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GENDER EQUALITY IN LOCAL AUTHORITIES OF ZIMBABWE. THE CASE OF GWERU MUNICIPALITY FROM 2008 TO 2015

BY

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This dissertation is dedicated to Mr. K.H Zimbudzana and Mr. and Mrs. Bhunu for their undying and timely encouragement and support throughout my studies and my mother Meb Tahwa for her prayers and support as well.

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LIST OF ACRONYMS

CCPR   Convention on Civil and Political Rights

CEDAW   Convention on the Elimination of All forms of Violence against Women

GAD   Gender and Development

MDG   Millennium Development Goals

MWAGCD   Ministry of Women Affairs, Gender and Community Development

WID   Women in Development

WAD   Women and Development

WIP   Women in Politics

ZEC   Zimbabwe Electoral Commission

ZWLA   Zimbabwe Lawyers Association

ABSTRACT

Equality as a concert of sexes is a relatively current observable fact. From the late nineteenth century to date many conventions, policies and institutions have arisen in a bid to promote the equality of man and women. This research was undertaken in an effort to analyse the level at which Local Authorities in Zimbabwe with specific reference to Gweru Municipality, have managed to uphold and achieve 50% equality between men and women in council elections. The research was a significant endeavor in encouraging responsible actors and policy makers to go an extra mile in promoting and archiving gender equality. With the adequate use of qualitative and quantitative analysis, the researcher made use of random sampling, specific case study, questioners and interviews. The main center of concern was to acquire if the populace know the meaning of gender equality, if relevant actors and institutions are playing their part and what the situation has been of late and currently. Unfortunately gender equality from the study can be concluded to be lying at 20% women against 80% men. However important statistical records were also missing from responsible offices for instance ZEC. The research prompts the rethinking and structuring of certain domestic policies as well as the efficiency of institutions which uphold gender equality.

CHAPTER ONE

1.0 Introduction

Haralambos and Holborn (2004) define gender as 'referring to human traits linked by culture to each sex'. However gender equality entails the women and men receiving the same rights, treatment, opportunities and access to goods and resources. The research thus embarks on finding the level of gender equality in local authorities.

The chapter will give the background of the study, link the research objectives and from the questions , explain the importance of the study, limitations and delimitations to the research, effective methods used to gather data will also be explained, giving the study area, and the definition of key terms.

1.1 Background to the problem

For a period of 15 years the issues of politics in Gweru has shown that people are not being equally represented let alone participate in influential positions. Further to that Gweru is the capital in Midlands province in Zimbabwe therefore overspills to related cities and towns should be prevented.

The early pre-independence period prompted a reassessment of gender related issues. Debates about gender roles originated from two fronts. The principal was from the freedom development and the second from the small group of college informed and expert middle class, Gaidzanwa (1992). These two groups of women put extensive weight on the new managing government to re-examine the circumstance of women. The principal moves by the legislature were to present legitimate changes concerning the status of women which incorporate the Legal Age of Majority, the Matrimonial Causes Act, the Maintenance Amendment Act and the Equal Pay Regulations, Jirira (1995).

The most expansive of these laws was the Legal Age of Majority Act of 1982 in that without precedent for Zimbabwe, it built up the principle of uniformity between men and women, in this way making ready for different reforms. The Act presented adult status on all Zimbabweans beyond eighteen years old, making it feasible for women to vote, own and enlist in their own particular right without male intervention.

Zimbabwe at the Millennium Summit in New York, guaranteed in the Millennium Declaration, "to promote gender equality and empowerment of women as compelling approaches to battle destitution, yearning and diseases and to reproduce improvement that is really maintainable". This vision was reflected in the Millennium Development Goals (MDG), including MDG 1, eradicating extreme poverty, MDG 3 to promote gender equality and women empowerment, and MDG 7 guarantee environmental manageability. Be that as it may, as of recently, in government writing about MDG 7 environmental linkages to gender equality is neglected.

Moving on to the 21st century, the new Constitution Amendment No.20 of Zimbabwe, contains the equality and non-discrimination clause, making it different from the Lancaster house constitution agreed in London 1979 and amended 19 times since independence in 1980, where equality rights were not clearly spelt out. Section 4.13(2) of the constitution categorically states that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. The draft constitution takes critical steps towards enhancing gender equality in politics. It proposes the allocation of 60 "affirmative action" seats for women for the first two terms after the new constitution is adopted. Accordingly to gender activists this progressively encourages the participation of women in politics.
Zimbabwe's parliament consists of 210 members and the constitution provides for an additional 60 seats reserved for women.

With reference to the aforementioned the study now assess the level of gender equality, having in mind all these efforts and proposals put in place and suggested. The research will specifically focus on Gweru municipality.

1.2 Statement of the problem
The accomplishment of substantive gender equality is still far off not just in Zimbabwe but also in Southern Africa as a regional block, yet it remains a focal piece of the battle against disparity. Historical imbalances have been profusely worked on to be changed and thereby bringing to our societies, countries and the world as a whole, a commendable result. Despite the achievements made in some nations in terms of legal equality and notwithstanding the advancement made as far as women's representation is concerned, governmental issues, patriarchal societies and attitudes are still boundless. The introduction of acts and opportunities for various gender groups in Zimbabwe made a remarkable difference.

However the issue of gender mainstreaming has not been considered with respect to local government elections. This has meant that the issues of the elderly, youths and disabled have not been put into consideration. Unlike the Urban Councils Act [Chapter 29:15], which upheld the participation and representation of special councillors, the new Constitution [Amendment No. 20 of 2013] is silent and makes it explicit that all councillors are to be elected without discretion of the youths, elderly or disabled. Because of all this there is need to see how elections are held, who participates, why others do not participate, are all groups represented and what the law implies. The research thus becomes an appraisal as to the level of gender equality in one of the local authorities in Zimbabwe chiefly Gweru Municipality, during the post colonial period, chiefly from 2008 to 2015.

1.3 Research questions
- What is gender equality?

- Is there gender equality in electoral participation in Gweru Municipality?

- Which legal, institutions and actors are central in promoting gender equality in Gweru?

- Why should all gender groups in the society receive equal opportunities in participating in elections?

1.4 Research objectives
- To define and understand the meaning of gender equality.

- To examine and unpack if gender equality prevail during elections in Gweru Municipality.

- To investigate on legal instruments, institutions and actors which are central in promoting gender equality in Gweru.

- To proffer concrete reasons as to why all gender groups should be equally be recognised in Gweru.

1.5 Significance of study
The knowledge gap in Zimbabwe about the equality between men, women, youths, disabled and the elderly in the development of the economy together with the participation of all in politics is going to be filled through this research. Using Gweru Municipality as the area under study, the research focuses on how council elections are held, who is entitled to participate, age restrictions and if all groups are given equal opportunities. The research again will give the reasons as to why all these groups should participate in politics and why they should equally be represented.

This research then brings to light the importance of existing legislative frameworks and statutory instruments and the impact they have in the functionality of local authorities these are Acts of

Parliament, Gender Affirmative groups and the Zimbabwe Electoral Commission. This is chiefly in line with considering the existential groups in question. Hence upholding and effectively strengthening gender equality.

1.6 Limitations of the study

There is absence of obliging information, information from previous elections before the establishment of the Zimbabwe Electoral Commission has been distorted. In as much as the research would want to compare the results from then and now she is unable to do. With the transitions from the Electoral Supervisory Commission to the Zimbabwe Electoral Commission there is no linkage between these two bodies. Considering that elections have been held since 1980 access to the election results before 2007 is not feasible.

The research was limited to distributing questionnaires during weekends because some of the people were at work during the week and again the researcher had to attend lectures during the course of the study.

1.7 Delimitation of the study

The study will only focus on Gweru municipality. Gweru municipality is one of the urban local authorities in the Midlands province and it is the core in the province. It has 18 wards and each of which is represented by one councillor. Of these wards two are represented by women and the other 16 by men. Already there is insensitivity and mainstreaming of gender. The researcher went on to distinguish a fraction from the 18 wards to limit them to 6 as a proportional size sample to deal with.

1.8 Research methodology
1.8.1 Introduction

This section traces and unpacks the utilized methods as a part of the study. Centre is on examination theory, exploration outline, populace and test sizes, assessment instruments, authenticity and unwavering quality, moral contemplations and information accumulation methodology. The specific area of study is shown as well in a map, showing the province within Zimbabwe where the case study has been drawn.

1.8.2 Philosophical Framework

Kothari (2004) defined paradigm as "a theory, hypothesis or a philosophical framework on which theories are built, that fundamentally influences how a researcher sees the world, determines ones' perspective, and shapes understanding of how things are connected". Of the several research philosophies there are some which are frequently and commonly used. These include under the positivism are quantitative and scientific approach. Under phenomenology there is interpretative and qualitative approach. In this examination, the researcher utilized both the quantitative and phenomenology ideal models on the grounds that it permits the researcher to take full advantage from the strengths of either technique.

