nyanga in 2011, 3 females be appointed as Heavy plant operator and light vehicle drivers respectively."

Gender Action Plan adopted in Nyanga in 2011, 3 females be appointed as Heavy plant operator and light vehicle drivers respectively.
One of the female refuse collectors in council Photo: Joyce Mangwiro

The council is also an equal opportunities employer. All their advertisements clearly have a clause inscribed, "**Female candidates are encouraged to apply.**" As such, there is no doubt that council is progressing towards being the sunshine city yet again. This time in terms of gender mainstreaming in policies, that will inadvertently see improved service delivery. Promotions are made after a series of interviews, and it is pleasing to note that the council has interview panels which consist of both women and men. Depending on the interview panel the numbers in women panellists vary from 33.3% to 50% representation of women on the interview panels (see attached interview panels).

Health service delivery is also one of the core duties of council. The local authorities provide health care services to its residents. Public health campaigns on typhoid, anti-litter campaigns, and door to door health education are being held by the council health community workers. On HIV/AIDS, the council is in the process of drafting an HIV & AIDS Policy but counselling and testing as well as campaigns/education on prevention of mother to child transmission at all clinics though there is no gender disaggregated data. Care work activities are also being undertaken by home based care groups as well as council funded health educators. Council issues free ARV drugs and offers psycho social support services while council nursing staff make follow up visits to the affected councils.

Issues of sexual harassment issues in the council are addressed by the code of conduct Statutory Instrument 171 of 2010, and is viewed as a gross misconduct offence. This is

captured under 11.5 of the Code of Conduct (attached). Joyce Mangwiro highlighted that "there has not been any case of sexual harassment reported in council because it is a gross misconduct and is a dismissible offence." The council works with other stakeholders like the Zimbabwe Republic Police and Child Line to address issues of GBV within the council. Campaigns on 16 days of activism have also formed a core of council activities in the war against GBV.

Perhaps one of the most dynamic structures in council is the existence of departmental Gender Focal Persons (GFPs). First of its kind, which is now being emulated by other councils. There are a total of 12 GFPs, consisting of 4 male and 8 females who bring to the fore issues that need to be addressed in their various departments which are then taken for discussion to the human resources and general purposes committee. This and the annual report on gender mainstreaming to council and the town clerk serve as the monitoring and evaluation tools by which council takes stock of gender issues. It is their wish to see that gender has been written into the job descriptions of GFPs, and that they receive training. Surely the sun will always shine in the Sunshine City.

VERIFICATION PARTICIPANT LIST
EVENT: Harare City Council Verification
VENUE: Harare City Council
DATE: 20/02/2013

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Statistics by Gender

Male	2	22.2%
Female	7	77.8%
Total	9	100%