SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE

(ZIMBABWE , MANYAME RDC , 30-10-2024
ABYGALE MAKONZA)

.









OVERVIEW

COUNTRY	**ZIMBABWE**
COUNCIL	MANYAME RDC
GENDER CHAMPION	COUNCILLOR REBECCA MUSONZA
GENDER FOCAL PERSON	ABYGALE MAKONZA

IS THE COUNCIL A HUB OR SPOKE COUNCIL - IT IS A SPOKE

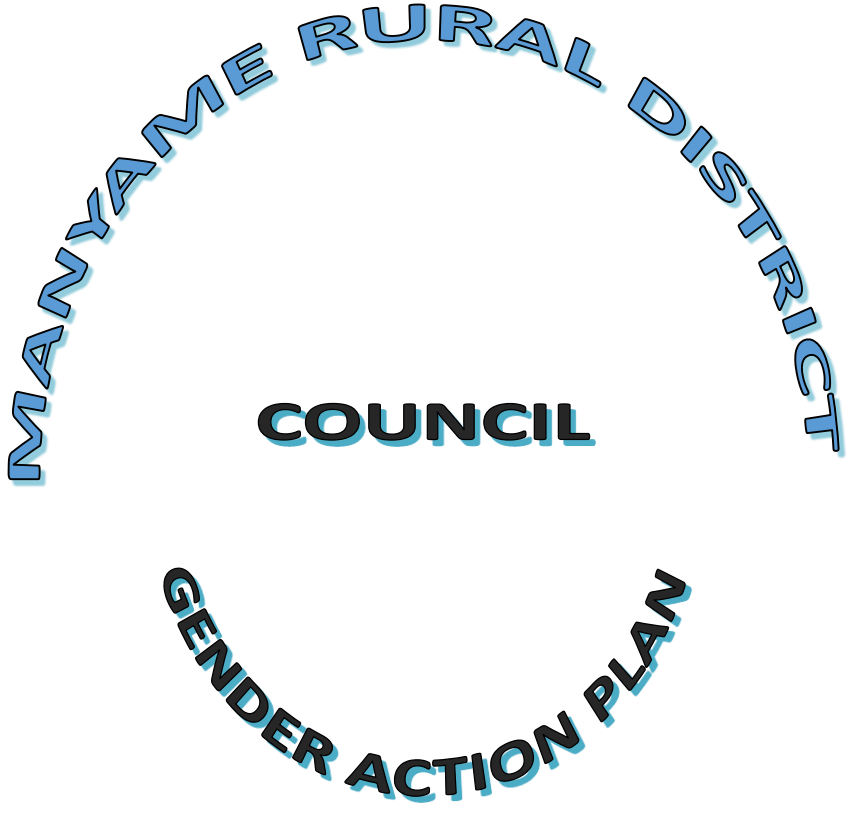
Latest score (year)	SPOKE (70%)

	Women	Men	Total	% Women
Council	9	18	27	33.3
Management	2	5	7	28.57
Council staff overall	30	67	97	30.9

Population served	200 478 with females accounting for 50.1% of the total population
Key characteristics	Commercial farming, tobacco, wheat, potatoes, soyabeans, horticulture dairy farming and cattle-breeding, cattle ranching and manufacturing as sources of livelihoods. Features of tourism are Chaminuka shrine, Mamina dam, Harava Dam, Prince Edward Dam, Beatrice Lodges and a variety of minerals including gold. We are 54km along the Harare- Masvingo highway, of the 21 wards in the district 8 of them are in the communal and 12 of them are in the commercial side.

