

# MUREWA RURAL DISTRICT COUNCIL

## SITUATION ANALYSIS REPORT

2014

**Country:** Zimbabwe

**Name of municipality:** Murewa Rural District Council

### **Synopsis**

Murewa Rural District Council is interested in developing a gender policy so as to take up the issue of 50/50 representation of men and women participation and also to address the gender imbalances in the district. This also supports the council's main objective; to deliver services equally to the community without gender discrimination.

### **Strengths**

The Council has recently resolved to set up a gender committee, including a gender focal person that is empowered to do its work. Murewa is under region 02 where the rainfall patterns are favourable to allow for successful communal, small scale and commercial farming. It also has perennial water sources which enable horticulture activities- a platform for both men and women to earn a living through farming.

### **Challenges**

There is no balance in terms of representation of men and women in decision making positions. The Council chairperson and vice are all men, one out of seven committees of councils is chaired by a lady. Council has just set up a gender committee therefore currently there is no fully fledged gender budgeting. It will be implemented in 2015.

### **Result of gender score card**

<b><u>Area assessed</u></b>	<b><u>Score Council %</u></b>	<b><u>Score GL %</u></b>	<b><u>Agreed score %</u></b>
Policy framework	<b>75</b>		
Governance	<b>37</b>		
Gender specific programmes	<b>50</b>		
Mainstreaming gender into existing programmes	<b>60</b>		
Employment practises and environment	<b>50</b>		
Gender management system	<b>41,6</b>		
Overall	<b>52.3</b>		

## **SITUATION ANALYSIS**

### **Policy framework**

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Murewa Rural District Council is aware of the national, regional, international commitments that the country has made; like the SADC Protocol on Gender and Development which was adopted on 17 August 2008 and Gender Policy.

Council is still in the process of formulating a gender policy and to adopt the ZILGA Gender Policy and gender programmes are being implemented e.g. 16 days of activism campaign, Gender workshops.

### **GOVERNANCE**

#### **Representation**

<b><u>Designation</u></b>	<b><u>Female</u></b>	<b><u>Male</u></b>	<b><u>Total</u></b>
Councillors	5	25	30
Heads of departments	0	3	3
Assistant Heads of sections	1	3	4
Committee chairpersons	1	6	7
Vice Committee Chairperson	0	1	1
Council chairperson	0	1	1

- Council is comprised of 5 female and 25 male councillors
- All HODs are men and there is only one assistant head of department. Out of the Council's 7 committees, only one (Social Services Committee) is chaired by a female. The Council chairperson and vice are male.

#### **Participation**

There is equal opportunity for both women and men to take part in committee meetings but due to the 1:5 female-male ratio we have on councillors, men somehow dominate the proceedings thus women's decisions are overshadowed.

#### **Public Participation**

There is equal participation of women and men at public meetings,

#### **Planning**

- Targeted gender planning and service delivery is being done in council. It starts at grassroots levels up to the district level. This is done through budget consultation meetings up to committee.
- Strategic objectives of council mention the issue of equal opportunities for every member of the community.
- No information has been collected so far on information about women's constraints, opportunities, incentives and needs.
- There are gender indicators in all plans as there are attempts by Council to take on board issues of the formerly disadvantaged e.g. women and OVCs.

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### **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

#### **The economy and job creation**

- Council does not have a local economic development plan that targets women entrepreneurs but it considers them as key beneficiaries especially in factory shell allocations, this means women and men benefit equally from informal trading facilities.

#### **Procurement**

The procurement process for council gives both men and women equal opportunities to submit quotations; therefore the procurement committee makes a comparative schedule for at least three quotations. If all the requirements are met, the contract is awarded to one supplier without any discrimination. Tenders are invited and opened by the Procurement Committee in terms of the Procurement Act.

#### **Housing**

- Council does not keep sex disaggregated data on title deeds but on the stand register.
- Council has taken steps to ensure that women benefit equally from land and housing opportunities. A section of the spouses name is there on the stand application form.

#### **Utilities**

- Council has sex disaggregated data on who has access to basic services especially if one considers statistics in our schools and of patients who visit our clinics.
- Women are involved in planning of these facilities. This is true if one analyzes Headmistress and female nurses in charge statistics in our schools and clinics.
- In HTF committee meetings and SDCs, women also participate.

