

STAGE TWO

SITUATIONAL ANALYSIS REPORT

Name of municipality: GOROMONZI RDC Why does this municipality have an interest in developing a gender policy?	So that we have a balance between men and women and we have a legal document to protect us and comply to the document
Strengths	Stability and equality in work places
Challenges	Men think that women should be below them in everything.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	0		
Governance	9		
Gender specific programmes	6		
Mainstreaming gender into existing programmes	34		
Employment practises and environment	7		
Gender management system	6		
Overall	62		

KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

POLICY FRAMEWORK

Council is aware of national, regional and international commitments that the country has made. There is no a written policy document on gender in council.

GOVERNANCE

Representation

There are more male councillors than female in council as illustrated in the table below.

No. of women	No. of men
4	26
13.3%	86.7%

There are more male headed committees than there are female in council as illustrated in the table below. There is also a gender imbalance on community committees.

Table for committee chairpersons

Number of women	Number of men
2	6
25%	75%

Participation

Men and women participate equally in council meetings. Women have an influence on decisions taken by the council.

Public participation

There is no equal participation at public meetings by women and men. There are fewer women.

PLANNING

Targeted gender planning and service delivery takes place in the council. However, the strategic objectives of the council do not explicitly mention gender. In addition information is not collected from women about their constraints, opportunities, incentives and needs and women are seldom consulted in the drawing up of plans and policies. Council plans are not specific about sex

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council does not have a local economic development plan that targets women entrepreneurs as key beneficiaries.

Women and men benefit on a first come, first served basis from informal trading facilities in the council. There is no fixed policy.

Procurement

Council does not have a procurement policy tenders are adjudicated without considering the company owners. The council has never done an audit to find out which companies are male or female owned in the district.

Housing

Council does not have sex disaggregated data on title deeds. In regards to land and housing council has no policy to ensure that women benefit equally from land and housing opportunities. Though allocations are made for both men and women, council is not checking whether there is gender equity.

Utilities

Council does not have sex disaggregated data on who has access to basic services. At times women are involved in the planning, management and maintenance of these services and facilities but not always.

Transport

Women are not consulted in regard to their transport needs. It is council's obligation to maintain roads so council grade the roads timeously so that it can be easily accessible by transport providers.

Health

Council has a health facility which is within a 7km radius to the people.

Council keeps sex disaggregated data on HIV and AIDS. Council has a register, which shows the trends of HIV AIDS illness and diseases like STIs , PMTCT, VCT,. Council has a gender aware HIV and AIDS public education and awareness programme that focuses on the 4Ps campaign of

participation, programming, prevention and protection. PEP is available at all health facilities and there is information surrounding the issue.

Environmental health

Women are consulted in the management of waste. However, they do not necessarily benefit equally from business opportunities in this sector as only men apply for permits for waste management ventures. Council processes the requests as they come.

HIV and AIDS and care work

The council has a draft HIV/AIDS policy which is still to be adopted by the full council. This covers prevention, treatment and care. Prevention messages include the importance of equal power relations between women and men. In addition it caters for gender equality among men and women. Prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women. The council is working with ZICHIRE who are implementing the BC programme in the district and encourage men to change their behaviour. Councilors are involved in mobilizing communities to go for HTC. Men and women access treatment equally and are encouraged to get tested as couples.

In terms of assistance to care givers, the council provides infrastructure and human resource manpower to supervise the caregivers. Men are also encouraged to do care work.

Climate change and sustainable development

Council is aware of climate change and its effects and is educating the communities on what should be done and the causes of climate change in order to mitigate it.

Social development

Council does not keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and the trends show that men use these facilities mostly as compared to women e.g. sports fields.

GENDER SPECIFIC PROGRAMMES

Council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.).

Educare

The council has done an assessment of the need for child care facilities.

Gender based violence (GBV) flagship

Council has an action plan and budget for addressing GBV.

Prevention

No safety audit has been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day. In addition there are no street lights. However, public transport is safe for women and children.

Public awareness campaigns

Council with the assistance of Jekesa pfungwa and ZRP participates in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism.

Response and coordination

Council has up to date crime statistics disaggregated by sex and there is a good working relationship between the community and police. The police are also trained to handle cases of gender based violence.

Support

Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).it does support it

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Women and men are not employed in equal numbers across jobs, grades and in management positions. Council has a total of 127 employees (78 women and 49 men). Women occupy mostly lower grades

CATEGORY	No of women	%	No of men	%
Top management	0	0	1	100
Senior Management	1	33,33	2	66.67
Professional	39	88.63	5	11.37
Secretarial/ clerical	5	50	5	50

✓ How many women and men are currently employed in each job and grade?

Grades	Job description	Men	Women
1	Chief executive officer	1	0
2	Human Resources office	1	0
3	Internal auditor	0	0
4	Engineer, Tresuar	0	0
5	Transition grade	0	0
6	Town planner, Roads Technician	0	1
7		0	0
8	Building inspector, nurses	5	38
9	Clerical staff	5	5
10		0	0
11		0	0
12	Driver	5	0
13	Nurse aids ,driver	8	30
14	General hands	24	4
15		0	0
16		0	0
Total		49	78

The table clearly indicates that they are more female nurses as compared to male nurses. and on the drivers there is no female driver they are all male .Whenever council advertises for a post e.g. for drivers council does not get female applicants because at times the type of work there are perceived to be male jobs e.g. grader, excavator operators. This is caused by lack of career guidance, and stereotyping.

There is no affirmative action policy that specifically addresses redressing gender inequalities but there is a bias towards women.

Capacity building

Diversity and gender training is provided for both women and men in the council, at all levels and is done in a systematically.

Career pathing

women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities.

Working conditions and environment

Only maternity leave exists in council. There is no sexual harassment policy in council and no case of sexual harassment has ever been reported.

GENDER MANAGEMENT SYSTEM

Gender structures

Council has a GFP but they have their own other duties in council. Furthermore activities that are lined up fall within the budget.

Gender is not written into the job descriptions and performance agreements of managers and key functionaries.

Budgets

There is a share of expenditure that is explicitly targeted at promoting gender equality. women are benefitting from vegetable stalls.

Monitoring and evaluation

Service, employment, procurement statistics are not necessarily disaggregated by sex but council recruits the most competitive personnel.

Political profile and champion

Council has a gender champion and gender issues given a high political profile by the Council.