

SITUATIONAL ANALYSIS REPORT

Name of Council: Manyame Rural District Council

Synopsis

The Rural District Council has an interest in developing a gender policy for council. This will help address imbalances between men and women in the District. Manyame Rural District Council's objective is to render services equally to both men and women. More so to other marginalized groups like the youths, disabled and the aged. Thus council intends to mainstream gender in all its activities by crafting gender sensitive policies which will act as the point of reference for future enhancement of gender parity.

Strengths

Council has a gender focal person. Most important senior staff and councillors were sensitive on gender issues. They showed enthusiasm and are raring to go. Council has partners such as Seke Rural Home Based Care, Girl Child Network, CARITAS, ZICHIRE, Kunzwana Women Association and Simbarashe HIV/AIDS Network, Elizabeth Glassier Pediatric Aids Foundation and Hope Orphan Support Services.

Challenges

There is no budget for gender issues. Non Governmental Organizations are the one championing gender issues in the District.

-There is no gender policy in place hence gender issues are done on a reactionary basis.

Results of gender score card

Area assessed	Score Council %	Score GL%	Agreed score %
Policy framework	1		
Governance	9		
Gender specific programmes	6		
Mainstreaming gender into existing programmes	19		
Employment practices and environment	6		
Gender management system	5		
Overall	46		

SITUATION ANALYSIS

Policy framework

- The Council is aware of the national, regional and international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender policy. The Council's Gender Focal Person was in the National Conference in 2012.
- Council does not have a gender policy although it is implementing gender programmes, by following the National Gender Policy. There is a District Gender Council comprising of government departments and Non-Governmental Organizations which is non functional.

GOVERNANCE

Representation

	MALE	FEMALE	VACANT	TOTAL
Councillors	15	5	3	23
Committee Chairpersons	6	2	0	8
Vice Chairpersons of committees	5	3	0	8
Council Chairpersons and vice	1	1	0	2
Senior staff :CEO	0	1	0	1
Head of Departments	4	1	0	5

- Council has 5 female, 15 male councillors and 3 vacant positions
- There is only one female head of department and 4 male head of departments. Council has 8 committees 6 are chaired by male councillors and 2 by female councillors. There are 3 female vice chairpersons. The Council's vice chairperson is a woman.
- There is a gender balance on all community committees as these are elected at village and ward levels. Both women and men become committee members.

Participation

- There is equal participation by women and men in Council meetings. Council has a code of ethics which states that any councillor is free to make any contribution.
- Female councillors have influence on decisions taken by Council but they are outnumbered by male councillors.

Public participation

- There is equal participation of women and men at public meetings and events although at times women tend to outnumber men depending on the type of event.

Planning

- Targeted gender planning and service delivery takes place in council. Planning starts at village level i.e. Village Development Committee and cascades upwards to the Ward Development Committee (VIDCO and WADCO) up to district level.
- Strategic objectives of the Council mention that there should be equal opportunities for both men and women.
- Information is collected concerning women but not explicitly.
- There are gender indicators in all plans from VIDCO to WADCO levels

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

- Council does not have a local economic development plan per se but it targets women entrepreneurs as key beneficiaries. They are accorded the same opportunities as men when they apply to Council, seeking for business stands.
- Both women and men benefit equally from informal trading facilities although the market is flooded with women especially flea markets at growth points or service centres.

Procurement

- Council's procurement policy states that three quotations should be submitted to council. Council will consider terms of payments, quality and duration before the contract is awarded. There is no discrimination. Anyone who meets the stipulated criteria, is awarded the contract. Purchases are done following all procurement procedures and are gender silent.

Housing

- Council does not keep sex disaggregated data on title deeds.
- Council emphasizes that both names of spouses should be included on the lease agreements as well as title deeds also.

Utilities

- Council does not have sex aggregated data on who accesses the basic services though women are involved in the planning, management and maintenance of the basic services and facilities.

Transport

- Women are consulted in regard to their transport needs when meetings are conducted at Ward level.

Health

- The average distance travelled by a woman to the nearest health centre is 3km in rural areas and 10km in commercial areas.
- Council keeps sex disaggregated data on HIV and AIDS at each council clinic. These are later consolidated by the district office of the Ministry of Health. Statistics shows that women are more at risk than men
- Council has various Non Governmental Organizations operating in the District which conduct public education and awareness campaigns. National AIDS Council coordinates the operations of Non Governmental Organizations in the district
- PEP is available at all health facilities in the district. Information on PEP is available at each rural health centre.

Environmental Health

- Women are consulted in the management of waste through the area committees within the respective townships.

HIV and AIDS and care work

- At the moment Council does not have a gender awareness HIV and AIDS policy and programme though council is involved in promoting Voluntary Counseling and testing through the District AIDS Action Committees and Non Governmental Organisations. Men are encouraged to go for testing.
- Council allows equal access to treatment and encourages people to seek treatment early.
- Council works with its partners to assist care givers.
- Men are encouraged to be involved in care work but only a few are involved.

Climate change and sustainable development

- Council is aware of climate change and its effects.
- Council is planting trees, educating people to avoid cutting down of trees unnecessarily and not cultivating on wetlands. Tobacco farmers are encouraged to plant trees and use coal when curing their tobacco.

Social development

- Council does not keep sex disaggregated data on the use of existing social facilities.

GENDER SPECIFIC PROGRAMMES

- Council has a District Gender Council which coordinates gender programmes like awareness campaigns. The only limiting factor is that the council is not funded.

Educare

- There has not been an assessment of the need for child care facilities.

Gender based violence (GBV) flagship

- Council does not have an action plan and budget for addressing GBV. It is being done by partners like Seke Rural Home Based Care, Ministry of Women Affairs and District AIDS Action Committee.

Prevention

- There is insufficient lighting on streets and in public spaces.
- All council roads are accessible and well maintained.

Public awareness campaigns

- Council participates in awareness campaigns on gender based violence such as the Sixteen days of activism, coordinated by the Ministry of Women Affairs, Gender & Community Development.

Response and coordination

- Council does not have up to date crime statistics disaggregated data. However these are available at police stations.
- There is a good working relationship between police and community especially women.
- Police and Justice Service Providers are trained on how to handle cases of Gender Based Violence as the district has Police stations with a Victim Friendly Unit at each station.

Support

- Council supports the victim support unit at each station through having regular meetings with them.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and Recruitment

Women and men are not employed in equal numbers across jobs,grades and in management positions as indicated below.

Category	No. of women	%	No. of men	%
Top management	1	100	0	0
Senior management	1	20%	4	80%
Professional	6	86%	1	14%
Secretarial/Clerical	6	60%	4	40%

- Council does not have an affirmative action policy. It centers mostly on merit

Capacity building

- Councillors and council officials attend training programmes.

Career pathing

- Women and men are given equal opportunities for growth within the Council.

Working conditions and environment

- Council only provides maternity leave not paternity leave.
- Council has a sexual harassment policy captured in the Personnel Policies and Procedures manual and contract of employment.

GENDER MANAGEMENT SYSTEM

Gender structures

- Council only has a gender focal person in place. There is no other structure and budget in place.

Budgets

- A budget is in place which promotes gender equality. The target is to construct clinics and schools.
- Women are able to benefit equally and meaningfully from the resources allocated in mainstreaming projects.

Monitoring and evaluation

- There are no gender indicators which have been put in place for planning and human resources management systems.

Political profile and champion

- Gender issues are given a high political profile by the Council. The vice chairperson of council and Chief Executive Officer are the champions of gender issues. This is further championed by the Executive Officer Administration and Social Services who is the council gender focal person.