Gender Equality Assessment in Gweru Municipality
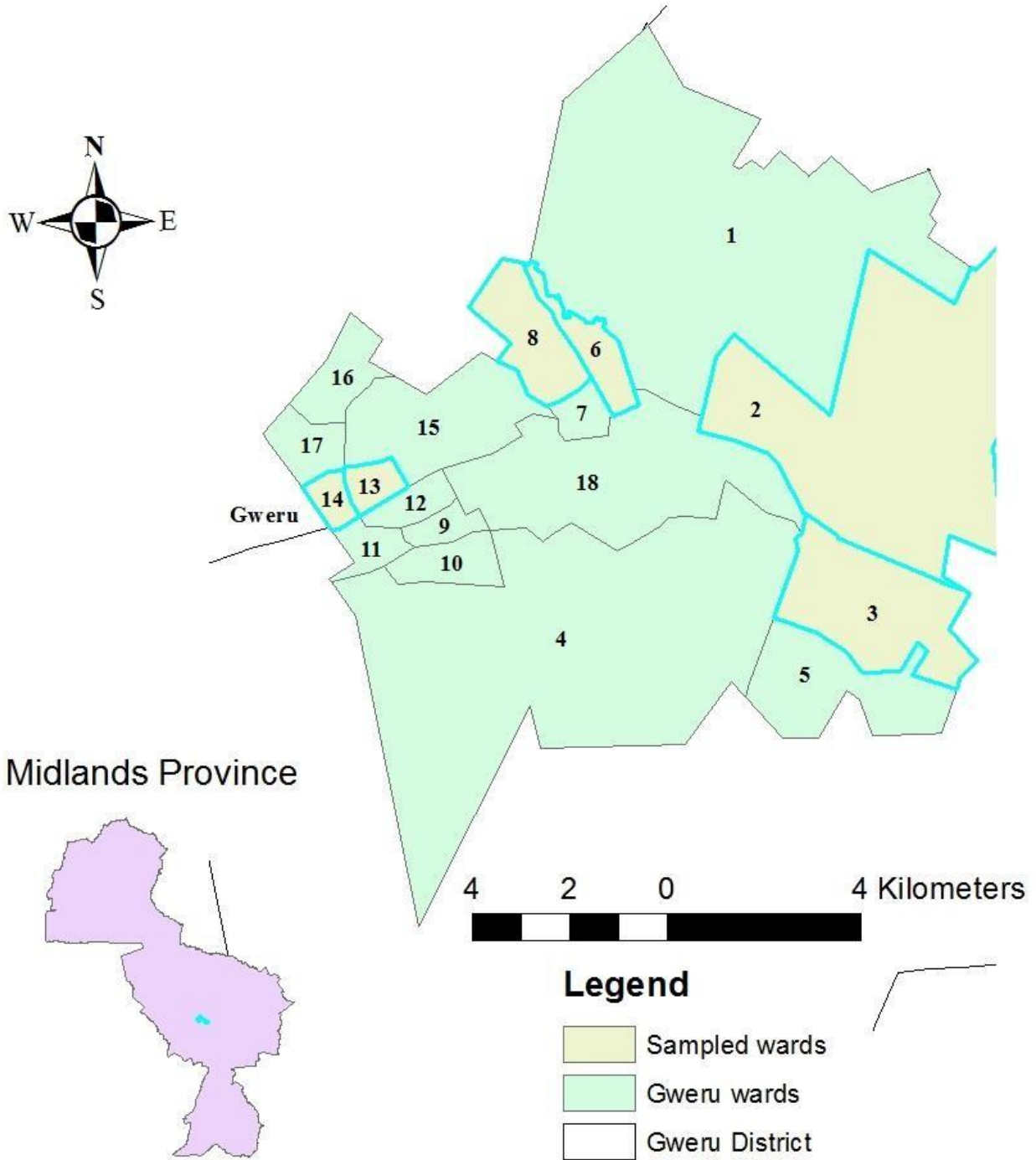
1.8.4 Research Design

To adequately have a comprehensive analysis of gender equality and gender mainstreaming the researcher has to have effective and robust research design. Marczyk (2005), state that "Choosing the most appropriate research design is very important to any researcher". Yin (2009) propounds that, "A research design is also said to be the blueprint of research dealing with at least four problems: what questions to study, what data is relevant, what data to collect and how to analyse results". According to Saunders et al (2012) "there are five research strategies underpinning qualitative research design. These include: experiment, survey, qualitative research, case study, and action research".

Due to the nature of study qualitative analysis is of paramount importance because one gets the opportunity of expressing him or herself in the interviews and questionnaires especially feelings and views about gender equality, how it is communicated and how people understand it. The researcher is saved from assumptions through qualitative analysis.

On one hand quantity simplifies what has been gathered in the qualitative analysis. Data is then put in numbers for a clearer picture either for a layman or intellect in the field of gender.

1.8.5 Study Population

Saunders at al., (2012) "explains the term study population as the list of elements from which a sample is drawn". The population for this study will be drawn from the 18 Wards existential in Gweru Municipality. Of the 18 wards Gweru has a total population of 158 233 people, with 73 768 being males and 84 465 women. The total number of households in this district amount to 41 149. Of the 14 districts in the Midlands province Gokwe South has the highest population size with 307 250 people and the highest number of wards as well, with a sum of 33.

1.8.6 The Sampling Method

"A sample design is a definite plan for obtaining a sample from a given population" as propounded by Kothari (2004). It alludes to the system or the methodology the researcher would embrace in selecting things for the sample. To ensure that all wards may be represented, the researcher made use of stratified random sampling technique. The researcher stratified wards into three that is medium, high and low density houses. From there a stratified, Probability Proportional to Size (PPS) sampling technique will be used to calculate the number of households to be reached in each of the wards selected. Sampling stratified by household of 2012 Zimbabwe Census. The researcher had a specific number of questionnaires to be distributed evenly to obtain favourable results which was 25 questionnaires. The formula is as follow:

Total number of households selected divided by the total number of households in a ward multiplied by the number of questionnaires = the number of households to be distributed questionnaires.

Random sampling technique was embarked on when the researcher identified the number of households to be approached. The researcher chose households, in some wards was determined by the colour of gates which was black and in some which was green. In some wards the researcher approached fenced households without gates.

1.8.8 Research Instruments

The researcher made use of questionnaires and interviews. A questionnaire is a list of cautiously prepared questions selected for substantial testing with a view to obtain reliable responses from a chosen sample.

The researcher approached each household stratified selected. She explained to the intended respondents the reasons for the visit and again explained the importance of their response to the

research. "The use of the questionnaire as a key tool for data collection was based on the advantages that the instrument had over other instruments that could be used", Saunders et al (2012).The researcher utilized questionnaires on the grounds that they managed a chance to gather huge volume of information as more members ought to be covered.Also, questionnaires permitted members to react to inquiries at their own particular time of comfort and pace. The researcher explained to the respondents that their work will remain anonymous and will not be disclosed to anyone or anything apart from the research. Because their piece of work was going to remain anonymous respondents were encouraged to be honest.

Use of questionnaires was reinforced by interviews." Interviews provided a multi-perspective understanding of the issues under investigation and they had the potential to reveal multiple, and sometimes conflicting, attitudes about a given topic", Yin (2003).The advantages of utilizing an interview system were that the respondents developed ranges of interest and utilized non-verbal correspondence, for example, outward appearances to put emphasis on their answers. However, interviews were time consuming and expensive to conduct, and they involved protocol in setting up appointments and being granted authority to conduct them.

1.8.9 Data Collection Procedure

"Data collection procedures are steps taken in administering instruments and collection of data from subjects under study", Saunders et al (2009). Appointments to respected officials was done by the researcher herself through physical visits to offices and telephone calls. Distribution and administering of questionnaires was done physically. The researcher walked and visited each household physically. On collection of completed questionnaires, the researcher interviewed participants, as a way of adding on to what has been answered or to authenticate what has been

given. Some questions were repeated and some twisted but meaning the same thing during the interviews as the researcher was collecting questionnaires.

1.8.10 Validity and Reliability

Marczyk, et al (2005) argues that "the research instruments should be valid and reliable. Validity in research is essential to see if the research instruments are practically measuring the variables that the research is focusing on". There are ways in which legitimacy can be measured and these are content and develop validity. Content validity concentrates on determining whether examination instruments sufficiently contained inquiries to cover the reason for study. The researcher guaranteed content legitimacy by taking after goals amid the outlining of questions.

