

BEITBRIDGE RURAL DISTRICT COUNCIL

SITUATION ANALYSIS REPORT

Country: Zimbabwe

Name of municipality: Beitbridge Rural District Council

Synopsis

Beitbridge Rural District Council has an interest in developing gender policies, it moved a step further by making this one of its top priorities to ensure that there's gender equality within the council and also within the council's jurisdiction area so as to address the inequalities between male and female that cripple development. Beitbridge Rural District Council's main priority is to provide services equally to both men and women so as to address the issue.

Strengths

Beitbridge Rural District Council has a Gender Focal Person who happens to spearhead gender activities within the jurisdiction area so as to achieve gender equity. Beitbridge R.D.C as a result has partnered with civil societies such as family support trust, Lutheran development services (LDS), I.O.M, World vision even German Agro Action (G.A.A) as a means of counter attacking gender in balance. Beitbridge R.D.C has embarked on projects of constructing schools as a means of educating youths on gender policies and equality.

Challenges

When it comes to implementing policies, there's always a challenge of funding. Gender issues are not covered in the budgetary process of council as a result it becomes hard to fully implement gender awareness campaign. Only NGO'S have managed to have some positive impact in introducing gender related programs in the district.

Result of gender score card

Area assessed	Score Council %	Score GL %	Agreed score %
Policy framework	65	60	61
Governance	51	62	60
Gender specific programs	47,8	35.5	35.8
Mainstreaming gender into existing programs	79.1	68.7	70.4
Employment practices and environment	50.3	45	52.7
Gender management system	53	43.3	44
Overall	60.2	54.1	55,7

SITUATION ANALYSIS

Policy framework

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- Beitbridge R.D.C is aware of the national, regional and international commitment that the country has made especially the SADC Protocol on Gender and Development and the National Gender policy. These commitments include millennium developmental goals...M.D.G's.
- Beitbridge R.D.C does not have a gender policy although it is implementing gender programs, by following the National Gender Policy.

GOVERNANCE

Representation

Designation	Female	Male	Total
Councillors	4	11	15
Heads of Departments	1	3	4
Committees Chairperson	2	4	6
Vice Committees Chairperson	1	5	6
Council Chairperson	1		1

- Beitbridge R.D.C has 4 female and 11 male councillors.
- There is only one female Head of Department and 3 male Heads of Departments. Council has 6 committees which 2 are chaired by female councillors 4 by male councillors. The only female vice chairperson is for the finance and tender Committee. The Council's Chairperson is a woman.
- 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 equal participation by both female and male councillors in Council meetings. Council has a code of ethics which states that any councillor is free to make any contribution.
- Female councillors have influence on decision making within council meetings even though they are outnumbered by male councillors which is not much of an issue.

Public participation

- There is equal participation of women and men at public meetings.

Planning

- All great ideas have to start somewhere, In this case these ideas are the plans which usually come from Council. The 1st stages of implementing the Planning process usually starts at village level i.e. Village Development Committee upwards to the 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.
- To some extent information concerning women is collected as means of empowerment.

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- There are gender indicators in all plans from VIDCO to WADCO levels.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

- Beitbridge R.D.C. does not have specific economic or job creation gender empowerment programs but as a way of empowering women, women entrepreneurs are placed 1st in council programs whether its stand allocation or even job recruitment for an open post.
- Both women and men benefit equally from informal trading facilities although the market is flooded with women especially flea markets at growth points or service centres.

Housing

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

Utilities

- Beitbridge R.D.C 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 09 Rural Health centers in the district.
- 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.
- Beitbridge R.D.C has various civil societies operating in the district which include L.D.S, German Agro Action which educates and conducts awareness campaigns on sanitation. NAC (National AIDS Council) coordinates the operations of these Non-Governmental Organisations.

Environmental health

- Women are consulted in the management of waste through their respective committees within the respective area. They are also consulted on issues to do with conservation of natural resources like vegetation.

Social development

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- Beitbridge R.D.C. does not keep sex disaggregated data on the use of existing facilities.

Gender specific programmes

- Beitbridge R.D.C does not have specific gender programs but plays a major role is seeing that the existing national gender policies are fully implemented.

Educare

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

Gender based violence (GBV flagship

- Beitbridge R.D.C does not have a specific budget for addressing GBV. It only acts on such matters through civil societies like Family support trust. However, for other activities like International Women's Days Celebrations and 16 Days of Activism, the council can make some contributions through cash. This council tries its best to ensure that there r no gender based violence.

Public awareness campaigns

- District Gender Council participates in campaigns to raise awareness on GBV during 16 Days of Activism.

Response and coordination

- Beitbridge R.D.C. does not have an up to date crime statistics disaggregated by sex.
- Police and the community usually work hand in hand so as to ensure the safety of women within the community.
- Police and Justice 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

- Women and men are not employed in equal numbers across jobs, grades and in management positions as indicated below. Those in same positions are remunerated equally.
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Category	Nº of women	Nº of men
Top management	1	2
Professional	6	5
Secretarial/clerical	1	

- Council does not have an affirmative action policy.

Capacity building

Councillors and council officials attend workshops which educate them even further on gender policies.

Career pathing

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

Working conditions and environment

- Beitbridge R.D.C only provides maternity leave and not paternity leave.
- Beitbridge R.D.C does not have a sexual harassment policy but this is fused in its code of conduct for staff.

GENDER MANAGEMENT SYSTEM

Gender structures

- Beitbridge R.D.C has a GFP although there is no budget for gender issues.
- Only the job descriptions and performance agreements for the GFP and the Administration Officer have a gender component but not for any other managers.

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

- One woman is employed in the executive grade where there are 3 males. 2 women are in the middle management with 4 males. Council has no female driver and 3 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.