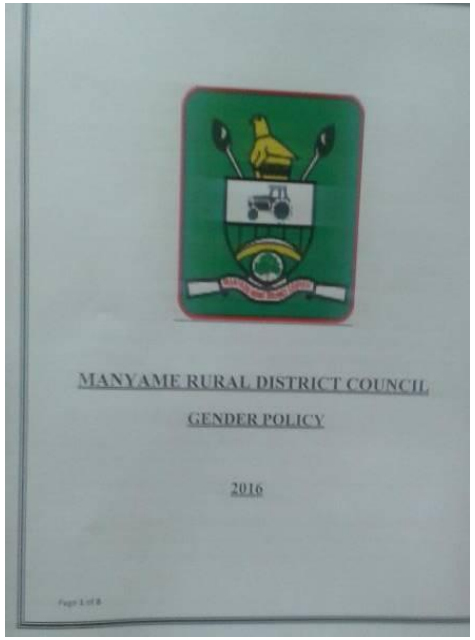
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Yes we have a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets NDS 1 and vision 2030
- Yes this is well known in Council as well as stakeholders. The Gender Champion Cllr Rebecca Musonza has a high profile in the community and influential in Council.



GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Coordinating and contributing to the **hub and spoke** activities e.g. provincial strategy meetings- Council participates in all hub and spoke meetings. Hosted the hub and spoke on the 20 and 21 December 2023. It is implementing its gender action which is in sync with the provincial workplan. Participates in the summits
- We conduct hub and spoke meetings on a quarterly basis. Implementation is done on a routine basis







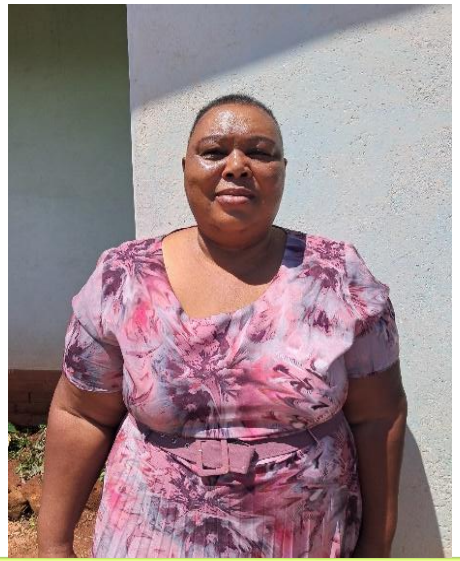


II. GOVERNANCE

- Female councillors constitute a third. 3 councillors were elected and 6 are from the quota
- Council has 8 committees
- 1 committees is chaired by a woman
- No Committee is chaired by a PWD
- In what way do women/ youth/ PWD participate in council consultations and decision-making- they sit in the Full Council and Stakeholders'. They also are part of consultations for projects and the are members of the Gender Committee. They can write their concerns, they email, call or come in person to engage Council. They raise issues to do with their constituencies , use suggestion boxes . At ward level they sit in Committees and assemblies and forward their local plans to Council which consolidate them