Develop validity concentrates on the development of inquiries in the questioner. The analyst verified that all inquiries are compact and clear. In addition, there was the utilization of closed sufficed by open questions that made it less demanding for members to finish answering. "Reliability is defined as the extent to which a questionnaire, test, observation or any measurement procedure produces the same results on repeated trials", Saunders et al (2009: 302). It is however difficult to measure the reliability of the instruments used because of the use of qualitative information which is subjective.

1.8.11 Ethical Considerations

Moral concerns delineate the right and wrong demeanour in research. According to Saunders et al (2009), "ethics of research include informed consent, confidentiality, protection of privacy, protection against harm, and protection against identity". Moral contemplations were observed; participants were given an explanation about the study and were given verbal assent. Participants were also told that it was optional to write their names on questionnaires and those without names ensured anonymity. Information gathered has to be treated with confidentiality and is only used

for academic purposes. Participants were thus assured of the protection of the information they gave.

1.9 Definition of terms

Gender- Refers to culturally based expectations of the roles and behaviours of women and men. The term distinguishes the socially constructed from the biologically determined aspects of being female and male.

Gender equality - women and men have equal rights, freedoms, conditions and opportunities to access and control socially valued goods and resources and enjoy the same status within a society. This applies not only to equality of opportunity but also to equality of impact and benefits   arising from   economic,   social, cultural   and   political development, (www.fsnnetwork.org).

Local authority –a governing body of a country that is e.g. a district or and administrative unit of local government.

Municipality- a political unit, for example, a city, town or town consolidated for nearby self administering

1.10 Summary

The chapter has outlined the background of the problem understudy and the research problem has also been given. With that, research questions and objectives have been crafted to aid in effectively bringing out favourable results. Furthermore the researcher articulated exclusively on the methods used to gather data.

The researcher discussed the research philosophy, justified the use of chosen research design, and provided population and sample size. An account of the instruments used in collecting data has been given, as well as the suitability of the instruments. There was also a discussion on validity and reliability, ethical considerations, and presentation procedures. The next chapter will allude to and acknowledge the sources and literature written by other scholars on the issue at hand.

CHAPTER 2

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.0 Introduction

The chapter involves acknowledgement, analysis and overview of literature and theories. In this section the study explains and discusses the various theoretical stand points reflected in her reading. This involves defining gender equality, its importance in electoral participation, which actors are central in promoting gender equality and their effectiveness, finally the reasons why there should be gender equality. Review of this literature allowed the researcher to appreciate and acknowledge perceptions portrayed by academics in the area of gender equality.

Literature review entails re-examining scholarly opinions about the topic in question and adding relevance to the research. According to Leedy (2013), literature review is a procedure of findings about preceding work from various sources. The reasons why the researcher should adhere to the literature review is because the knowledge of related literature reviewed helps to define the boundaries of the research field, it places the research quotation in perspective, it limits the researcher's research question and defines concepts of the study and it leads to an insight, into the reason for contradictory results in an area as postulated by Kahn and Cannel (2012).

Mr .M Chris Bourg in 2003 looked at gender issues and wrote a dissertation on Gender Mistakes and Inequalities focusing more on attitudes and behaviors of certain individuals thereby causing inequality. In 2010, Florence Mukaringe undertook a research on the strategies that can be adopted so as to promote gender equality in women case of Zimbabwean Women Parliamentarians. Again Fatima Omar Belal in 2009 embarked on a research on the equality of gender in secondary schools. This was in a bid to analyse if students are acquiring the same opportunities and resources regardless of sex. The researcher having gone through this scrutiny

saw it fit to look at gender equality in local authorities as evident that such an area has not been embarked on.

Despite the fact that women have made imperative increases regarding getting to crucial resources valuable for social versatility in Zimbabwe and the world over, they are still socially burdened as men keep on holding positions of relative benefit. This imbalance is as often as possible thought to reflect common contrasts between men and women yet it is truth be told a formation of society itself. Exploration has uncovered that sex is a pervasive component in the structure of society and in the lives of individuals. It shapes other individuals' perspectives of us and additionally our own self-ideas.

Gender is not merely about women as a group or men as a group. It cascades to the classification of the elderly, youths and disabled as this research entail. Gender entails social relations of males and females. Gender equality requires that every person in a society receive sameness of enjoyment of rights, power, opportunities, treatment and control of resources. However this seems not to be the situation at hand. Considering that in Gweru Municipality, of the 18 councillors in the wards existential, 16 are males and only 2 are females, none is disabled, 2 are youths aged between 18 and 35, and 4 quite a reasonable number represent the elderly these are from the ages of 65 and above.

2.1 Defining gender equality

The United Nations Entity for Gender Equality and the Empowerment of Women defined gender equality as the equal rights, responsibilities and opportunities of women and men and boys and girls. This entails that women and men have the same privilege of accessing resources and opportunities. However with regards to my research, the definition does not however accommodate and bring hope to the elderly and disadvantaged as it is not specified. One can be

allowed to conclude that gender equality entails that access to opportunities and exercise of rights which is unaffected by gender

2.2 Challenges faced by youths in Africa during elections.

Political participation typically refers to "activities by citizens that are aimed at influencing the selection and decision of government personnel" propounded by Verba et al (2000) cited in (Resnick and Daniela, 2011:4). These activities include voting in elections, and additionally more casual methods of engagement, for example, meeting with group individuals, reaching political delegates, or inclusion in aggregate activity and civil society. The most visible form of youth participation and engagement with leadership and governance systems in most countries in Africa is through the political parties' youth leagues and national youth agencies and commissions funded by governments.

The youth leagues have been viewed as widely tokenism and tends to gloss over the needs of the youth and are meant to control the youth so that they conform to party policies and not advance the youth agenda, Chitukutuku , (2014). Because of youth leagues political parties have created connection with the youth and frequently urged them to participate in violence against their opponents. Examples are, the Young Pioneers were transformed by the Malawian President Hastings Kamuzu -Banda, a paramilitary group that terrorised pro-democracy groups was created by the youth wing of Malawian Congress Party (MCP), Roessler (2013). In Zimbabwe the Zimbabwe African National Union-Patriotic Front (ZANU-PF) , led by the current President, youth wing have been instrumental in consolidating Mugabe's stay in power through the use of violence and intimidation methods during the elections of 2000, 2002, 2005, 2008 Machakanja (2010) supported by, Sachikonye,(2011). In Kenya President Daniel ArapMoi used the Mungiki 'criminal'group composed of urban youth to support Uhuru Kenyatta in the 2002 elections, Kagwanje (2005).

2.3 Measures put in place to curb challenges faced by youths
Angola

- Created anBaza Media (Angola youth slang for Lets Go) which is a new radio station produced by Search For Common Grounds (SFCG). Aimed at promoting peace within the country, but largely a platform to concentise the youth on the importance of participation in elections. A platform as well to air out their challenges and opportunities for youths as they enter into adulthood.

- Proper civil education campaigns and the positive involvement of all parties.

Malawi

- In response to the challenges, political parties contesting in elections saw the need to coopt the youth in decision making and other developmental processes.

- The government took the initiative of making a declaration in early April this year that all presidential candidates sign so as to commit them to promote youth empowerment.

Tanzania

- Young individuals and the elderly offer joint obligation on the counseling board to "The UN-HABITAT (United Nations Human Settlement Programs).Opportunities Fund for Urban Youth-led Development, focusing on youth-drove activities in ghettos and squatter settlements that are in critical need of financial help.

2.4 Challenges faced by women in elections in Africa
Women confront various problems in accomplishing representation in administration. Women face challenges in that their private lives appear to be centredaround more than their political professions. Case in point, style decisions are frequently dissected by the media, and in this woman seldom win, possibly they indicate an excessive amount of skin or too little, they either look excessively ladylike or excessively manly. Sylvia Bashevkin (2013) , "also notes that their

romantic lives are a subject of much interest to the general population, perhaps more so than their stances on different issues".

Another challenge that women face is that they fail to receive the same support and mentoring men get of which it is a necessity if they are to compete with their male counter parts as such even voters lose confidence in voting for them. NseEtimAkpan (2015), gives an analysis of such evidence using Nigeria's elections in early this year were. Were he notes that despite the decades of struggle for gender equity and women's empowerment, political involvement of women in that election was extremely low. With the results at hand of the concluded election women's participation in elective participation has grown from bad to worse. "There is growing concern amongst women that the percentage of their participation in elective positions in the country witnessed decline or nose-dived from 2007 to 2011 and now 2015", Gabriel, (2015:4).

