

RUSHINGA RURAL DISTRICT COUNCIL

SITUATION ANALYSIS REPORT

Country: Zimbabwe

Name of Council: Rushinga Rural District Council

Synopsis

The Rural District Council has an interest in developing a gender policy so that it could succeed in all its programmes when rendering their services to the entire communities of the district.

Strengths

Council has a Gender Focal Person who was recently appointed. This person would however be responsible for chairing gender issues at district level.

Challenges

There is no budget for gender issues but the component is included in the district strategic plan.

Result of gender score card

Area assessed	Score Council %	Score GL %	Agreed score %
Policy framework	3		
Governance	7		
Mainstreaming gender into existing programmes	37		
Gender specific programmes	7		
Employment practices and environment	6		
Gender management system	4		
Overall	64		

SITUATION ANALYSIS

Policy framework

- The 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. Council does not have a gender policy but following the National Gender Policy. Council has a District Gender Council comprising of government departments and NGOs.

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GOVERNANCE

Representation

Designation	Female	Male	Total
Councillors	1	24	25
Heads of Departments	0	4	4
Committees Chairperson	0	5	5
Vice Committees Chairperson	1	3	4
Council	11	28	39

- Rushinga RDC has 1 female and 24 male councillors.
- There is only one female Head of Department and 4 male Heads of Departments. Council has 5 committees which are all chaired by male councillors. There is a female vice chairperson for the audit Committee.
- There is a gender balance on all community committees as these are elected at village and ward levels. Both women and men become committee members.

Participation

- There is an equal participation by women and men in Council meetings. Council has a code of ethics which states that any councillor is free to make any contribution.
- The only Female councillor has an influence on decisions taken by Council although she is the only female.

Public participation

- There is equal participation of women and men at public meetings and events although at times women tend to outnumber men depending on the type of event.

Planning

- Targeted gender planning and service delivery takes place in Council. Planning starts at village level i.e. Village Development Committee, Ward Development Committee (VIDCO and WADCO) up to district level.
- Strategic objectives of the Council mention that there should be equal opportunities for both men and women.
- Information is collected concerning women but not to a large extent.
- There are gender indicators in all plans from VIDCO to WADCO levels.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

- Council targets women entrepreneurs as key beneficiaries. They are accorded the same opportunities as men when they apply to Council, seeking business stands.
- Both women and men benefit equally from informal trading facilities although the market is flooded with women especially flea markets at services centres.

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Procurement

- Council's procurement policy states that three quotations should be sourced and submitted to Council. Council will consider terms of payments, quality and duration before the contract is awarded. There is no discrimination if any one meets the above criteria, then the contract is awarded to them. Purchases in excess of \$3 000 are authorized by a policy maker and tenders are invited as per local government specifications.

Housing

- Council does not keep sex disaggregated data on title deeds.
- Council emphasizes that both names of spouses should be included in the title deeds.

Utilities

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

Transport

- Women are consulted in regard to their transport needs when meetings are conducted at Ward level.

Health

- There are 3 Rural Health Centres in the district. Three which are managed by the local authority. The average distance travelled by a woman to the nearest health centre is 7 to 9 km.
- Council keeps sex disaggregated data on HIV and AIDS at each council clinic. These are later consolidated by the district office of the Ministry of Health.
- Council has various Non-Governmental Organisations operating in the district which include NAC (National AIDS Council) coordinates the operations of these Non-Governmental Organisations.
- PMTCT is only found at the district hospital at Chimhanda. Information on this is available at hospital.

Environmental health

- Women are consulted in the management of waste through the area committees within the respective townships.

Social development

- Council does not keep sex disaggregated data on the use of existing facilities.

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Gender specific programmes

- Council has a District Gender Council which coordinates gender programmes like awareness campaigns which is done by Ministry of Women affairs, ZAPSO, Ministry of Health and Ministry of Education

Educare

- There has not been an assessment of the need for a girl child is being done by CAMFED.

Gender based violence (GBV flagship)

- Council does not have an action plan and budget for addressing GBV. It acts through the various NGOs mentioned above. However, for other activities like International Women's Days Celebrations and council contribute cash for such activities.

Public awareness campaigns

- Council participates in campaigns to raise awareness on GBV.

Response and coordination

- Council does not have an up to date crime statistics disaggregated by sex.
- There is a good working relationship between police and community especially women.
- Police and neighbourhood Service Providers are trained on how to handle cases of GBV as the district has Police stations with a Victim Friendly Unit at each station.

Support

- The district also has an Anti-domestic Violence Council, chaired by a local Magistrate. Council supports the victim support unit at each Police station through having meetings with them.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

- There is no segregation on recruitment policy and men are not employed in equal numbers across jobs, grades and in management positions.

Category	Nº of women	%	Nº of men	%
Top management	0		1	
Senior management	0		4	
Professional	3		1	
Secretarial/clerical	3		2	

- Council does not have an affirmative action policy.

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Capacity building

Councillors and council officials do attend training programmes.

Career pathing

- Women and men are given equal opportunities for growth within the Council.

Working conditions and environment

- Council only provides maternity leave and not paternity leave.
- Council does not have a sexual harassment policy.

GENDER MANAGEMENT SYSTEM

Gender structures

- Council has a GFP although there is no budget for gender issues.
- Only the job descriptions and performance agreements for the GFP and the Finance and Administration Officer have a gender component.

Budgets

- There is no budget for gender though the council at times can contribute cash to activities related to gender issues.

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 Council.

The workplace

- There is a flexibility of employing woman in executive grades. There are four female clerks and two males. Council has 2 male drivers.
- The pattern of employment indicates that there are few women in managerial positions and also that lower grades are mostly occupied by male employees.