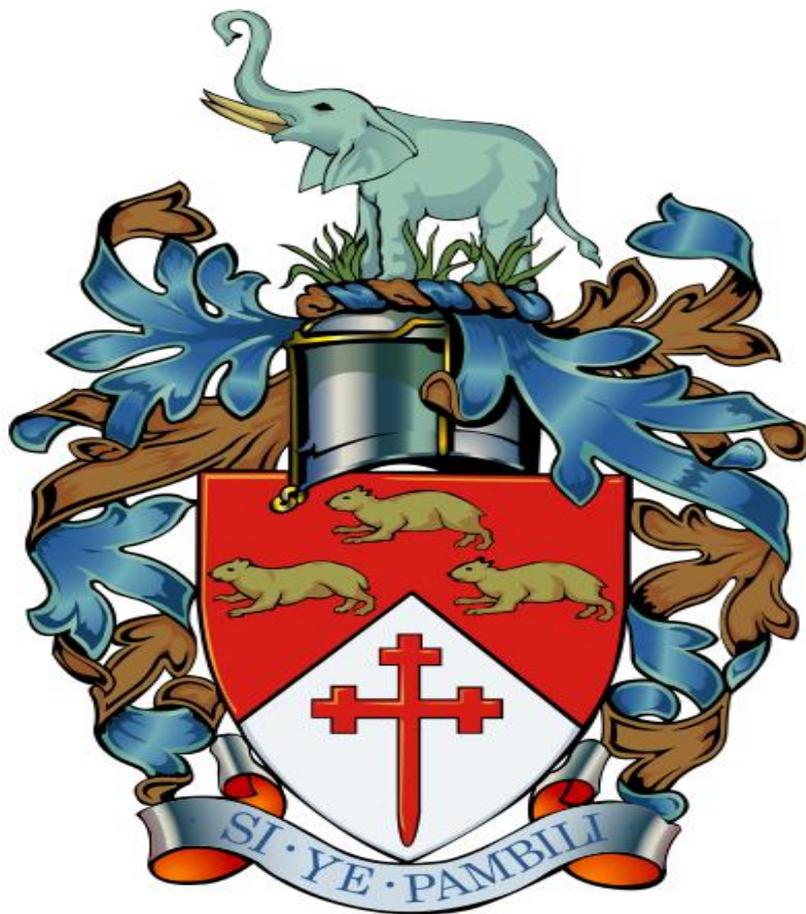


# **CITY OF BULAWAYO**



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## **GENDER POLICY**

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## **DEFINITIONS**

In this Policy unless the context otherwise requires:

|                       |  |
|-----------------------|--|
| Council               | shall refer to the City of Bulawayo  |
| Council Plans         | include Master Plans, Local Plans, Land Use Plans and plans that maybe developed by Council as a Planning authority.   |
| Gender                | means socially constructed differences between men and women, boys and girls which can change overtime, and can also vary across societies , cultures or religion.<br>It refers to economic, social and cultural attributes of being female or male.   |
| Gender Equality       | means state of being equal in terms of enjoyment of rights, treatment, quantity or value, access to opportunities and outcomes, including resources.   |
| Gender Equity         | means the just and fair distribution of benefits, rewards and opportunities between women, men, girls and boys.  |
| Gender Mainstreaming  | means a process of assessing the implications for women and men of any planned action (including legislation, policies, and programmes) in all areas and at all levels. It is a strategy for women`s as well as men`s concerns and experiences an integral dimension of the design , implementation and evaluation of policies and programmes in all spheres so that women and men benefit equally, and inequality is not perpetuated. |
| Gender Sensitive      | means acknowledging and taking into account the specific gender needs of men , women, boys and girls at all levels of planning, implementation, monitoring and evaluation with a view to redressing existing gender inequalities.  |
| Gender Based Violence | GBV is an umbrella term for any harmful act that is perpetrated against a person`s will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking;                              |

forced/early marriage; harmful traditional practices such as widow inheritance, property grabbing from surviving spouse.

Sex means the biological differences between females and males.

## **1. PREAMBLE**

The City of Bulawayo acknowledges gender equality as an essential part of good local governance where women and men have equal access to decision making, equal access to services and equal treatment in the delivery of these services.

Women constitute 52% of the city's ±700 000 people. Unemployment is higher amongst female than males. Women and girls are the main victims of gender based violence.

It has become council's grounding conviction after recognising that gender mainstreaming in all areas of policy making and management is the most effective means of ensuring gender equity.

## **2. BASIS OF THE POLICY**

The Constitution and National Gender Policy of Zimbabwe are the national instruments on gender. In its pursuance to address gender issues, Council will be guided by the Constitution and the National Gender Policy and the International instruments to which Zimbabwe is party, which are referred to in the National Gender Policy. Council will also be guided by the International Union of Local Authorities World Wide Declaration on Women in Local Government.

