

Situational analysis report

Country: ZIMBABWE

Name of municipality: Hurungwe Rural District Council

Strengths : manpower is available
transport to carry out activities is available

Challenges : I T equipment
fuel and information education material (I .E.C)

Results of Gender Score Card

Area	Score Council	Score G1	Agreed Score
Policy framework			
Governance			
Gender specific programmes			
Main streaming			
Employment practices			

Policy framework

Council was not aware until 10 of its employees were trained by G L. There is no gender policy within council.

Governance

There are no equal numbers of men and women councilors.

Females = 03 Males = 23

As for decision making positions in council such as chairs of committees, most posts are occupied by males. There is no gender balance on all community committees .Men occupy most of the influential posts.

Participation.

In council meetings women are not as vibrant as men; however the few women present are free to contribute to resolutions by council.

Public Participation

There is no equal participation and it depends on the agenda of the meeting. Men dominate critical meetings that usually involve critical decision making and development issues. Women dominate meetings to do with social events. i.e. church gatherings, health etc

Planning

There is no targeted gender planning and service delivery. Currently planning just targets "community members " without specifying gender and sex.

Mainstreaming Gender

Local Economic Development

Council has no economic development plan that targets women as key beneficiaries, though plans are there and facilitated by partners. Council's informal trading facilities are dominated by women, despite the fact that there is no specific policy that promotes local economic development.

Procurement

The policy does not specifically value contracts from women. Tenders are awarded according to merit.

Housing

Women from the community can benefit equally land and housing. However may be disadvantaged economically.

Utilities

There is no readily available sex-disaggregated data that show who accesses basic services, males or females within council.

Transport

Women are not and never get consulted as to their needs in this regard.

Health

Hurungwe District has a few health facilities vis-à-vis its population and vastness of the district. Council does not keep sex disaggregated data on HIV and Aids but at clinic level. Awareness programmes are coordinated by the district hospital.

Environmental Health

Women are not involved in waste management. Men and women can benefit equally from business opportunities; however there is no policy that favors women or girls.

HIV/AIDS

Council does not have gender awareness, HIV policy and programme in place. The District Aids Action Committee coordinates all HIV / AIDS issues.

Climate change and Sustainable Development

There is no policy that specifically addresses gender issues. Council in partnership is implementing a Carbon Green Project.

Social Development

No disaggregated data within council in regards to recreational and social facilities are used.

Gender Specific Programmes

There are no gender specific programmes e.g. Gender Based Violence programmes. Currently the Ministry of Women Affairs is the department implementing such programmes.

Educare

No assessment has been done by council for child care facilities.

Gender Based Violence Flagship

Council has no action plan and budget for addressing Gender Based Violence. No safety audit has been done to ascertain if the area is a safe place for women. Awareness campaigns for Gender Based Violence are conducted by the Ministry of Women's Affairs.

Employment Practices and Environment

Category	No. of Women	%	No. of men	%
Top Management	2/6	33.3	4/6	66.6
Middle Management	2/8	25	6/8	75
Secretarial Clerical	7/16	43.75	9/16	56.3
General staff	5/21	23.8	16/21	76.2

Capacity building

No gender training has been initiated by council, to date.

Career Pathing

Men and women have equal access to training and promotion opportunities.

Working conditions and environment

The council has no sexual harassment policy displayed at council. Women are accorded maternal leave if pregnant.

Gender Management Systems

No gender structure has been set up by council so far except the GFP who is in place.

Budgets

No specific budgets have been put in place for gender issues.

Monitoring & Evaluation

No gender disaggregated data.

Political Profile and Champion

Council has no political champion at the present moment.