

Situational analysis report

Country: Zimbabwe

Name of municipality: Chipinge Town Council

Synopsis

As a public entity, Chipinge town council seeks to promote gender mainstreaming because it is in line with its mandate to improve the quality of life of its citizens and also seeks to meet the provisions of the Constitution of Zimbabwe, the Zimbabwe National Gender Policy and the SADC Protocol on Gender. ZimASSET also sets targets on gender which the council also hopes to meet.

Strengths

- The council has both female and male managers and councillors who can influence the decisions and processes that give legitimacy to the gender issues and programmes.
- Chipinge town council has highly qualified personnel who can grasp and implement gender responsive policies and programmes.
- Gender has already been mainstreamed in ongoing programmes like the Water, Sanitation and Hygiene (WASH).

Challenges

- There is no specific budget for gender mainstreaming.
- Competing priorities.
- There are fewer (25%) female policy makers than males which makes the 50/50 target difficult.
- Women are generally not supportive of each other so it is difficult to have more females in leadership positions.
- The prevalence of harmful traditional customs that relegate the girl child to a minority status.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	1		
Governance	7		

Area assessed	Score Council	Score GL	Agreed score
Gender specific programmes	4		
Mainstreaming gender into existing programmes	19		
Employment practises and environment	4		
Gender management system	2		
Overall	37		

SITUATIONAL ANALYSIS

POLICY FRAMEWORK

The council is aware of the National Gender Policy and the SADC Protocol on Gender and Development but there is no council gender policy in place. There are plans to formulate a gender policy for the council. Chipinge town council works well with the Ministry of Women Affairs, Gender and Community Development and Mercy Corps and the

GOVERNANCE

Representation

Designation	Female	Male	Total
Councillors	2	6	8
Council chairperson	0	1	1
Committee chairpersons	1	4	5
vice committee chairpersons	2	3	5
Town secretary	1	0	1
Heads of Departments	1	2	3
Middle management	4	5	9
Total	11	21	32

- There are 6 male and 2 female councillors in Chipinge Town Council.
- The Town Secretary and one Head of Department are females and 2 male Heads of Departments
- There is one female committee chairperson.
- There is no gender balance in all community committees that are generally male dominated.

Participation

Female and male councillors participate equally in council meetings. They all freely contribute to influence decisions that are resolved by council.

Public participation

At community/ public gatherings women generally outnumber men. This can be witnessed at such gatherings as clean up campaigns under the WASH program and ward meetings. Men only appear where there are financial and material gain.

PLANNING

There is targeted gender planning and service delivery taking place in the council. The planning section get their itinerary from the various waiting lists found in the housing department and plan for only such services as specified.

Council is in the process of crafting its Strategic plan and strategic objectives of the Council explicitly mention gender.

Information is collected from women representing various groups like residents associations about their constraints, opportunities, incentives and needs. Female councillors are the most consulted women in the drawing up of plans and policies.

There are no gender indicators in most plans of council.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Council does not have a local economic development plan that targets women entrepreneurs as key beneficiaries.

There is no preferential treatment for allocating women in informal trading facilities.

Procurement

Council does not have a procurement policy that sets a target for increasing the number and value of contracts received by women. Currently the council bases its procurement decisions on the state procurement board regulations. There is however a procurement committee in place and it is chaired by a woman.

Housing

Currently there is a housing policy in place but it is not comprehensive and council is in the process of crafting one that will encompass gender issues. There is no sex disaggregated data on title deeds but the housing waiting list does indicate whether one is male or female.

There are no official systems in place to ensure that council takes steps have women benefit equally from land and housing opportunities. However with the Head of the Department of Housing and Community Services being the council's Gender Focal Person, dispossessed women and vulnerable children are being assisted to reclaim their property ownership rights by blocking the sale of matrimonial homes without the consent of the other spouse and by advising them to seek legal advice.

Utilities

There is no sex disaggregated data on who has access to basic services. The Promun billing system only captures names of service users without being specific about their sex.

Women who are directly involved in the planning, management and maintenance of these services and facilities are the two female councillors and female council employees.

Transport

There are no consultations with women with regard to their transport needs. Transport operators and rank marshals are often engaged by council on various issues but the sector is male dominated.

Health

Chipinge town council health facilities are easily accessible to women. The longest distance one has to travel to the nearest health centre is 2km.

The two council clinics keep sex disaggregated data on HIV and AIDS.

There is a gender sensitive HIV and AIDS public education and awareness campaign.

PEP is available at all health facilities and there are information campaigns surrounding this.

Environmental health

Women are consulted and are very active in the management of waste as members of community health clubs. This is being done in partnership with Mercy Corps and UNICEF.