## **3. APPLICATION OF THE POLICY**

All matters relating to gender equity in Council shall be guided by this Policy as reviewed from time to time. Where there is inconsistency between the Gender Policy and any other Council Policy, the Gender Policy will take precedence.

## **4. ORIENTATION IN GENDER CONCEPTS**

The Mayor, Councillors and staff of Council are responsible for driving gender mainstreaming activities. In order to facilitate the efficient implementation of gender mainstreaming actions, the Mayor and every Councillor and member of Council staff shall be taken through a relevant gender program as a key component of human development within one month of joining Council. The aim of the human development program will be to introduce or strengthen gender awareness among both female and male Councillors, Council staff and the Mayor. Council will therefore, establish a gender management system and structure for the efficient implementation of gender mainstreaming.

## **5. GENDER IMPACT OF COUNCIL DECISION**

Council recognises that every policy decision affects women and men differently. In order to ensure that the impact of all policy decisions addresses the specific interests and needs of women and men, Council will assess how every policy decision affects women and men and seek to ensure that the policy achieves gender equity.

## **6. COUNCIL PLANNING**

Council as the Local Planning Authority is responsible for land use planning. The resultant plans will affect people's lives, businesses and social activities.

In this regard, Council will ensure that Council Planning in the form of Master Plans, Local Plans, and other Council Plans will be conducted through participatory processes which ensure that both women and men's concerns and needs are taken into account.

## **7. ALLOCATION OF RESOURCES**

Resources are essential for the implementation and attainment of policy objectives. Council will therefore seek to ensure that the allocation of resources is targeted to achieve the objectives of Council.

In this regard, the allocation of resources will be gender sensitive and necessary steps will be taken to assess the needs and concerns of women and men with a view to ensure equitable allocation of resources in all areas with particular focus on the following:

- (a) Council's annual budget:- Gender Budgeting
- (b) Lease or sale of Council land for housing, commercial or industrial purposes; Council will promote youths, people living with disabilities and women's access to land for any purposes.
- (c) Allocation of rented accommodation
- (d) Council will ensure that all data relating to housing (access to housing, title deeds) shall be disaggregated by sex.
- (e) Council will allocate resources to ensure gender training and promotion is conducted in all the institutions/strategic business units that are directly or indirectly under its jurisdiction

## **8. ECONOMIC EMPOWERMENT**

The economic empowerment of residents is key to the development of the Council. Council recognises the need to facilitate economic empowerment of all and will ensure that policies and programmes on formal and informal economic activities and home industry activities are planned and implemented in a gender sensitive manner which seeks to achieve gender equity. The aim will be to ensure equitable economic development among the residents.

Council will ensure that employment creation programmes and initiatives for decent work target both women and men.

(a) *Tenders and procurement* – Council will ensure that at least twenty-five percent (25%) of all procurement contracts in non-traditional areas are granted to women and youth. Non-traditional areas include but are not limited to Information Technology, construction and beautification of the city. Council will also conduct regular surveys to identify women, youths and persons with disabilities in the informal economy on small to medium scale.

(b) *Vocational Training* – Disaggregate data by sex to determine who participates in the vocational training and that courses address the needs of both male and female students.

## **9. POVERTY REDUCTION**

Poverty is a major inhibiting factor in the development of local authorities. Council plays a critical role in ensuring poverty reduction within the Council area.

Council will consider the gender dimensions of the economically disadvantaged and will undertake poverty reduction programmes in a sustainable and gender sensitive manner. Council will allocate informal trading facilities to women and men, able bodied and disabled.

## **10. HEALTH SERVICES AND HIV AND AIDS PROGRAMMES**

A healthy local citizenry is a prerequisite for development.

Cognisant to topical and other emerging health issues, Council will ensure a gender sensitive health delivery system which addresses the health concerns of, women and men, boys and girls.

The Council further recognises HIV and AIDS as a major challenge to development, economic and social growth.

Council will ensure that programmes to address HIV and AIDS among councillors, staff and in the community are implemented in a gender responsive manner.

## **11. WATER AND SANITATION**

Access to clean water and proper disposal of liquid and solid waste are key to good health. Council will ensure men, women, boys and girls are consulted and involved in water and sanitation service delivery issues and decisions.

## **12. ENVIRONMENT AND CLIMATE CHANGE**

Council shall ensure gender considerations in policy frameworks on the management and protection of the environment and natural resources. To this end new mechanisms for climate change mitigation and environmental management that incorporate gender sensitive perspectives are sought. This gender policy therefore commits to spearheading a specific gender responsive effort in management of the environment particularly focusing on the exacerbation effects of climate change on pre-existing inequalities between men and women, boys and girls.

## **13. STAKEHOLDER PARTICIPATION**

The participation of stakeholders in all decisions which affect them is an ideal which Council seeks to attain in order to achieve good local governance. In conducting stakeholder participation, Council will seek to include women and men, youths and people living with disabilities in stakeholder consultations to ensure that the outcome of the consultative process reflects the concerns and needs of all key stakeholders.