According to SADC Parliamentary Forum (2002:8) patriarchy is used as a system or ideology of male domination to marginalise and oppress women because the system also shapes women's relationship in politics, leadership and governance. According to Beckman and D'Amico (2010:76) patriarchy system has also resulted in the persistence of gender inequalities. Patriarchy has been driven by a number of factors which include tradition, culture and religion. Eisenstein (2012) states that patriarchy and transforms male and female and creates the hierarchy of gender relations where men are favored. She went on to define patriarchy as "A familial-social, ideological, political framework in which men by power, direct weight or through custom, customary, law, and dialect, traditions manners, instruction, and the division of work figure out what part women should or might not play in which the female is all over the place subsumed under the male"

Phillips (1993) argues that the way of governmental issues is a vital variable for the consideration or prohibition of women in politics. Vicky Randall defines politics as an "articulation, or working out of relationships within an already given power structure", which is in contrast with the traditional view of politics that defines it as an activity, a conscious, deliberate participation in the process by which resources are allocated among citizens. In other words politics is all about who gets what, when and how as postulated by Harold Laswell. This origination of governmental issues confines political activities just in public arena and the private sphere of family life are rendered as objective.

Mbilinyi (2011) points out that even policy makers do not recognise the contribution made by women in development. Women should be recognised as active agents of development not as beneficiaries of development. Men were seen as the heads of family units and beneficial agents. Women were perceived as housewives, reproducers and mothers. Along these lines advancement endeavours focused on the male populace, while women were consigned to the minimal welfare segment. This was reflected in the unbalanced burden borne by women. Statistics even showed that women who constitute 70% of the worlds, 1.3 billion are poor, 2/3rd of the women and children are the illiterate and 80% of the 25 million refugees are mostly victims of armed conflict.

2.5 Measures taken to curb such challenges faced by women in different countries include: Tanzania and Malawi

- The national multi party platforms in Tanzania and Malawi implemented Women in Politics (WIP) programs so as to enhance the participation of women in politics. These have three pillars which if adhered to honestly will result in achieving the 50/50 gender

equality level proposed under the Millenium Development goals. Enhanced political participation of women will be done through;

> - Highest level of advocacy and lobby towards party leadership. This requires people with adequate knowledge of the people they are approaching.
> - Review of party constitutions and procedures. Unlike the National Constitutions which require everyone's input, party constitutions are flexible enough to be altered so as to accommodate other people.
> - Women's mentoring and networking.

- Exchange of ideas with other females in other countries. Danish female politicians have met and exchanged ideas and approaches with the women's mentor/mentee network in Tanzania.

- Special seats in the parliamentarians for women have also been considered in Tanzania and to date Tanzania has 36% women parliamentarian seats.

- Alignment to a certain political party in these countries has resulted in women getting funding for their projects and other activities and services the organization require.

- Media as well has been empowered to mainstream gender during election times.

Angola

- Just like South Africa, Namibia and Mozambique, Angola has an average of more than 30% parliamentarians represented by women. However Lesotho has the highest rate of representation of women at a local level where 58% is represented by women.

2.6 Gender equality in electoral participation

Since the early 18th century gender equality has been preached about but scarcely been achieved in electioneering. Igwe (2002) defines political participation as the degree and forms of

involvement of the people in governance and related institutions of society such as the economy and culture. One can say that in this context it entails participation of all in political influential posts such as being a councillor as elections have become a significant act in democratic countries in which their groups or certain individuals are chosen to represent others. Igwe points out that in political participation everyone be it a youth, women, a disabled and an elderly have equal rights.

To preserve a justly democratic society every person must be involved in the political process, but in many African nations a large group of the population remains marginalised namely the youths. Youth's involvement in elections has proven to be through violence. African youths have allegedly been utilised as pawns in the political game by veteran politicians. Youths in the Western countries e.g America have notably been seriously participating in elections but of late a nosedive of their participation has been noticed. One can thus argue that youths on one hand are being marginalized and used for the infliction of conflict and violence again on the other hand their participation is decreasing as they feel they don't stand a chance in anything.

According to Chifera results of a survey on voter registration and related issues in Zimbabwe show that the majority of youths are not interested in election at all. The survey conducted by the Mass Public Opinion Institute on behalf of the Elections Resource Centre (ERC), show that only 28 % of the youths in the 18- 25 years of age 38 % of the 26 – 35 groups are interested in elections compared to more than 56% in the 61+ age group. At least those already interested can be indoctrinated to influence others participate in election. However if they are the ones being used for election violence for instance in Nigeria, many will not and are not participating in elections.

Many regard the elderly as the retirement age and should not be participators in politics but rather advisors. The 21ˢᵗ century political scope in democratic countries has proved otherwise. Kafková (2011) bring forward that elderly people are highly politically active, especially in those forms which do not require any high activity. Classical examples are high election turnout and party membership. The high election turnout of elderly people is visible in the Czech Republic nowadays, Kafkova explains. This was not seen at the beginning of the 90s because the launching of country transformation towards the democratic system was accompanied by exceptionally high public interest in political affairs.

However this situation is merely in the top officials' levels for instance being a minister or a president as evident in Zimbabwe. When it comes to the participation of the elderly at their local level challenges are faced. Economic drawbacks are revived; in which elderly people both women and men above 65 years of age are unpaid of their pensions. This instills discouragement within participants arguing that government has nothing to offer. Again campaigns to become a Member of Parliament or Councillor are made successful if one has resources. So economic challenges are a stumbling both to the participation of the elderly in elections. Thus gender equality and equal representation will be a struggle to be achieved.

People with disabilities have to be encooperated in all areas of public and political life. This necessitates concentration to the election cycle as a whole, together with the multiple elements within that cycle that enhance or hinder accessibility. Constitutions across the world have a command to forbid disability discrimination and upholding universal suffrage. Electoral codes exclude certain categories of persons with disabilities from holding offices or voting in countless countries across the globe. One incident is that which happened in Jordan were, "voters with disabilities requiring assistance of any kind had to declare their need for assistance at the polling center" according to Janet Lord (2014). The huge disparity was that, any kind of assistance was

given to one who had declared themselves illiterate and signs a declaration to that effect prior to receiving disability accommodations. And again they had to "whisper" their candidate choice into the ear of an election official who would mark their ballot.

However Zimbabwe can highly be commended for upholding human rights through the overwhelming assistance disabled persons receive at polling stations. Grey sports always appear where good is acknowledged. In the Zimbabwe's Urban Councils Act [Chapter 29:15], discretion was given to special councillors who were elected to represent the needs of the disabled, through the virtue of being disabled as well. The newly adopted Constitution of Zimbabwe Amendment Number 20 of 2013, as it is the absolute law of the land bluntly stipulates that all councillors are appointed. The Urban Councils Act should comply with the Constitution, rights of the disabled are silent and can arguably seen as withheld from them.

It is presently universally recognized that women should be included in efforts to build reasonable, sustainable and peaceful social orders in the repercussion of violent conflict. Gender equality conventions existential internationally, have mapped the way for the emergence of the adoption of Resolution 1325 on Women Peace and security in 2000 by the United Nations Security , calling on all states 'to guarantee increased representation of women at all levels of decision-making in national, regional and international institutions and mechanisms for the avoidance, management, and resolution of conflict'. Present political sphere should chiefly be dominated by the participation of women. Tim Kellow (2010) gives examples of countries successfully empowering women, these are Burundi, Angola, Uganda and Mozambique, were elected positions are held by more than 30% of women, and however the world's first and only country to have a parliament with the greatest number of females being Rwanda.

However women usually do not take part in influential positions because of their socially constructed roles which need more attention. In Gweru Municipality only two women are councillors leaving the rest being men. Injustice and inequality is witnessed. So one then wonders when gender equality will be reached if in the 21st century statics are not even close to half.

2.7 Legal instruments, Institutions and actors who promote gender equality in Zimbabwe

Zimbabwe can greatly be applauded for promoting gender equality. As it is a signatory to many regional and international conventions, treaties, declarations and protocols that seek to promote gender equality, Zimbabwe has successfully adopted and implemented international policies which protect and promote gender equality. The Convention on the Elimination of All forms of Violence against Women (CEDAW) (1991), the Convention on Civil and Political Rights (CCPR); the Global Platform for Action and the Beijing Declaration (1995), are examples to which Zimbabwe signed to. All these have helped institutions in understanding gender equality and how to empower women. The constitution as it is the superlative law of the land has considered the plight of women and has included a clause of the inclusion of women in politics was 60 seats reserved in parliament.

Despite all those efforts, women are still confronted with numerous legal, political, economic, social and cultural barriers that negatively affect their full participation in politics, leadership and governance. Institutions such as the Ministry of Women Affairs, Gender and Community Development (MWAGCD) must effectively make certain that women participate in politics meaningfully, govern effectively and run for political offices. Thus able to attain gender equality.