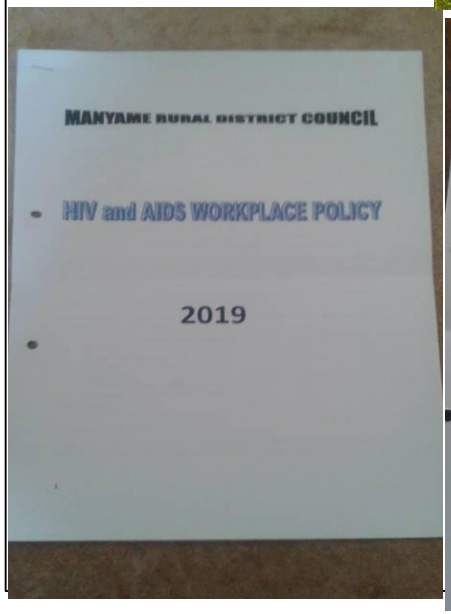
III. WORK PLACE POLICY AND PRACTICE

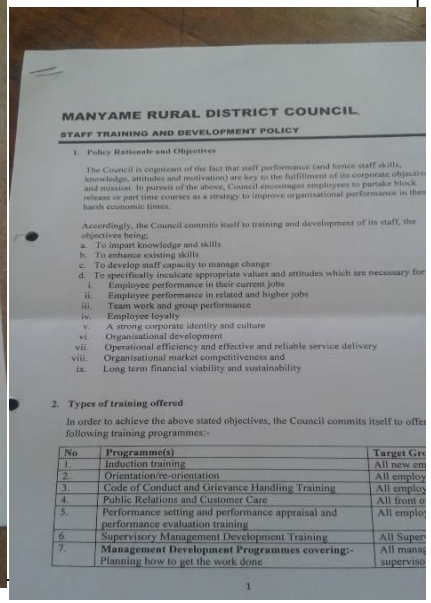
How gender sensitive is the workplace?
Provide examples.

- Women comprise 30% of the workforce
- Employees are assisted with Staffloans, they are given study leave and encouraged to upgrade themselves. They are considered for promotion if they qualify and if an opportunity has arisen
- 4% are the PWDs employed by the council.
- Council has a Sexual Harassment policy
- Where there is a complaint of Sexual Harrassment the employee raises the complaint in writing. An investigation is done and the case is sent for disciplinary action as per the CBA or the Council Code of Conduct









WORKPLACE POLICY AND PRACTICE CNT'D

- WorksWorkers Committee with female members and Council
- Labour Relations Act Chapter 28:01
- Collective Bargaining Agreement SI 87 of 2017
- Sexual Harrassment Policy
- Wellness Policy- draft
- Staff Development Policy
- HIV/AIDs Workplace Policy
- IRBM documents
- Open –door policy
- Compassionate leave days
- Health Safety Policy
- Staff Housing Policy
- Funeral Assistance Policy
- Staff Loan Policy
- Wellness day with sports and mental health
- Board of employees to manage pension fund
- Counselling for retirement
- Funeral assistance
- Corporate wear for staff and councillors
- Food hampers
- Christmas Party
- Non monetary benefits









Manyame Rural District Council

All correspondence to be addressed to the CEO

VACANCIES NOTICE

IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan and projects that target women, PWD, and youth entrepreneurs.
- Market places designed and 48% of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth. No financial schemes but an enabling environment
- What arrangements have been made by the council with external sources of finance to promote access to finance for local entrepreneurs, especially women, PWD and the youth? Signed MOUs with partners who are training and giving starter packs, promoting isals and giving financial benefits. Giving goats broilers, detergents and confectionary
- Does the council allocate tenders to women-owned businesses? Yes Council considers tenders from women especiall on property rentals
- What is the proportion of tenders allocated to women?
- 10% of tenders so far allocated to women
- What proportion of the council budget is allocated to LED activities? LED constitutes 25% of the total budget



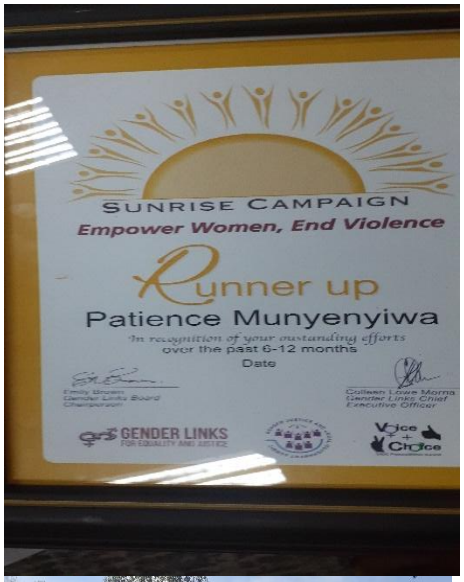






LOCAL ECONOMIC DEVELOPMENT CONTD

- Council is availing home industries, flea market stands, considering women to rent Council owned properties, kiosks, canteens and tuckshops as well as beerhalls.
- Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Established people's markets at Guzha, Dema, Beatrice, Westminister and Alicedale
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth. Angel of hope assisting single mothers
- Assisting with exhibitions
- Sale of stands on open market
- Urban renewal, tourism, value addition and regularisation
- Making roads trafficable to promote investment
- Drilling boreholes to enable market gardening by communities
- Agricultural inputs to empower communities
- Sourcing partners to assist with trainings and markets









