

Stage Two Report Form

Situation Analysis Report

Country: Zimbabwe

Name of Municipality/ Local Authority: Nyanga Rural District Council

Synopsis

Nyanga Rural District Council is committed to mainstream gender in all its programming due to the following;

- It aims at conforming with international and regional agreements as well as national policies and legislative frameworks (e.g. Constitution of Zimbabwe Amendment No. 20 of 2013, Section 17 of Chapter 2)
- It aims at promoting the equal participation of women and men in local governance issues including local economic development
- Also aims at addressing inequality in local authority service delivery systems

The results of the interventions will lead to an improvement in service delivery and improved standards of living for all communities of Nyanga particularly the marginalized.

Strengths

- Council has a Gender champion (female councillor) on gender issues
- The council has a Gender Focal Person.
- A gender committee has also been established.
- Structures available that can be used to promote gender mainstreaming.
- Gender issues are now being included on Council Integrated Performance Appraisal Systems and therefore a part of CEO/HODs aspect in the appraisal system
- Council has a skilled workforce and is also a learning institution

Weakness

- Council has few female councillors and few female employees as compared to males.
- Council has only male managers and no female managers in top management positions
- No policies that are specific on gender issues are available
- There is also lack of proper documentation on gender issues
- Revenue base is low

Results of Gender Score Card

Areas Assessed	Score Council %	Score Gender Links	Agreed Scores
Policy Framework	1		
Governance	5		

Areas Assessed	Score Council %	Score Gender Links	Agreed Scores
Mainstreaming gender into existing programmes	11		
Gender specific programmes	2		
Employment Practices and Environment	2		
Gender Management Systems	1		
Overall	22		

POLICY FRAMEWORK

The SDC Protocol on Gender and Development, National Gender Policy and other international and national agreements are not known by most council employees except a few employees in management positions. Council has a Strategic Plan but the plan is not specific on Gender issues. Gender issues are now being included on Council Integrated Appraisal System Plan hence gender issues will feature on council programmes.

GOVERNANCE

Representation

Number of male councillors	24
Number of female councillors	7
Number of male Committee Chairpersons	3
Number of female Committee Chairpersons	2
Number of male in Council Chairperson position	1
Number of female in Council Chairperson position	0

There is disparity in terms of representation between women and men in council as out of the 31 councillors in Nyanga District, there are only seven females (23%) while twenty-four (77%) are males. The council chairperson is also male.

Council has five committees namely; Finance committee, Audit committee, Environmental Management, Tourism and SMEs committee, Roads Planning and Works Committee and Personnel and Social Services Committee. In these five committees of council there are only 2 female committee chair persons (40%) as compared to three male committee chair persons (60%) hence there is no gender balance on chairpersons of council committees.

Participation

By virtue of the fact that there are more male councillors than female councillors in full council and also the reason that male exposure levels and level of education are higher, there is more male participation in council meetings than females. Male councillors also have more influence on decision making processes in council than female councillors.

Public Participation

At community level females participate more at community meetings and events than males because there are more females in those communities than males. Females are also more committed to bringing about positive change as compared to males hence they attend meetings more than males. Males tend to get occupied with other things (especially in ward 29 and 31, males claim to going for work) and shun attending meetings.

Planning

There is no gender targeted planning in council and there are no strategic objectives that explicitly mention on gender issues. Information is collected from women about their issues but there is poor documentation. There are also no gender indicators on council plans.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local Economic Development

Nyanga Rural District Council has a Local Economic Development Plan that is not gender specific (gender silent) on women issues but however some of the women issues are taken on board during the implementation process. Women benefit more than men in informal trading facilities as they are the ones who make more applications and also that they constitute a higher percentage of those not formally employed.

Procurement

The council does not have a Procurement Policy that covers all aspects of Council business. It uses Government Tender guidelines that are not specific on gender issues. Council however has developed a Procurement guideline for a particular project which it is carrying out in partnership with a development partner and that procurement guideline is also gender silent. Males benefit more than women on tenders awarded by council.

Housing

Council has a Housing Policy but the policy is silent on gender issues. There are no steps currently being taken to ensure that males and females benefit equally from land and housing opportunities. There is disaggregated data on housing ownership in council.

Utilities

Council has disaggregated data on who has access to basic services. All people are consulted in planning, maintenance and management of their basic services including during ward meetings, full council meetings and during budget consultative meetings. However, at times the attendance to these meetings is low. Council is willing to provide basic facilities that are accessible to its residents but however resources are a restraint.

Transport

People in general and not particularly women are consulted on their transport needs. This is done through meetings at ward level and at council level. However there are areas where road network is poor to the extent that there is no public transport plying those roots. People walk long distances and there is a high risk of people being mugged especially women.

Health

Seventy percent (70%) of the population mainly women have access to health services. About 30% of women walk more than 10km away to nearest static health institutions especially in commercial farming areas, resettlement areas and remote rural areas. Nyanga RDC has also availed a mobile clinic health service to these hard to reach areas where they make one visit in each area per month. Council runs 12 (11 static and one mobile) health facilities, Ministry of Health and Child Care runs 9 health institutions including the district hospital, mission institutions run four health facilities and private sector runs three health institutions. Health institutions keep aggregated by gender. Council does not have an HIV and Aids policy but some aspects of HIV and are incorporated in the Safety, Health and Welfare Policy as well as the Human Resources and Management Development Policy. Health institutions carry out gender awareness campaigns and public education on HIV and Aids. All health institutions have Post Exposure Prophylaxis (PEP) kits available and residents are informed about this service.