Chapter 2 subsection 21 of the Constitution of Zimbabwe Amendment No. 20, precisely encourages all parastatals, government institutions and agencies at all levels to take

responsibility, including legislative procedures, to make sure support, respect and protection for elderly persons and to allow them to involve themselves in the life of their communities. This entails participation for an influential position for instance being a councilor. However it is of pragmatic importance to note that the elderly in Zimbabwe and across the globe are the ones experiencing the syndromes of poverty, ill-health, neglect, abandonment and abuse Ferreira and Bello, et al (2008).because of this the policies one can therefore note that the elderly cannot participate in politics because they are preoccupied with social and economic problems hence there will be the deficiency of equal representation in the country of all gender groups.

Disabled people have resulted to be the more marginalised and poorest group in the Zimbabwean society. According to Lang and Charowa (2013), Disabled people have been considered to be economically unproductive and passive thereby contributing to the burdens and challenges in the society. Despite that the scholarly knowledge is dating back to seven years ago we see the situation prevalent in our today society. Of all the countries in the world Zimbabwe was oe of the first to enact the disability discrimination policy.

However, the necessary infrastructure for the effective implementation of the policy has not yet been fully developed by the government. Disability issues are taken care of in the Ministry of Public Service and Labor and Social Welfare. Despite such a development within the government of Zimbabwe, issues of the disabled people remain the least of priority regardless of the establishment of the National Disability Board and the appointment of a Presidential Advisor on disability issues. With all this in mind participation of disabled beings becomes limited or rather null.

2.8 Gender Mainstreaming and Gender Budgets

Simple tools for achieving gender equality have been argued by liberal feminists to be gender mainstreaming and budgets and are not ends. The utilization of these devices have been apparent when gender efforts and budgeting plans are spent for the most part on exercises that are women distinguished or don't have anything to do with women's requirements. For example, the spending of the gender budget on day care centers that, although important, does not really change women's subordinate status in society but merely aid women in performing the gender role of child care. Karam (2013), point out that "some government agencies spend the budget on skills training on cosmetology and dancing lessons". Livelihood projects for women such as raising livestock have also been frequently classified under gender budgets. Even though livelihood projects might really help women contribute to the family income, they also add to women's numerous tasks in the house, reasons being that housework is not shared with the men. In turn, women become more hampered with home responsibilities and are prohibited from taking part in public and political life. One can argue that sometimes both man and women despite being included in budgets; they do not receive the money because of corrupt politicians who pocket it all.

2.9 THEORATICAL FRAMEWORK

2.9.1 Introduction

Theories pertaining to gender equality were of use during the conceptualizing of this subject by the researcher. Mostly based on were the feminist theories and gender equality approaches. The researcher looked at the liberal feminist theory and the WID, WAD and GAD approaches to gender.

2.9.2 WID, WAD AND GAD

Advocates of women's participation such as Women in Development (WID), Women and Development (WAD), Gender and Development (GAD) and other feminists made a diversity of

opinions about why women's participation is vital. Women have specific needs and interests which have arguably been seen to be able to be addressed and represented by other women.

Others set that women's leadership styles are distinctive and that their consultative and helpful methodologies would improve political issues for the better. Democracy can greatly be seen as being undermined due to the fact that women are not elected in political offices. In order for women to serve as role models for the upcoming generations of boys and girls, women need to participate in decision making. Human right is the matter propounded to justify women's participation.

2.9.3 Liberal feminism
Women were found unequal to men in the social arrangement, frequently cheapened, maltreated and mistreated. With this in mind it led to the introduction and acknowledgement of the feminist theories as the feminists saw that gender has elements which help shape the public for the better. Chapman (2012) alludes that through lawful and political reforms the liberal activists saw it as the only way in which women and men could be equal. Liberal feminists give emphasis to a change in all spheres of life be it social, political or economic. The preposition of this theory was hence vital in the assessment of the involvement of women in micro governance that is local authorities particularly in Zimbabwe with special reference to Gweru municipality.

Feminists' activists push three wide perspectives in endeavoring to specify the genuine insufficiency of women from administration positions in the general population area and private division. The essential perspective near individual components attest the lack of women in compelling positions as credited to the psychosocial properties, including character qualities, perspective and behavioral capacities of women themselves. As indicated by Bond (2009) Among individual components are admiration toward oneself and dauntlessness, nonattendance of

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motivation and desire to recognize troubles "to move forward", womens' low potential for power, less certainty, less energetic unfaltering quality and absence of ability to handle a crisis . Notwithstanding that Singh and Shahabudin (2000) specify once more, individual components, for instance, self-assuredness, conviction, shrewd imaginativeness, trustworthiness and unwavering quality which help women to progress to senior power positions.

Mcfadden (2012) asserts that women do not see themselves as political agents of development and movement. She alludes that despite the undisputable effort made by institions and individuals to promote gender equality, women act passively and at the end men take the lead. She clearly points out that women require understanding of the legitimate way of governance so as to alter it or make an impact, significant change within it. In her view, Africans are distinguished by and through a patriarchal standard which classify Africa through the recognition of males first. The foundation of realness for African women needs to turn into a focal precept of the African Women's Movement in the 21st century. Women do not need to conclude or mirror Africans through any male. From this light the research built on that to realize the need for promotion and upholding of gender equality within local authority boards

2.10 Evaluation
Women are given the opportunity to participate in politics but their socially constructed roles hinder the participatory number. Unfortunately the elderly, youths and disabled are found on the marginalized list of government priorities. Their respective unions and ministries fail to promote gender equality due to financial constraints and poor strategies in doing so. One can safely conclude that gender equality has long way to go for it to be achieved.

2.11 The Conclusion
This chapter focused on the literature review with regards to the research topic at hand. Purpose of this stage was outlined, definition of gender was discussed, and the legal provisions for all

gender groups, responsible institutions together with the empowering laws were given. The following chapter will give a detailed procedure as to how quantitative and more qualitative data was gathered. These are methods of study.

CHAPTER 3

PRESENTATION OF DATA AND DATA ANALYSIS

3.0 Introduction

Analysis, presentation and discussion of data have been done within this chapter. Information

gathered through the use of questionnaires has been of help to the compilation of this chapter.

The researcher made use of tables, graphs and pie charts so as to explicitly bring out the level of

gender equality in Gweru Municipality and if ever it's going to be achieved.

Questionnaires were of great importance and were the ones used by the researcher. Wards were

selected pertaining to their stratification which is low, medium and high density. A total of 25

respondents were chosen. Acquiring information is vital especially through questionnaires

because you get the proper knowledge of the field under study with relevance to the area under

study. With the use of the research objectives, data acquired will be used with reference to them.

These are structured as follows: gender equality defined, institutions and actors responsible and

gender equality during local authority elections in Gweru Municipality.

Presentation, Analysis and Interpretation of Data

Table 1: Stratification of wards.

Low density		Medium density		High density	
Wards	Number of respondents	Wards	Number of respondents	Wards	Number of respondents
3	2	2	5	6	4
				8	6
				13	5
				14	3
Total per strata	2		5		18

Total number of respondents =25

3.1 Gender equality
Statistics from respondents

 Overall respondent number is = 25

The total number of respondents to the researcher's questionnaires was 25. 10 of them turned out

to be males' whist 15 were females. The statistical record below, shows the representation of

women in this research standing at 60% were 44% is in the high density 12% in the medium

density whist the remaining 4% lies in the low Density. Whilst men at 40% with the least

percentage of 4% represented in the low density, 8% is represented in the medium density, the

high density represented by 28%. From the process of issuing and collecting questionnaires'

women a number of women showed interest and support in accepting to help out, whilst men

demanded explanations and some from the onset refused to answer. Women participate but when

it comes to competing for influential political positions they become scarce.

According to ZEC in 2013 council elections of the 18 vacant posts, there were 68 participants, 14

were women representing 21% hence showing that there is limited participation of women.