V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Sex disaggregated data of land allocations for council & community beneficiaries.
- Sex disaggregated data for housing allocations

Water and sanitation

- Are there water committees?
- Yes there are water point committees in all the 21 wards

- No of water and sanitation projects.
- Project under water and sanitation are borehole drilling and capacitation
- Toilet construction at the old and new markets at Guzha
- Solid waste management
- How gender-responsive are these. The projects assist both men and women. Women get water nearby reducing the dangers of abuse if they travel long distances
- Vendors at our markets make use of toilets in the market
- A borehole was drilled in the market and it assists with cleanliness.

Housing Allocations	Number	Proportion (%)
Women	577	51
Men	445	49
Total		100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	55	5	10
Men	92	16	11
Total	147	21	21

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

















VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR? Council is constructing clinics, procurement of an ambulance. Working with partners in providing SRHR
- Do women, men, people living with disability, and youth have equal access to treatment. Yes , There are mobile and outreach services, village health workers as well as partners assisting in this regard
- How has the council ensured that health/SRHR facilities are more accessible to these groups? Council has joined hands with SAFAIDS, Seke Rural Home Based Care, DAC and ZIMTECH
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools? It does so through dramas, debates and public speaking in schools as well as the Junior Councillors









VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- **Prevention**

Awareness campaigns, engagement with traditional leaders, churches and key stakeholders as well as with ZRP

- Public awareness

Council in partnership with Ministry of Women Affairs, Ministry of Youths and ZRP as well as church leaders are holding campaigns ;

Ending of cild marriages

Junior council platforms

- **Response and coordination**

Those affected are referred to ZRP, if it's a child in danger the issue is dealt with Social Development to get a safe home. If these are adults Council works with ZRP's VFU.

We have a number of police posts

- **Support and empowerment**
- Council considers GBV survivors for projects as well as giving employment opportunities.
- Council assist to ensure that survivors get counselling and where possible sources for organisations to assist the gbv survivors
- Holding 16 Days of Activism, sharing on its platforms
- Engaging men on the issue of gbv since they are the most perpetrators









GENDER BASED VIOLENCE

















VIII. CLIMATE JUSTICE

- Does council have a climate change policy? Yes Council has a Tree Cutting Policy. Council has a number of by-laws on Climate Change
- Examples of women, PWD, and youth are equally – Harava Solar projects has women, youths as well as PLWD. There are a number of irrigation schemes as well as groups of people in waste picking though they are selling to those who have machines to process it. Another group is involved in dam scooping to stop siltation/
- How has the council adapted or mitigated against climate change?













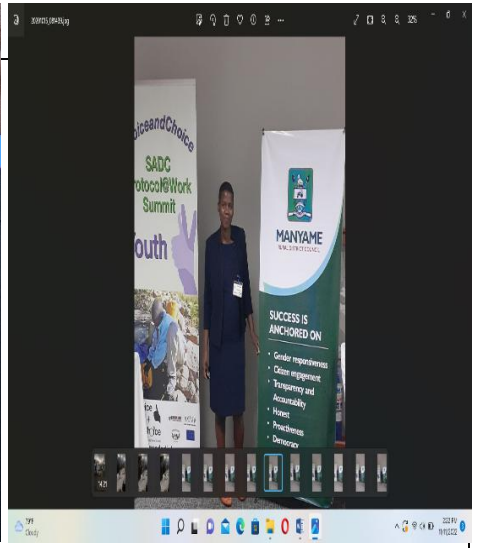
CLIMATE CHANGE

- How has the council adapted or mitigated against climate change?
- Doing afforestation tree planting a plantation at Dema and all schools in the district
- Enforcement orders to those doing streambank
- Enforcement and prohibition to those using harmful chemical fish poachers
- Waste management Clean Up Campaign
- The District Master Plan for planning of settlements
- Coming up with by-laws on conservation on natural resources
- Environmental Impact Assessments
- Borehole drilling to avail water to drought stricken areas
- Organised sand mining
- Gulley reclamation
- EIAs for new projects
- Training natural conservation committees
- Promoting use of renewable energy solar power in clinics,Harava Solar project
- Ploughing drought resilient crops

IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- Is the council Gender Action Plan aligned to the Council's strategic plan. Yes it is aligned
- Gender is written into the job descriptions of key functionaries. Yes it on the CEO's performance contract
- How does the council monitor and evaluate gender. Gender is monitored through reports, events and activities. Entrepreneurs established, quality of services on offer
- And inclusivity of the programs









X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category Yes
- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines Yes
- What are the key highlights? The key highlights are Council maintained a standstill budget, in 2025 Council will effect rates from the Valuation roll. The problem of illegal settlers remain our main challenge. Council remain committed to improving its services









CHALLENGES

- What have been the main challenges? How have these been overcome?

- The number of women in decision making positions is still low
- The Council budget not performing due to drought.
- Cases of GBV are on the rise and even resulting in deaths
- Cases of drug and substance abuse amongst the youths
- Challenge of illegal sale of land- high crime rate shortage of resources affecting the men, women, children and PWD
- Limited land for urban expansion,leaving people desperate for land
- Clinics and schools not adequate
- Vending at undesignated sites

CHALLENGES CONT'D

- Entreprenuers yet to register for their businesses to be formal
- People settled on the land earmarked for the roads.
- Water supply challenges
- Staff shortages resulting huge workloads to existing staff
- Misinformation
- Shortage of land for urban expansion
- Social and behavioural challenges
- Lack of funding
- Policy and governance challenges
- Climate change effects unpredictable weather patterns
- Aged equipment incessant breakdowns and costly to maintain
- Complex and changing regulatory requirements
- Resistance to pay by ratepayers huge debtors

Overcoming the challenges

- Intensifying debt collection by setting up a debt collection unit.
- Accepting payment plans by ratepayers
- Use of ICT to sent bills online and digitalise revenue collection
- Ensuring enforcement by setting up an enforcement unit
- Recruitment of employees to curb staff shortages
- Increase awareness campaigns on risks associated with unplanned settlements (health wise, disasters and lack of essential services)

OVERCOMING CHALLENGES

- Partnering with other to assist with resources (strategic partnerships)
- Sourcing for alternative sources of revenue like income generating projects
- Lobbying for a change in policy in the Communal areas
- Crafting By-laws to strengthen revenue collection and control development
- Getting a buy in from stakeholders and use a holistic approach
- Capacity building to entreprenuers
- Handing over debtors for litigation as a last resort

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
- Learnt that more campaigns need to be done to stop cases of gbv
- To rope in all stakeholders to fight gbv and drug and substance abuse
- Through capacitation entreprenuers become more successful
- Gender work is receiving appreciation but more still needs to be done
- Inclusivity brings in transparency and improved service delivery in Councils
- Good corporate governance and transparency is key for the business to succeed

- How are these being applied?
- Council is promoting entreprenuers by setting up markets
- Stakeholder engagements on a quarterly basis
- Holding campaigns and awareness
- Introducing ERP, EGP, housing modules and supply chain modules
- Whole Of Government performance systems
- Capacity building of stakeholders , Councillors and Council staff

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- Start income generating projects
- To make strategic partnerships
- Support farmers to adopt sustainable climate resilient farming techniques (organic farming/water harvesting
- Connecting farmers with the market and to do value addition
- Trainings, Look and Learn visits and engagements

SUSTAINABILITY

- Conducting a comprehensive risk assessment to check on hazards such as drought/ floods and identify the vulnerable population
- Gender specific budgeting
- Monitoring and evaluation of all processes and note areas of improvement
- Implement Master and Local Development Plans
- Capacitate subdistrict structures so as to deal with the problems at root level