

SITUATIONAL ANALYSIS REPORT FOR MARONDERA MUNICIPALITY

SYNOPSIS

The government has signed and ratified a number of international and regional treaties and protocol on gender mainstreaming. The local government sector at large is lagging behind in rolling out of gender mainstreaming into its territory though we generally believe that gender issues were being dealt with because it is a tropical issue and that there is enough policy and legislation for us to believe that action has to be taken. Local government on the other hand is the government closest to the people therefore is in the best position to involve women and men in the promotion of sustainable development. There are a number of reasons why our council have interest in developing a gender policy and these include:

- Women and men experience and are affected differently by the services they receive from council. It is critical for Marondera Municipality to take practical steps to embrace the diversity of local communities to achieve gender equality, equity and justice in their policies and service delivery.
- There is need to reorient some traditions and stereotyping of women that contrive to reinforce inequality, exclusion, gender neutral policies which fail to address practical gender needs.
- There is need to ensure that the most important instrument for ensuring the implementation of gender mainstreaming through the development of awareness, knowledge, commitment and capacity building.

STRENGTHS

The top management, the Town Clerk and all head of departments and policy makers are fully supportive of the programme.

CHALLENGES

Like most councils in the country Marondera Municipality was unable to effectively deliver various services to the community over the past decade due to economic meltdown. The infrastructure still is in a dilapidated state and needs upgrading. The water supply situation had gone down with the water treatment plant with a capacity to sustain a population of 20 000 people having to cope up with a population of over 62 000 people. Council was not spared from the ZINWA era which inherited a sound infrastructure but only to return it after 3 years in a sorry state. Council is also battling with a blotted workforce since employees from ZINWA had also to be absorbed by the system.

RESULTS OF GENDER SCORE CARD

Area Assessed	Score Council	Score GL	Agreed Score
Policy framework			

Governance			
Gender specific programmes			
Mainstreaming gender into existing programmes			
Employment practices and Environment			
Gender management systems			
Overall			

SITUATION ANALYSIS

POLICY FRAMEWORK

Council is aware of national regional, international commitments that the country has made. However, no gender policy or sexual harassment policy exists within council as there is no code of conduct within council.

GOVERNANCE

In terms of political context the balance is currently in favour of the ruling party Zanu-PF (8 male and 1 female councillor) while MDC-T has 3 councillors (all male). Senior staff is mostly male dominated resulting in gender disparity.

Standing Committees of council

Name of committee	Chair	Female	Male	Total
Finance committee	M	1	5	6
Staff and services committee	M	1	5	6
Health Housing and community services	M	0	4	4
Works & environmental management committee	M	0	5	5
Audit committee	M	0	4	4
Total				12

PARTICIPATION

At the moment the councillors have received minimum training and council meetings are to commence in due course so, we wait to see how they will perform.

PUBLIC PARTICIPATION

More women attend public meetings as compared to men and they actively participate. However, it has been observed that men always make the final decision.

PLANNING

Marondera Municipality is currently working on a five year strategic plan. Council is hopeful that this five year plan will incorporate gender issues. All stake holders are involved in the strategic planning process. In terms of the planning process councillors consult with their communities to promote civic participation. Councillors also come up with a developmental budget for their particular wards. These are then consolidated into the council budget

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

LOCAL ECONOMIC DEVELOPMENT

A significant number of women and youth are now heavily involved in the informal sector due to numerous reasons. Informal traders are faced with challenges pertaining to site of operation and right to trading space. Most of the spaces the traders occupy are illegal, have no tenure, and are not allocated and sanctioned by urban authorities. Furthermore, the traders are also in conflict with formal shop owners and landlords who contend that the traders infringe on their businesses and/or premises. More so, the spaces occupied by traders are open and expose traders to harsh environmental conditions, of which most of their commodities of trade are perishables which are readily affected by varying and adverse environmental conditions. Resultantly, loss of earnings to the traders is evident. It can be argued that informal traders are the most regulated, yet least protected.