Figure 2: Number of Males and Females
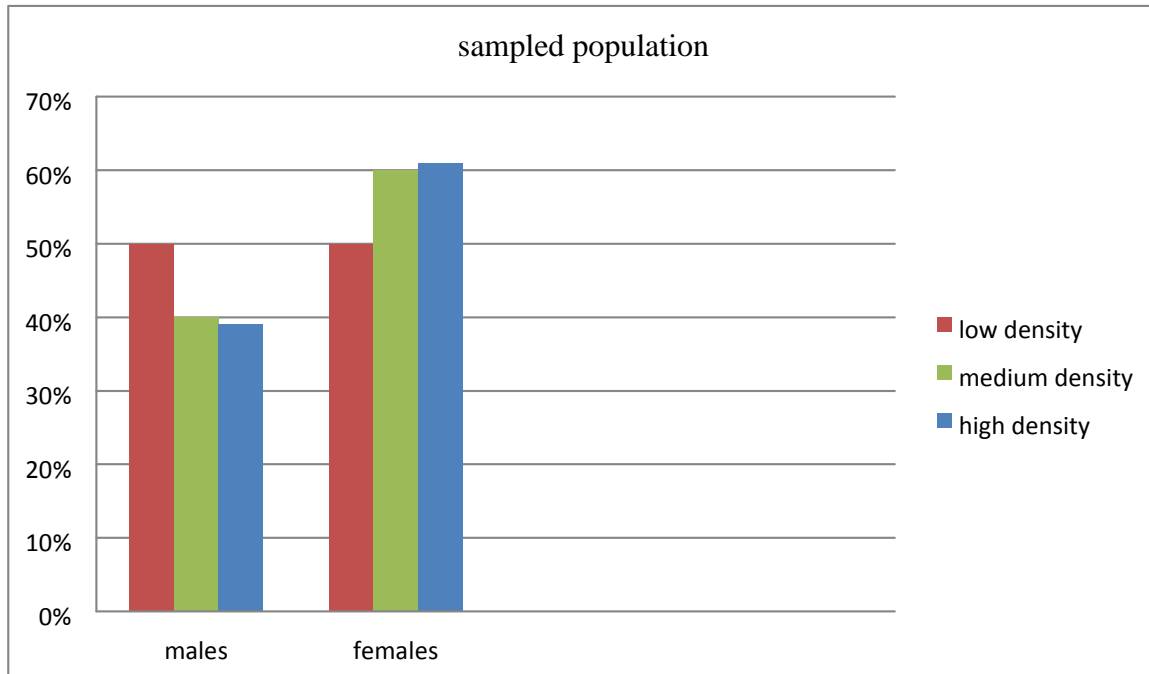
3.1.0 Age groups of respondents

In an effort to analyse if all gender groups are represented in the community the researcher placed this section for respondents to articulate their age groups. This was also in a bid to gather the linkages, challenges and opinions of everyone regardless of age and pertaining to gender equality. Table 2 has the information about age groups. Results show that the greatest percentage of respondents were youths aged 18 – 35 years amounting to 76% (low density 4%, medium density 16% and high density 64%) of the sampled population, followed by the middle aged from 36- 65 years constituting 20% of the sampled group .The minimum percentage was occupied by those aged 66 + years which are considered by law to be pensioners or of retirement age.

Figure 3: Age of respondents
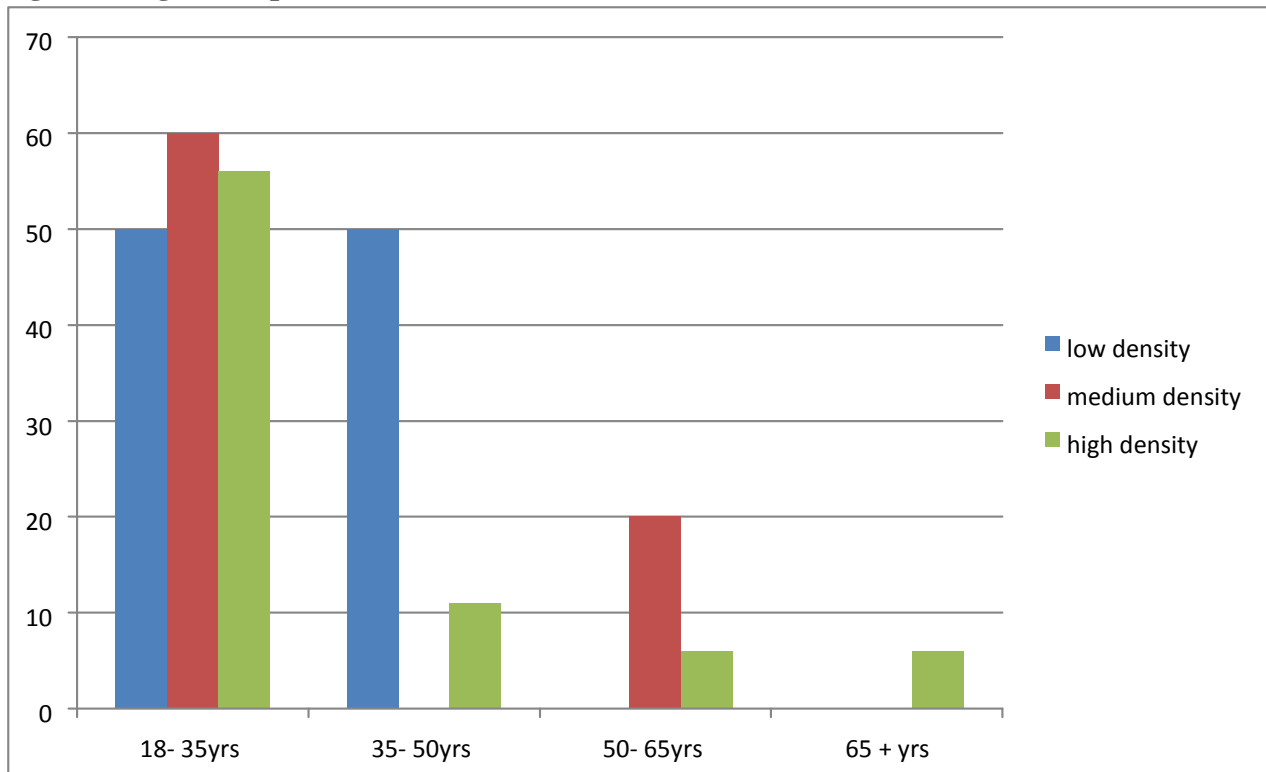
3.1.2 Religious background

Religious beliefs and connotations have been argued to have certain implications on the human being that is it influences the perceptions of one towards politics. Again it is used as a means to manipulate people in politics. In a bid to know the nature and extent of how religion affects people in Gweru the research included this section of religion on the questionnaires. Only 4 categories were of great importance namely, Christianity, traditionalist, Moslems (or Islam) and not religious. The greatest number with 72% turned out to be Christians followed by 12%

Traditionalist and Islam's sharing the same figure with only 4% refusing to be part of any religion. Graph 3 gives a detailed summary about the religious beliefs of the respondents sampled by the researcher.

Figure 4: Religion background
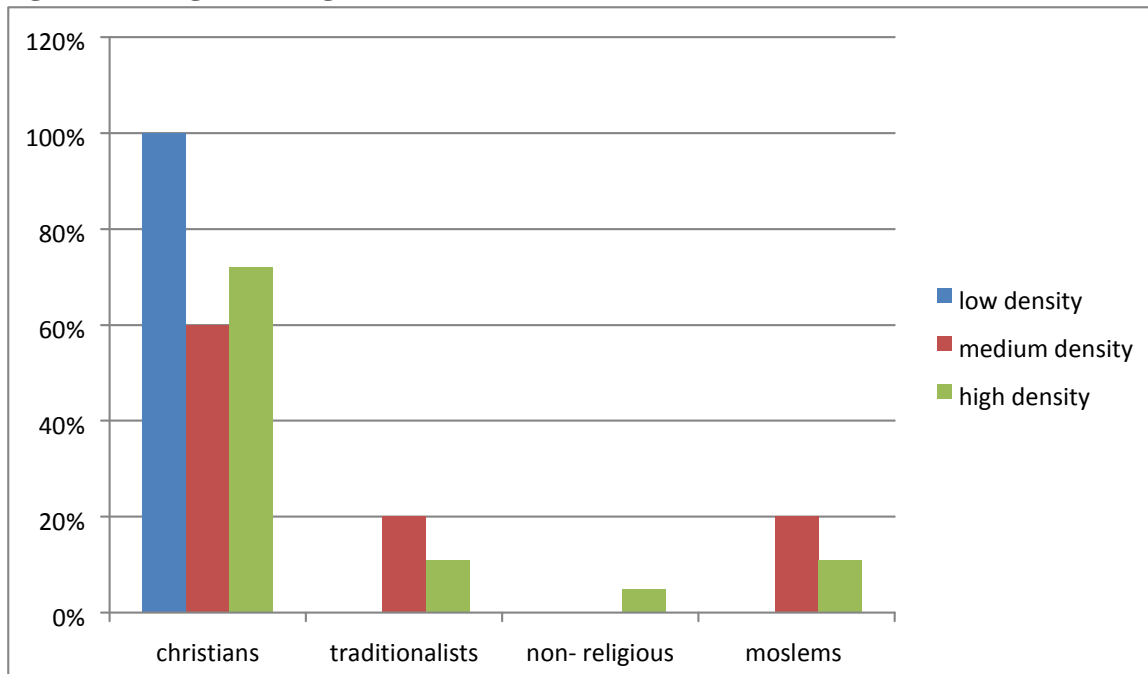
3.1.3 Definitions

Respondents demonstrated a minimum understanding of what gender equality is. 75% new that man and women had to be equal in all spheres of life that is treating each other with respect giving reference to gender based violence. 25% knew that gender equality means equal access to resources and opportunities regardless of sex.