Council will establish a gender committee that will comprise of all key stakeholders.

## **14. NURSERY SCHOOLS AND CRECHES**

Both women and men are responsible for providing child care during day time. This often affects their ability to attend to other demands on their time. Nursery schools and crèches are essential to allow women and men including Council staff to attend to social and economic activities. Council will ensure the provision of adequate and affordable nursery and crèche facilities in areas close to the residential areas and work places

## **15. PUBLIC SAFETY**

Council recognises that residents have the right to protection by the law against illegal activity and have the expectation of swift action in case of emergency. Council will consider the public safety concerns of women and men, boys and girls and ensure that policies to enhance safety address these concerns.

Council also recognises that gender based violence is a public menace and will develop programmes on gender based violence. Councillors and management will use every opportunity to project council's non-tolerance of any form of gender based violence. Council will also devise city wide awareness campaigns in line with the shift from 16 days

campaign to 365 days campaign as well as popularise the referral system to services available on Gender Based Violence.

## **16. RECRUITMENT OF STAFF**

A well qualified and efficient work force is critical for the administration of the Council. Proper recruitment policies which enable Council to select suitably qualified staff from a wide spectrum will be established. Council aims to progressively move from 27% to 50% women in decision making position and its entire structures by 2030. The Human Resources division will assist departments in planning how to close gender gap making use of training and development.

Council will develop gender sensitive recruitment policies which encourage both women and men including persons with disabilities to seek employment in the organisation with a view to achieve gender equity among staff of Council.

## **17. SEXUAL HARASSMENT**

Sexual harassment in the workplace is a form of gender based violence and an unfair labour practice which inhibits employees from performing their functions to their maximum ability and is a violation of their right as employees.

Council's Code of Conduct protects both women and men against sexual harassment and other forms of unacceptable behaviour at the workplace and will ensure that any such cases are handled swiftly and fairly by a committee with equal representation of women and men. The code of conduct and any other policies on sexual harassment shall be reviewed regularly.

## **18. STAFF DEVELOPMENT**

Council will undertake staff development programmes in a manner designed to achieve gender equity in the number of staff members who are offered development opportunities in preparation for higher responsibilities.

## **19. SERVICE DELIVERY**

The core business of Council is the efficient delivery of service which meets the standards expected by the residents as provided for in the legislation. Council will ensure that service delivery and all operations of Council are carried out in a manner which takes into account the concerns of both women and men including persons with disabilities in a gender sensitive manner.

## **20. REPRESENTATION**

Cognisant of past imbalances Council shall ensure gender balance in council structures including council committees, management positions, workforce and other establishments directly or indirectly under its jurisdiction.

## **21. MONITORING & EVALUATION**

Gender mainstreaming will be a permanent feature of Council operations. In order to assess the impact of the gender mainstreaming activities in Council, the Council will publish a gender mainstreaming status report monthly and annually through the committee to assess the impact of the programme.

## **22. GENDER MANAGEMENT SYSTEM**

- a) The Mayor and Councillors through the gender committee and other committee of Council shall be responsible for ensuring that the gender policy is implemented.
- b) The gender committee and other committees of Council shall cause continuous research and development on gender issues to be done to ensure alignment to relevant and current instruments on gender.
- c) The Town Clerk shall be responsible for effecting the operations of the Gender Policy through among others making gender the Town Clerk's priority.
- d) The Gender Manger /Focal Person located in the Town Clerk's Department shall be a sufficiently senior member of staff as well as those at departmental level so that they are able to access management. Gender shall be incorporated into the job description of all senior managers and should be monitored and evaluated.

The Gender Focal Person in the Town Clerk's Department shall:-

- Coordinate the gender focal points in all of Council's departments and facilitate a Council gender forum that reports to the Gender Committee.

- Advise management on policy formulation/review as well as update on gender policing in council.
  - Ensure that gender disaggregated data is kept and used for monitoring and evaluation.
  - Work with key stakeholders to provide a link for gender networking.
  - Facilitate training in gender analysis, gender based violence and related issues.
  - Initiate and promote cross section action on issues such as gender based violence, child abuse, HIV and AIDS and abuse of the elderly.
  - Ensure that the Council is gender compliant and that the action plan is implemented and that the gender key performance indicators are developed and incorporated into all departmental scorecards.
  - Carry out continuous research and development on gender issues to ensure alignment of the policy to relevant and current instruments on gender.
- e) The Management Committee has the primary responsibility of implementing the Gender Policy through the Gender Focal persons. The Management Committee shall be accountable for all reports submitted to the Gender Committee which shall operate like other Council Committees; hence it shall be an additional Committee to the existing ones.

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**C. DUBE**  
**TOWN CLERK**