So they trade illegally due to lack of recognition and licences. Typically, the traders identify trading sites on their own, leaving the urban authorities with few options, which include eviction, tolerating traders or charging a daily fee without any legal protection. There is generally an exclusion framework which reserves the CBD to large scale traders and businesses which urban Local authorities argue pay taxes as opposed to informal traders and street vendors. Planning doesn't take into account informal traders. Social protection is not crafted to include informal traders. Legal recognition is not offered to these traders of which the bulk is woman and the youth.

HOUSING

As far as housing allocation, accessing residential stands it has become mandatory for applicants to include their spouses on the waiting list application and on all documentation pertaining to the allocated piece of land. Women and men are given the same consideration. However, council has not been giving first preference to women since they have been disadvantaged for decades. In some cases where disputes arise on issues of ownership council has been playing a pivotal role especially in cases where both parents are deceased and relatives want to take over ownership. It has become mandatory for applicants to also include their siblings on the application form. There is no sex disaggregated data.

ACCESS TO HEALTH FACILITIES

Health facilities are easily accessible to women. Council has two poly clinics; one is located at Dombotombo and the other one in Nyameni. Sex disaggregated data on HIV/AIDS is available.

ENVIRONMENTAL HEALTH

Environmental Health challenges are addressed during public meetings, both men and women participate. There is a committee chaired by the chairperson of the Health, Housing and Community Services Committee who is a councillor. It involves other stakeholders from different ministries. This committee is mainly involved in tree planting. There is however need to strengthen this committee to cover critical issue such as climate change. Illegal sand abstraction is also an issue of concern as the river banks and wet lands are damaged.



In most cases the perpetrators go unpunished as council needs to come up with policies to ensure that the environment is preserved.

SOCIAL DEVELOPMENT

Council does not keep disaggregated data on the use of its social facilities.

GENDER SPECIFIC PROGRAMMES

GENDER BASED VIOLENCE FLAGSHIP

Council has no problem of street kids. Although gender based violence is prevalent in the town with the current reported rate above 20%. Child headed families are a common phenomenon due to the HIV/AIDS epidemic. Council has however managed to put community mothers in all twelve wards of council to help identify and assist child headed families. Some of the children over the years have since gone through college and are gainfully employed. A pre-school has also been built for the community. Council is also involved in the organising and commemoration of the 16 days of activism against gender based violence. Street lighting is poor and it's not safe to walk around at night especially for women. Some streets in the suburbs have no names and this make it difficult for people who may call for help and need to report their location or in cases of rape properly report the proper place where it could have occurred.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Category	No of women	%	No of men	%
Top Management	0	0	5	100
Senior Management	2	18	11	82
Professional	9	12	66	88
Secretarial/ Clerical	5	100	0	0

EMPLOYMENT POLICY AND AFFIRMATIVE ACTION

Council has no affirmative action policy; its employment policy encourages the employment of women on merit with opportunities to follow a clear path. There are sections in council where there are no women this includes the fire section, you only find women as medics for ambulance services. The entry requirements for such sections prohibit women from joining the section. There are no women at director level, there is only one woman who is the Assistant Chamber Secretary the other woman who was the Acting Deputy Director of housing has since left council and has not been replaced hopefully a woman would take up the post. You find women from the level of secretaries, clerks, nurses and general hands.

CAPACITY BUILDING

Out of the twelve elected councillors only three have served as councillors before and are quite knowledgeable of council procedures and functions they rest still need some capacity building though they have shown that they are keen to uplift council and the residence. Hopefully these programmes should be carried out earlier in order to capacitate the policy makers.

CAREER DEVELOPMENT

Presently council has no female director out of the four directors.

WORKING CONDITIONS

At the moment council offers maternity leave and no paternity leave. Council has no registered code of conduct, sexual harassment policy and gender policy.

GENDER MANAGEMENT SYSTEMS

GENDER STRUCTURES

Council appointed a gender focal person. Its workers committee has a women's bench though not actively involved in gender issues.

BUDGETS

There is no budget targeted at promoting gender.

MONITORING AND EVALUATION

Council does not keep disaggregated data on service, employment and procurement statistics and no indicators have been put in place for planning and human resources management systems.

POLITICAL PROFILE AND CHAMPION

The political leaders are in support of gender mainstreaming.