3.1.4 Gender Equality during elections in Gweru Municipality.

A crucial question was posed by the researcher about all gender groups during election time.

Women

60% of women have been highlighted to have the highest number of voters alluded the respondents. However lesser countable number has been seen competing for political posts. 2008 council election results have evidence of two women against 19 men successfully holding offices. According to the Zimbabwe Electoral Commission (ZEC), document on Local Authority Elections in Zimbabwe, in 2013 council elections, 68 people contested, 14 were women and 54

men. From this one can conclude that women are not willing to access equal opportunities to holding influential positions like men do. Hence gender equality in utopia in Gweru Municipality.

Figure 5: Gweru Municipality Council Election Results

One can say that from this males map their way into participation in politics at a tender age unlike women. So when they are required to compete for political offices males tend to dominate. Participation of youths both male and females in elections at a local authority level is low because they have their respective sects to participate in for instance Zimbabwe Congress Of Students Union (ZICOSU) and Zimbabwe National Students Union (ZINASU). Upon disclosure

Youths

According to rules and regulations as to holding of offices of a councillor, anyone under the age of 21years cannot contest. From the sampled population 10% are not eligible contesters.

Records of age groups for both contestants and voters were unavailable from the ZEC offices. Through observing elections in the past two years, the researcher saw that more male youth participate in politics rather than women. From the results of 2008 elections, out of the 21 council posts, 9% were youths representing the ages from 22- 35 years.

of electoral information from ZEC no age groups were disclosed. Arguing that the institution does not have a section requiring participates to fill their age.

Worse of youths are used as intimidation tools by some politicians; they tend not to vote nor compete because they will be busy in violence in support of a certain political party to win. Their behavior was said to be vociferous and rowdy.

Elderly

4% from the sampled size represented the elderly. Philosophy on how bad elections are lies in the folktales of these people. Because of that they tend not to participate in politics, again hatred from what happened before Zimbabwe gained independence still influence and shapes their way of thinking about politics. From the 2008 council election 6 candidates out of 21 were councillors meaning 29% represented the elderly.

They have failed to acquire their retirement benefits so they have lost faith in the government so participation of them in politics becomes less because of the disappointment. However if they do participate they are said to be calm and calculative.

4% as mentioned before from the sampled population represented the elderly section. The remaining 96% propounded that the elderly enjoy the support and care they receive during elections as they are given preferences to vote before others. 60% of the respondents argue that their turnout is low because at their age many would be suffering from different diseases, and some say they have lost hope that situations will change in Zimbabwe.

Disabled

During the term of the 2008 councillors' that's when the city acquired 4 special councilor appointees to represent certain designated areas. Amoungst these was Mr L. Mandiziba who represented the disabled people. With the coming in of the new constitution there is no provision for special councillors. Very few participate because their disability differs, some cannot even walk. Even those who cannot see need assistance when voting because of distrust they end up not participating in any way. Their participation is low and is rarely recognized.

3.1.5 Would you vote for a man or women?

Gender related questions were also asked. The opening question required the respondent to answer if he or she would vote for a women or men to be a councilor.72% answered they would vote for women, in the low density 4% of the respondents agreed to voting for women, medium density 12% and high density 56% . Reasons being:

- *Women are more responsible and their involvement in corrupt activities is less than that of men.*

- *To promote gender equality*

- *When there are literate, capable and of sound mind the community will benefit.*

- *All groups in the community will be catered for, orphans, widows and the elderly.*

The remaining 22% said they would vote for men reasons being:

- *They will be the only ones competing*

- *They are not easily intimidated*

3.2 The effectiveness of the implementation process of gender mainstreaming by local

3.2.1 Level of education

There was need to assess the issues of education in order to ascertain whether it had an impact on the effectiveness of gender mainstreaming. Issues to do with the level of education of respondents were considered. Research questions had a section in which the researcher the required the respondents level of education. This was in a bid to know the level at which one is aware of political issues in the society he or she lives in. the response the researcher got justified the level one is in terms of education.

3.2.2 Years lived in the community

Years lived in the community determine if one has the knowhow of changes which happen with his or her community. This section was of great importance because the researcher wanted to know if citizens are aware of the council elections together with who held offices from 2008 to 2015. From 20 years and above a significant 24% showed they were already living in Gweru. In ward 2 represented under medium density has the greatest percentage of those who have lived in Gweru for more than 20 year. 32% revealed that they have been living in Gweru for 11- 15 years and 20% came from the high density. And for less than a year to 10 years 32% of the respondents have been living in Gweru. Only a small percentage of 12% has been staying in Gweru for the past 16 – 20 years. Over and above 68% has significantly witnessed council elections from 2008 to date. With a big fraction having to know about elections the topic at hand was edified.

Figure 6: Number of Years Lived
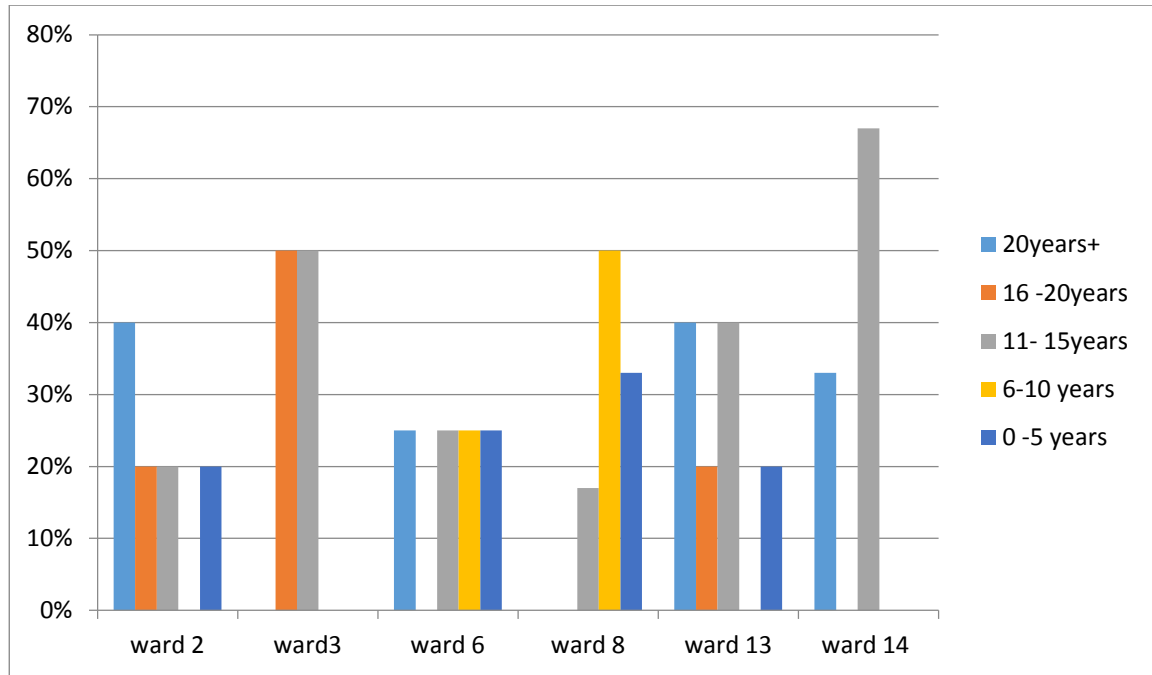
3.3 Institutions responsible for upholding gender equality

Noted existential nongovernmental institutions expected to be upholding human rights and empowering women in Gweru Municipality were Musasa and Zimbabwe Lawyers Association (ZWLA).

The opening question was that of acquiring if the respondent is aware of council elections. And it was an open question, were 30% of the respondents agreed to be knowledgeable whilst 70% said they don't know. If the answer was yes the respondent had to explain the process and 10% knew that registered voters who stay in respective areas, location or wards choose from competing parties at a designated point during the election time. Whilst the remaining 20% assumed to be knowing but in actual fact did not know.

Those who did not know gave reasons as follows:

- *They are not ignorant citizen but for some reason they had not heard of the council elections. Arguing that even those who campaign don't reach out to explain what will be going on, giving reasons to their actions.*
- *There is no full publicity and awareness*

Respondents were asked if they would want to be councillors themselves. Out of a 100%, 64% said no they wouldn't. Giving reasons that:

- *The existing councillors haven't been much of an influence; they haven't inspired them in any way.*
- *Religion prohibits people to participate in politics. People who fellowship in Jehovah's Witness have been indoctrinated that there is only one government which rules the earth and heavens which is the Kingdom of God. Angels are their sect representatives not councillors.*
- *Many have been affected by what has taken shape in Gweru municipality were out of the blues all councillors were suspended. Many people gave reference to that stating that they fear if they participate in politics they might lose their jobs in an instant without constructive reasons.*
- *They are not aware of how the process goes, the roles and responsibilities of councillors.*
- *Many women in this segment argued that politics is the least of the things they would want to partake in considering that they have families to take care of and their personal jobs need their attention as well.*

The remaining 36% earnestly demonstrated their need to become councillors' giving reasons that:

- *As a woman of Zimbabwe they want to be empowered.*

- *So as to provide proper and better living standards for people, service delivery ☐To effectively understand the proceedings of politics in their Wards.*

There is enough evidence to show that existing institutions are not doing justice to disseminate information which should empower women in the society.

