

STAGE 2

STIUATIONAL ANALYSIS

Shurugwi Town Council	<ul style="list-style-type: none">• Mainstream gender issues into all programs and activities in order to eliminate negative economic, social and cultural practices that impede equality and equity of the sexes.• Promote equal advancement of both men and women in all departments• Create equal opportunities for women and men in decision making in all areas and at all levels.
Strengths	<ul style="list-style-type: none">• Council has an element of gender balance representation at management and policy making level
Challenges	<ul style="list-style-type: none">• Financial constraints to promote and facilitate gender mainstreaming programmes.

Results of gender and score- card

Areas assessed	Score council	Score GL	Agreed score
Policy framework	3		
Governance	5		
Gender and specific programmes	8		
Mainstreaming gender into existing programmes	22		
Employment practices and environment	6		
Gender management	6		
Overall	50		

POLICY FRAMEWORK

Shurugwi Town Council is aware of the national, international commitments that the country has made especially the SADC protocol on Gender Development and the National Gender policy. The policy has been adopted by the Full Council.

GOVERNANCE

Representation

There are four female councilors and eight male councilors.

Male	8	66.7%
Female	4	33.3%
Total	12	100%

Name of committee	Chairperson's Sex
Finance committee	Male
Human resources committee	Male
Environmental works committee	Male
Health and housing committee	Male
Audit committee	Male
Procurement committee	Male

There is no gender balance on all committee committees. All committees are chaired by men.

Participation

Women participate equally in council meetings and they have influence in decisions taken by council.

Public participation

There is an imbalance in the participation of women and men at public meetings and events.

Planning

The council's budget addresses gender issues and we strive to implement what is in the budget. Council is currently formulating its strategic plan, but it has in its budget gender issues and also workplace programmes where employees are taught about GBV. Council has no data base for the women's constraints, opportunities, incentives and needs. Women are consulted in the drawing up of policies and plans e.g. budgets

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 equally from informal trading in the council though the women dominate the field.

Procurement

Council does not have a procurement policy.

Housing

Council does not keep disaggregated data on title deeds. However, council has taken steps to ensure that women benefit equally from land and housing opportunities. The council's agreement of sale forms now includes the names of both spouses.

Utilities

Council does not have sex-disaggregated data on who has access to basic services. Women are involved in the planning, management and maintenance of services and facilities. They are attending committee and full council meetings.

Transport

Women are not consulted in regards to their transport needs.

Health

Health facilities are easily accessible to women. A woman has to walk an average of 1 km to the nearest clinic. Council does not keep sex disaggregated data on HIV and AIDS. There is a gender aware HIV and AIDS public education and awareness campaign. Council holds HIV and AIDS workplace programmes every quarter.

Environmental health

Women are not consulted in the management of waste. They are only consulted at budget preparatory stages if there are issues regarding waste management. Men and women benefit equally from business opportunities in this sector.

HIV AND AIDS AND CARE WORK

Council has a gender aware HIV and AIDS policy programme which covers prevention, treatment and care. Messages on HIV/AIDS include the importance of equal power relations between women and men. It covers cross-generational sex and its impact in increasing the incidence of AIDS among all age groups not specifically young women. It also covers the effects of multiple concurrent partners and men are encouraged to change behaviour. On our

workplace programs Midlands AIDS Service Organisation (MASO) always teaches about behaviour change especially on males and youths.

Council promotes Voluntary Counseling and Testing and VCT is also being done by council at its clinic. Men and women access treatment equally. In addition, men are also encouraged seek treatment. Regarding care work men are encouraged to be involved in care work but they are not forthcoming.

Climate change

Council is aware of the climate change and its effects and is putting measures to mitigate it that are gender aware.

Social development

Council does not keep sex disaggregated data on the use of the existing facilities eg retirement centres

Gender specific programmes

Council is involved in gender specific programmes e.g. Gender based violence awareness wherein council requests the Zimbabwe Republic Police to teach its employees about gender based violence.

Educare

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

Gender based violence flagship

Council does have a stand-alone budget for Gender based violence. Council has allocated \$2 400 US dollars on workplace programme wherein gender based violence is discussed.

Prevention

There has been safety audit conducted to ascertain whether the town is a safe place for women. The town is partially lit. Some areas are well lit ,while others are not. Public transport is not safe for women especially when they are with their children.

Public awareness campaigns

The council does not participate in campaigns to raise awareness on gender based violence.

Response and co-ordination

Council does not have disaggregated crime statistics by sex. There however is a good working relationship between the police, community, especially women because mostly women are the victims and are being assisted. Women are adequately represented in community policing

forums like the Crime Consultative Committee (CCC) where there are four police officers leading that committee and two of them are women and two men. Police and justice have provincial updating refresher courses every quarter. There is also a programme currently running from the 1st of November to the 5th of November 2012 which involves the police, social welfare and justice on how to handle GBV from the initial stage to the justice stage including the juveniles.

Support

Council did not establish or support empowerment programmes, including places of safety and day care centres. There is need to establish or support empowerment

EMPLOYMENT PRACTICES AND ENVIRONMENT

Men and women are not employed in equal numbers across jobs, grades and in management positions but are equally remunerated.

EMPLOYMENT OPPORTUNITIES

CATEGORY	NO. OF WOMEN	%	NO. OF MEN	%
Top management	0	0%	4	100%
Senior management	1	14.2%	6	85.8%
Professional	2	50%	2	50%
Secretarial /clerical	8	100%	0	0%

There are more male manager than they are female, whilst there is a balance in the professionals and there are outstandingly all females in clerical positions.

Capacity building

Council is in the process of training both women and men on gender issues in council at all levels in a systematic way.

Career pathing

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

Working condition and environment

Council only provides maternity leave and not paternity leave. There is no sexual harassment policy at council.

GENDER MANAGEMETN SYSTEM

Gender structures

There is a gender focal person and also there is an allocation of funds to gender in our 2013 budget. Gender is not written into the job descriptions and performance agreements of managers and key functionaries.

Budgets

A share of expenditure is explicitly targeted at promoting equality. Women are also able to benefit equally and meaningfully from the resources allocated to mainstream gender.

Monitoring and evaluation

Service, employment and procurement statistics disaggregated by sex and have gender indicators have in place for planning and human resources.

Political profile and champion

Gender issues are given a high political profile by the council.