

BINDURA RURAL DISTRICT COUNCIL

SITUATION ANALYSIS REPORT

Country: Zimbabwe

Name of municipality: Bindura Rural District Council

Synopsis

The Rural District Council has an interest in developing a gender policy in order to promote equal representation and participation of women in decision making at the professional / programmatic and administrative levels. It has also interest to create equal opportunities and conducive environment for men and women at work place as it a constitutional issue.

Strengths

The Rural District Council has Gender Focal person and now equipped with a wireless internet for better communication. Also all stakeholders in the district are cooperative hence potential of viable synergies and linkages to address issues on gender.

Challenges

The Rural District council has no budget on specific gender issues despite experiencing financial constraints as a result of weak inflows of rates and levies as the ratepayers are struggling to pay their levies due to the current prevailing economic challenges. The activities carried out by the gender focal person are not on the employment contract hence maybe overridden by other tasks.

Result of gender score card Area assessed	Score Council %	Score GL %	Agreed score %
Policy framework	1		
Governance	13		
Mainstreaming gender into existing programmes	34		
Gender specific programmes	7		
Employment practices and environment	9		
Gender management system	5		
Overall	69		

Council is aware of the National, regional, and international commitments has made especially the SADC protocol on gender and development and the Gender National Policy which it is prepared to uphold.

Council is still drafting a stand-alone policy but gender related issues are handled in accordance to existing policies i.e. Code of conduct, Conditions of services and recruitment policy with reference to the Gender National Policy and with council policies

GOVERNANCE Representation

Area Assessed	Female	Male	Total
Councillors	4	17	21
Management	3	8	11
Middle Management	4	2	6
Council Chairperson	0	1	1
Vice Chairperson	1	0	1
Committee Chairperson	1	5	6

There is 25% representation of women in committee positions of chairperson. It is also worthy to note that the Vice Council Chairperson and the Chief Executive Officer are women.

Male outnumbering female councillors is still ubiquitous in council committees however females do occupy some positions of Chairpersons in council committees' i.e. (Lands) and subcommittees i.e. Health Centre Committees (HCC) – Manhenga clinic

Participation

Participation in council meetings is free for every councillor as mandated in the Councillors' code of Ethics. It is also the duty of the chairing person to encourage other councillors in the chamber to contribute positively.

Decisions by council are derived from committees' recommendations which are constructed, modified or altered by consensus as resolutions. The Chief Executive Officer's role is to advise council and fortunately she is a woman.

Public participation

The nature of meetings may vary to determine level of participation and where public meetings are called by council i.e. Budget consultation meetings attendance registers are used and data is not disaggregated by sex.

PLANNING

Planning is done from village to ward committees prior consolidation and prioritization by Council. Gender indicators may not be visible as projects are picked from consolidated district priorities i.e. annual plan.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council does not have a precise local economic plan but in its portfolios has strategic and annual plans which are reviewed periodically. In its layout plans it has reserved areas for SMEs

and vending which both women, men and youths have equal opportunity to access when they make individual or collective applications.

There is no restriction to access of Informal trading facilities as allocation is based on individual applications to council for consideration and approval prior commencing operations. Statistics are not readily available but the general trend is that at the existing facilities it is mostly female dominated.

Procurement

Council procurement policy is open to all suppliers of goods or services. At least three quotations are required where tenders are not invited and suppliers list not availed. The procurement committee (Head of department) adjudicates basing on price, reputation etc.

Housing

Council keeps only lease registers / documents for allocated stands or land but data is not sex disaggregated. Council encourages married couples to have both their details on the essential documents i.e. lessee agreements.

Council only ensures that Land and housing opportunities are at the disposal of everyone as all potential developers are allowed to apply and pay the stipulated fees irrespective of gender. Limits are observed to number of stands per individual.

Utilities

Council does not keep disaggregated data on access to basic services.

At institutions like clinics Council has established Health Centre Committees for planning, management or maintenance and such committees have no gender restrictions.

Transport

Transport needs discussions are done at village/Ward level and notable requests were to make the roads more trafficable.

Health

Council operates twelve clinics which are complemented by two government clinics under its jurisdiction area with 21 wards. Disparity is still in resettlement /farm areas where efforts are underway to convert and rehabilitate farmhouses into clinics which would reduce travelling distance in hard to reach areas to 5km-10km.

Sex disaggregated data on HIV/AIDS are kept at every clinic where patients receive their treatment and are monitored by District Health Officers. The decentralization of ART programmes has greatly improved patients' accessibility to timely treatment.

HIV and AIDS and care work

Council is aware of HIV and AIDS policy and is in the process of adopting a workplace policy on HIV and Aids.

Climate change and sustainable development

Council is aware of climate change and in place has an Environmental committee comprising of councilors and non-councilors and the full time officers who closely works with EMA.

Social development

Council does not keep disaggregated data on the use of existing facilities i.e. community hall at Nyava but the facility is open for hiring to all people as per budgeted fees.

GENDER SPECIFIC PROGRAMMES

Gender based violence (GBV) flagship

There is no clear cut budgeted figure to address GBV but some of its components are addressed on the allocation of trainings and action plans are mostly done in collaboration with NGOs and other stakeholders.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Women and men as depicted below are not employed in equal numbers across jobs, grades and in management and remuneration is based on NEC grades / scales for Grades 1-9 whilst for managers is bargained with Human Resource Development Committee. All jobs are advertised and interviews conducted whilst appointment is normally the best rated candidate. Currently it has staff compliment of 45 employees.

CATEGORY	No of women	%	No of men	%
Top management	2	33%	4	67%
Senior Management	2	33%	4	67%
Secretarial/ clerical	4	56%	3	44%
Other	1	22%	37	78%

There is no specific affirmative action policy on gender inequalities but for best HR practices the recruitment policy is in existence.

Career pathing

Women and men get equal opportunities for growth within council as contained in the staff development policy. Employees are encouraged to undergo self-development training in line with council operations and some instance have the fees paid for and get bonded by council equivalent to the duration of training.

Working conditions and environment

Council provides equal benefits for both men and women as per NEC bargained grades. All HODs benefits are bargained with Council but do not provide paternity leave. Issues of sexual harassment are addressed through a code of conduct