3.4 Importance of equal representation

The following question require if the participate has participated in any council election before. This was an open question as well but a section on how they participated followed. 32% agreed to have participated in council elections all of them through voting. People opt to vote rather than compete because they hope that voting for someone else would help improve their standards of living but they do not take the initiative of campaigning to be councillors themselves. One can argue that people suffer from inferiority complex thus achieving gender equality will remain a wish. The remaining 68% has not participated. The greatest number of participates through voting turned out to be women. One can thus conclude that women participate in politics through voting for males other than competing with them.

3.5 Chapter Summary

This chapter presented, analyzed and discussed the data found through the use of questionnaires to selected wards with Gweru Municipality. It can be concluded that information gathered through such a process was a success as it edified the bases of this research. Overall results have shown that more women vote during election rather than competing for posts. From both elections, 2008 and 2013 two females per each set are evident of holding offices as councillors.

In as much as many people would want to promote and empower women they are not found competing so as to be voted for. Gender inequality is thus dormant in Gweru Municipality as results have shown. Despite the efforts of promoting gender equality religion and socially constructed roles still hinder women's participation in politics.

CHAPTER 4

CONCLUSIONS AND RECOMMENDATIONS

4.0 Introduction

This chapter appropriately concludes the research findings. This section gives a comprehensive summary of all the issues raised and discussed in this piece of work. . The researcher concludes using chapters presented. It accurately and specifically gives respective recommendations pertaining to issues raised. From the data acquired and analyzed that's where the researcher will draw her recommendations from.

4.1 Synopsis of results
4.1.0 Respondents attribute

The researcher managed to distribute 25 questionnaires and received a hundred percent turnout, with women comprising of 60% whilst men were 40%. All age groups were represented which were under study although not equally represented. For the youth which is 18 – 35 years of age there was a high number amounting to 70% , 36- 65 ranged in 20% and the remaining 10% was of those aged 66+ years. The researcher distributed questionnaires physically thus being able to record 100% response.

4.1.1 Political participation

The greatest percentage proved that they were not aware of council elections and within them some knew but still do not participate in politics. Giving reasons that they were ignorant and religion prohibited them from taking part in politics. 70% of the sampled population displayed that they did not have full knowledge of how elections in their wars were conducted if at all they are done.

The research apprehends that 36% would want to be councillors themselves, thus being able to participate in politics and upholding gender equality.

4.1.2 Gender equality

The greatest number of people both male and females indicated that they would vote for females meaning they are agreeing and supporting the need to promote and uphold gender equality. However there is lack of competitors in the side of the women. Women who compete in political high official posts are few. Hence the need for awareness. Gender inequality is a high trait in Gweru local authority.

4.1.3 Institutions responsible for upholding gender equality
Existing institutions in Gweru have evidence that they are not effectively carrying out their duties and responsibilities in ensuring that gender equality is reached in the council board. Again established and success full organizations in other parts of the country need to pass the information to such cities as Gweru Municipality for women to be empowered and to affect change in elections.

4.1.4 Essence of equal representation
Equal representation means equal access to opportunities, exercise of rights and admittance to resources as well. The deficiency witnessed means that women, elderly, youths and disabled are marginalized and do not have the equal opportunities as men within their society.

4.2 RECOMMENDATIONS
4.2.1 Legal instruments and provisions.
The constitution as it is the absolute law of the land, it maps the way in which all other local policies should be mapped. Meaning if councillors are stipulated to just be elected it means less attention is given to people with special needs. For instance before the adoption of the current Constitution, the Urban Councils Act gave a privilege to special councillors who in turn

represented people with disabilities. Now the plight and concerns of the challenged is overshadowed.

The Parliamentary seats have discretion for women; it should be so even to council elections.

This is the only way we can reach 30% or 50% gender equality level in Zimbabwe's local Authorities.

4.2.2 Gender equality Institutions or organizations

With the greatest percentage demonstrating that they do not understand what gender equality entail, institutions like the Musasa, ZWLA and local authority in Gweru Municipality have to embark on awareness campaigns and produce flyers so as to concertize the populace.

Upon visiting and acquiring information from ZEC the board does not have local authority electoral results of elections held in Gweru Fromm 2000 – 2008, list of the participates, their age and where they stay. There is need for the organization to critically collect information of all candidates participating. Again there is need for updating figures as some die or relocate

Very well and succeeding institutions for instance Women in Politics Support Unit (WIPSU) should see to it that information is disseminated to the lowest levels of communities all around the nation.

4.3 Further areas of study

Pertaining to gender equality already and currently established institutions need to be under scrutiny, so further research should be on the Effectiveness of Institutions Promoting gender equality.

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Legal instruments

Constitution of Zimbabwe Amendement Number 20 of 2013

Urban Councils Act [Chapter 29. 15]

APPENDIX 1

QUESTIONNAIRE

I am Zimbudzana .N. Caroline a student at Midlands State University. I am undertaking a research project on the participation of women, man, youths, the elderly and disabled in council elections: the case of Gweru Municipality. This study is for academic purpose only. Please read and make sure you have understood the questions.

PERSONAL DETAILS

Name………………………………………….. (Optional)

DEMOGRAPHY

Please tick one option below

Male

Female

Age of participants tick one option

18 – 35

36 – 50

51 – 65 ☐

65 and above ☐

Education, please tick your current status only

Primary level ☐

Secondary level ☐

Diploma level ☐

Degree level ☐

Other specify
………
……

Occupation

Civil servant (please specify)

………………………………………………………………

Self employed

…………………………………………………..

1. What is gender equality?

……………………………………………………………………………………………………….

2. How long have you been a resident of Gweru? Please tick were appropriate.

20+ years ☐   16-20yrs ☐   10-15yrs ☐   6- 10yrs ☐   0-5yrs ☐

3. Are you aware of council Elections? (Answer yes or no)

……………………………………………………………………………………

If answer is yes please explain the process

………
………
………
…………………………………………………………………………………………………

 If answer is no explain why

………
………
………
………
…………………………………………………………………………………………

4. Would you want to be a councilor? Answer yes or no

……..

If answer is yes explain why

………
………
………
……………………………………………………………………………………………………

If answer is no explain why not

………
………
………
……………………………………………………………………………………………………

5. Have you ever participated in council elections?

…………………………………………………………………………………………………

If answer is no please explain why not

………
………
………………………………………………………………………………………………….

If answer is yes give reasons why you wanted to be a councilor.

………
………
………
…………………………………………………………………………………………

6. Any information about electoral participation that you think would be helpful for the completion of this research would be greatly appreciated. Please state below

………
………
………
………
………
…………………………………………………………………………………………

Thank you.

APPENDIX 2

2012 Population Census Report Preliminary for Gweru Urban
PROVINCE = 7 Midlands

DISTRICT = 721 Gweru Urban

			Populations		Households	
	Ward	Males	Females	Totals	Number	Average size
Ward	01	3 253	3 784	7 037	1 794	3,9
Ward	02	5 542	5 997	11 539	2 834	4,1
Ward	03	1 132	1 211	2 343	640	3,7
Ward	04	3 822	4 710	8 532	2 076	4,1
Ward	05	6 707	7 238	13 945	3 907	3,6
Ward	06	3 447	3 728	7 175	1 985	3,6
Ward	07	3 365	3 954	7 319	1 959	3,7
Ward	08	5 611	6 328	11 939	3 303	3,6
Ward	09	3 541	4 003	7 544	2 013	3,7
Ward	10	5 618	6 288	11 906	3 045	3,9
Ward	11	3 163	3 776	6 939	1 846	3,8
Ward	12	3 476	4 224	7 700	1 889	4,1
Ward	13	4 337	5 020	9 357	2 436	3,8
Ward	14	3 144	3 511	6 655	1 726	3,9
Ward	15	6 273	7 307	13 580	3 422	4,0
Ward	16	4 054	4 886	8 940	2 218	4,0
Ward	17	3 801	4 499	8 300	2 114	3,9
Ward	18	3 482	4 001	7 483	1 942	3,9
Ward	01	3 253	3 784	7 037	1 794	3,9
Ward	02	5 542	5 997	11 539	2 834	4,1