

Rusape Town Council has an interest in developing a gender policy so that all council employees regardless of being male or female are given equal conditions and opportunities for realizing their full human rights and potential to contribute to national, economic, social and cultural development and to benefit from the results.

Strengths

Rusape Town Council is engaging in gender workshops and is encouraging all employees to acquire education and skills for their particular jobs.

Challenges

There is lack of financial sponsorship. Most employees lack training in the areas of management and leadership due to high rate of illiteracy in council. Therefore, this results to communication barriers within the areas of management in Rusape Town Council.

Result of gender score card

Area assessed	Score Council %	Score GL%	Agreed score %
Policy framework	3		
Governance	9		
Mainstreaming gender into existing programmes	30		
Gender specific programmes	7		
Employment practices and environment	7		
Gender management system	4		
Overall	60		

Situation Analysis

Policy framework

- Council has a Gender Policy in place.
- Rusape Town 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

Governance

Representation.

Designation	Female	Male	Total
Councillors	2	8	10
Heads of Departments	0	4	4
Committees Chairperson	1	3	4
Vice Committees Chairperson	-	4	4
Council Chairperson	-	1	1

- Rusape Town Council has 2 female and 8 male councillors
- There is no female Head of Department and 4 male Heads of Departments. The Council has 4 Committees which are chaired by 1 female councilor and 3 male councilors. All these 4 committees have 4 male vice chairpersons. The Council has 1 male Council Chairperson and 1 male vice Council Chairperson.

Participation

- There is equal participation by men and women in Council meetings.
- Council has a Code of Conduct for Councillors which states that any Policy Maker is free to contribute in a Council Meeting.

Public participation

- There is equal participation by women and men at public meetings and events.
- Women tend to attend public meetings than men.
- Women are concerned with development, water and sanitation matters.

Planning.

- Women are actively involved in partnerships with Council in activities such as brick molding for council clinic.
- Women are involved in community health clubs and clean up campaigns.
- Women have more access to information as compared to men.
- 10 women are health club leaders in ten wards.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES.

The Economy and job creation

- The Council does not have a local development plan but targets women in a local economic development plans.
- Both men and women benefit equally from informal trading facilities in the Council.
- Council has proposed to build corner shops for women in all the 11 wards

Procurement

- Council is guided by the recently gazetted Procurement Act.
- Council procures in close liaison with the State Procurement Board.
- Companies run by women are also considered.

Housing

- The Council does not keep sex disaggregated data on title deeds.
- The Council ensures that the Lease Agreement Forms are signed by both spouses and both names should be included in the Title Deeds.
- Sale of property needs approval of both spouses.

Utilities

- The Council does not have sex disaggregated data on who has access to basic services.
- Women are involved in the planning, management and maintenance of these services and facilities.

Transport.

- Women are consulted in regard to their transport needs.
- The Council makes sure that when council meetings are conducted, women are given transport to ferry them to and from home.

Health

- There are 2 health urban centres. The distance travelled by women is less than 3km.
- The Council keeps sex disaggregated data on HIV and AIDS.
- The Council health employees provide public education on HIV and AIDS awareness in conjunction with Non-Governmental Organizations.
- PEP information is available at Council clinics.

Environmental Health.

- Women are consulted in the waste management through the Council Environmental Health Officer.
- Of all the 15 Health clubs, 10 are led by women.

Social development.

- The Council does not keep sex and age disaggregated data on the use of existing facilities.
- Men and women, boys and girls benefit equally from budget allocations for sports and recreational facilities.

Gender specific programmes

- The Council does not have a gender specific programme due to financial constraints.

Educare

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

Gender based violence

- The Council does not have an action plan and budget for addressing gender based violence.
- The Council only participates in other activities like international Women's Day Celebrations in the form of cash contributions.
- A safety audit has not been conducted to ascertain whether the town is a safe place for women.
- The Council made effort to establish street lights in other public areas. But due to financial problems, this has not been done to full capacity.
- Grass in locations and alleys are cut to limit chances of rape.
- Campaigns on Gender violence are done council wide through banners/circulars.

Public awareness campaigns

- The Council participates in campaigns to raise awareness on Gender Based Violence during 16 Days of Activism

Response and coordination

- The Council does not have an up to date crime statistics disaggregated by sex.
- There is good working relationship between police and community especially women.
- The police and justice service providers are trained on how to handle cases of Gender Based Violence.

Support.

- The Council supports the victim support unit at the police station.

EMPLOYMENT PRACTISES AND ENVIRONMENT

Recruitment and selection

- Women and men are not employed in equal numbers across jobs, grades and in management position as indicated below. Those in the same position are remunerated equally.

Category	No. of women	%	No. of men	%
Top management	0	0	4	0
Senior management	2		8	
Professional				
Secretarial /clerical	4		4	50

- The Council does not have an affirmative action policy.

Capacity building

- The diversity and gender training is provided for both men and women within the Council.

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

- The Council provides maternity leave.
- The Council does not have a sexual harassment policy but this is fused in its code of conduct for staff.

GENDER MANAGEMENT SYSTEM

Gender structures.

- Council has Gender Focal Persons, two female and one male.

Budgets

- There is no budget for gender issues, due to limited financial resources.

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 not given a high political profile by the Council.