#### **Transport**

Women are consulted in regard to their transport needs when meetings are being held at district level.

#### **Health**

The greater number of women in the district has easy access to health facilities. The average distance that a woman has to travel to get the closest clinic is 6km.

#### **Environmental Health**

Through Area Committee meetings, women are consulted on the management of waste.

#### **HIV and AIDS and care work**

- Council has formulated an HIV and AIDS policy
- Council is involved in promoting Voluntary Counselling and testing and men are encouraged to go for testing.
- Both men and women access treatment equally

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### **Climate change and sustainable development**

Council is aware of the climate change and its effects. For example climate changes being noted in Murewa;

- Delay of the rainfall season
- The Summer season is now hotter than before

Council has taken measures to mitigate against the effects by mobilizing the communities to plant trees so as to avoid deforestation. Council even donated gum seedlings to various wards and encouraged Councillors to have a gum tree plantation in each and every ward.

A project entitled greening Murewa is underway, where council planted trees around the CBD area.

Council went further to build communal coal barns (Chigori barn) so as to encourage farmers to do away with firewood barns to avoid rampant cutting down of trees which cause deforestation. Farmers were sensitized on the importance of using coal barns instead of firewood barns.

Through EMA and the Environment Committee, Council is discouraging stream bank cultivation and is also sensitizing the community on the dangers of veldt fires.

### **Social development**

Council has sex and age disaggregated data on the use of existing facilities. For example, the sports ground is currently being used by both men and women. There is a football pitch where both men and women play football and a netball pitch where women netball clubs meet for ball games.

Council is in the process of coming up with a mini library for a start which will be open for both males and females.

### **GENDER SPECIFIC PROGRAMMES**

Council is involved in gender-specific programmes like the GBV (sixteen days of activism) and women's clubs and women shows through donations for prizes. Budgetary allocations are in place.

### **Educare**

Assessments are being done and Council has granted private players the green light to develop play centres and pre-schools in various wards in the district for the need for child care facilities. Council is also providing land for development of these play centres and pre-schools.

### **Gender Based Violence (GBV) flagship**

Council now has an action plan for addressing GBV and the financial planning aspect is to be addressed in 2015. Council contributes in cash or kind for activities like 16 days of Activism

*Prevention*

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- A safety audit has not been conducted to ascertain if the villages are safe places for woman
  - Streets are clearly named but there is no proper lighting. Efforts to put street lights and tower lights are underway.
  - Public transport is safe for women and children

### *Public Awareness campaigns*

- Public Awareness campaigns are done through the 16 days of Activism.

### *Response and Coordination*

- Council has an up to date crime statistics disaggregated by sex. The information has been availed from ZRP.
- There is a good working relationship between the police and the community as shown by the existence of the BACFOZ (Business Against Crime) and the Crime Consultative Committee

### *Support*

Council is also a member of the Victim Friendly committee that is chaired by the regional magistrate. Support is being done through provision of stands for establishment of places of safety like day centres.

## **EMPLOYMENT PRACTICES AND EMPOWERMENT**

### **Selection and recruitment**

- Men and Women are not employed in equal numbers across jobs, grades and in management positions and those in the same positions are remunerated equally for equal work.

<b>Category</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Top management	0	0	5	100
Senior management	1	25	3	75
Professional	5	25	15	75
Secretarial/clerical	4	40	6	60

- Council does not have an affirmative action policy that specifically addresses redressing gender inequalities.

### **Capacity building**

Council officials and Councillors attend Gender training workshops.

### **Career pathing**

Women and men are given equal opportunities for growth within the council and have equal access to training and promotion opportunities.

### **Working conditions and environment**

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Council provides maternity leave, paternity leave is not provided

A Sexual harassment policy is still being formulated and issues of harassment are catered for in the Council's code of conduct.

### **GENDER MANAGEMENT SYSTEM**

#### **Gender structures**

A Gender Focal Person is in place and fully fledged gender budgeting has been earmarked for 2015.

Job descriptions and performance agreements of managers and key functionaries are in place.

#### **Budgets**

Council budgeted for allocation of inputs to the elderly and school fees payments to child headed families, Women's clubs and Women shows and recreational facilities targeting men and women. There is also a provision for support of campaigns like the 16 days of Activism.

#### **Monitoring and Evaluation**

No gender indicators 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