Environmental Health

Women are consulted in the management of waste through ward/ community meetings and also through consultative meetings at council level. Community Health Clubs have been established in several wards, however there very few male members while the majority of members are women. No business opportunities have been created in this area.

HIV and AIDS and Care Work

Nyanga RDC does not have a policy on HIV and Aids and but runs planned programmes on HIV and Aids through its health institutions. The programmes cover prevention treatment and care and the messages given include power relations. However there are no facilities like youth corners that target young women and men. Council has also signed Memorandum of Agreements with several development partners (including Fact, MSF and DOMCAP) who are into HIV and Aids programming allowing the organizations to operate in the district and report on their operations to council. It sometimes provides supports to the development partners in the

district by sending its representative whenever there is an event happening. Nyanga RDC has a mobile clinic that does voluntary testing and counseling. Males and females have equal access to treatment but very few men for Voluntary Counseling and Testing unless when they feel un-health and they suspect HIV that when they come for VCT. Men are not involved in care work.

Climate Change and Sustainable Development

Council does not have an environmental Policy, but council is aware of climate change and its effect on to the environment. Council has established a Local Environmental Plan that has identified environmental problems and mitigation strategies. It also established an Environmental Management Committee, chaired by a female councillor that discusses and recommends all matters that happen in the district with regard to environmental issues. It works in partnership with government departments (EMA, Departments in Ministry of Agriculture and ZRP) and development partners (e.g. Environment Africa). However the environmental management programmes are gender silent though females participate more in those environmental management programmes than males

At community level it has appointed environmental monitors who are the watchdogs and oversee the implementation of environmental management strategies. However there are few female environmental monitors than males. Records of the environmental management programmes are available.

Social Development

Council does not run recreational facilities serve for a library that is being run by a board of trustees where a council official is a member. It also has a Community Hall where residents are allowed to carry out community related activities. No budget has been allocated for recreational facilities.

GENDER SPECIFIC PROGRAMMES

Nyanga RDC does not implement educare programmes (child care facilities) but however it has been identified that there is need to establish these facilities. Council has set aside land where private partners can apply to council and be awarded land to construct the child care facilities. Illegal Early Childhood Development Centres (ECDs) have mushroomed which is an indication that the service is required. Council is also edging those operating illegally to regularize their business. Council does not have an action plan on Gender Based Violence. It has also not yet carried a safe audit to ascertain if Nyanga is a safe place for women. There is no sufficient lighting in its urban areas e.g. the only tower light in Nyamhuka 1 is not working.

At times public transport is not safe for women as some commuter transport move during night time

With regard to public awareness campaigns, council does not have a planned programme on campaigns but whenever other partners are holding events on gender it sends its representative. It does not have statistics on Gender Based Violence (GBV)

There is a good working relationship between police and the community as evidenced by meetings that the VFU holds to discuss on policing issues including GBV. There is more male participation in policing forums than females. Police and Justice System are trained on GBV. However there are no safe havens for victims of Gender Based Violence.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Women and men are not employed in equal numbers across jobs, grades and in management positions. Besides the formal employees council also hires employees on contract basis and majority of those recruited are males.

CATEGORY	No. Women	%	No. of Men	%
Executive	0	0	1	100
Senior Management e.g. Directors, Head of Units	0	0	4	100
Professional e.g. Programme Line Mangers	3	33,3	7	66,6 (10)
Semi- skilled Technicians, Plumbers / Drivers	0	0	7	100
Secretarial (Typists/Clerks/ Receptionists)	4	57	3	43
Unskilled Labour (e.g. Labourers, Cleaners, Security Guards)	2	7	26	93
Total Number of Employees	9	18%	48	82%

More females are employed in office work (reception, secretarial and accounting work) while more males employed in technical services (vehicle and equipment use and maintenance, road construction works and waste management). It is partially traditional and also based on qualifications. There is no policy that specifically addresses the redressing of gender inequalities.

Capacity building

There are equal opportunities for both males and males to undertake courses/ trainings. Currently there are seven employees (two females and 5 males undergoing various trainings. It has been observed that females do not want to take opportunities available to them by advancing themselves except a few.

Career pathing

Women have been lacking behind in growth within the organization but there are now advancing themselves so that they have equal access to employment opportunities with their male counterparts.

Working condition and Environment

With regard benefits all conditions are the same except for paternity/ maternity leave where males are not given paternity leave. Females are given paid maternity leave after completing one year of continous service and also allowed to have a maximum of three children, born at two year intervals. Anything outside that means maternity leave is unpaid.

There is no explicit sexual harassment policy and but some of the aspects are covered in the Employment Code of Practice. No sexual harassment cases have been dealt with at council level in the past five years

GENDER MANAGEMENT SYSTEM

Gender Structure

Council has appointed a Gender focal person but has not yet established a reporting system and there is no budget that has been set aside for gender mainstreaming activities. Gender activities are not included on the job description of the Gender focal person. However gender issues are now being included on the performance contracts of the Chief Executive Officer and Heads of Departments.

Monitoring and Evaluation

Statistics disaggregated by sex on provision and utilization of services are available but do not contain gender indicators.

Political Profile

Council is in the process of incorporating gender issues on its programmes. It has a Gender champion who is a female councillor and also chairperson of finance committee.