Women and men benefit equally from business opportunities in the health sector by recycling waste for income generation projects eg making water glasses from waste bottles and making floor polish from waste plastic.

HIV and AIDS and care work

Council does not have a gender aware HIV and AIDS policy but we are implementing national policies and programmes.

Programmes cover prevention, treatment and care.

Prevention messages include the importance of equal power relations between women and men.

Prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women.

Prevention messages cover the effects of multiple concurrent partners and men are encouraged to change their behaviour.

Council is involved in promoting Voluntary Counselling and testing. Women are encouraged to bring their spouses for VCT especially when they come for maternal health issues. We have both male and female nurses so it makes it easier for women and men to access treatment equally. Men are encouraged to go for treatment.

Council gives a monthly allowance to support care givers.

Men are being encouraged to be involved in care work since it is female dominated.

Climate change and sustainable development

Council is quite aware of climate change and its effects. Council and its stakeholders discourage the extraction of sand, brick moulding, cutting of trees and stream bank cultivation. Both men and women are involved in issues to deal with climate change .We have also managed to engage partners that assist in capacity building concerning climate issues and these interventions are targeting our community.

Council police enforces adherence to environmental laws and fines everyone caught contravening these laws. Councillors also inform residents about the effects of climate change during ward meetings.

Social development

Council does not keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries. Recreational facilities like the stadium and other active open spaces are being used mainly by men and boys and women and girls have limited time for recreation due to gender roles that tie down females to domestic chores.

GENDER SPECIFIC PROGRAMMES

Council does not have clearly outlined gender specific programmes but however through engagement with other stakeholder like Mercy Corps and ministry of women affairs.

Educare

- assessment is done and facilities are provided in every new residential development.
- Chipinge town council in partnership with ministry of social services managed to put in place community and school child protection commit.
- The district child protection committee is also being supported by some stakeholders i.e. Plan International and World Vision and government ministries to support the girl child.

Gender based violence (GBV) flagship

- Council does not have a gender based violence action plan and budget.

Prevention

- Council has not conducted any safety audit to ascertain welfare of women in the town.
- The available street lighting facilities was switched off due to high ZESA bills.
- Some of our streets are named and others are not.
- Public transport is safe for both women and men.

Public awareness campaigns

- Council is always involved in the commemoration the 16 days against gender based violence.

Response and co-ordination

- Council does not have up to date crime statistics disaggregated by sex but however we can refer to eg. ZRP.
- There is a good relationship between police and community.
- women are represented in community policing forums.
- Council is aware of the training given to police and justice service providers. There are community relations officers and victim friendly units

-Council supports places of safety like Simukai and Childline.

-Council is on a gender training programme for its employees

Working conditions and environment

JOB	GRADE	FEMALE	MALE	TOTAL
Town Secretary	16	1		1
Heads of Departments	15	1	2	3
Administration Officer	14		1	1
Accountant	12	1		1
Housing Officer	12	1		1
Health and Community Officer	12		1	1
Committee Officer	12		1	1
Roads Technician	12		1	1
Workshop Foreman	11		1	1
Building Inspectors	10		2	2
Motor Mechanic	10		1	1
Waste and Solid Water	10		1	1
Health Environmental Technician	10		1	11
Electrician	10		1	1
Water Supervisor	9		2	2
Clerks	8	9	11	20
Parks Supervisor	8		1	1
Nurses	8	5	1	6
I.G. P Officer	8		1	1
Drivers	7		6	6
Plant Operator	1		1	1
Meter Readers	5		3	3

Fire Officer	5		1	1
Security	5	6	17	23
General Hand	1	6	15	21
Contracts		9	18	27

NUMBER OF EMPLOYEES IN A GRADE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>TOTAL</u>
1	50	20	70
2	-	-	-
3	11		11
4	15		15
5	6	2	8
6	4	-	4
7	2	1	3
8	4	4	8
9	1		1
10	8	2	10
11	1		1
12	3	2	5
15	2	1	3
16		1	1
TOTAL	107	33	140

-Council gives equal opportunity for growth within the council and have equal opportunities for both men and women. Maternity leave is granted for women but for men they are not aware of paternity leave.

-Council has a sexual harassment policy within its code of conduct document but however we do not have any cases of harassment within the council.

Gender Management system

Gender structures

- Council has a gender focal person but does not have gender budget and gender structure.
- Council does not have expenditure targeted at promoting gender equality.
- Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects e.g. stand allocation, informal sector.

Monitoring and Evaluation

- Council has got human resources and some policies in place i.e. conditions of service and code of conduct, transport policy.

Political profile and champion

- Gender issues are given a high political profile by council and the council has a gender champion who is female councillor.