



GENDER LINKS
FOR EQUALITY AND JUSTICE

People
Change
the World

Diakonia



Sweden

Sverige

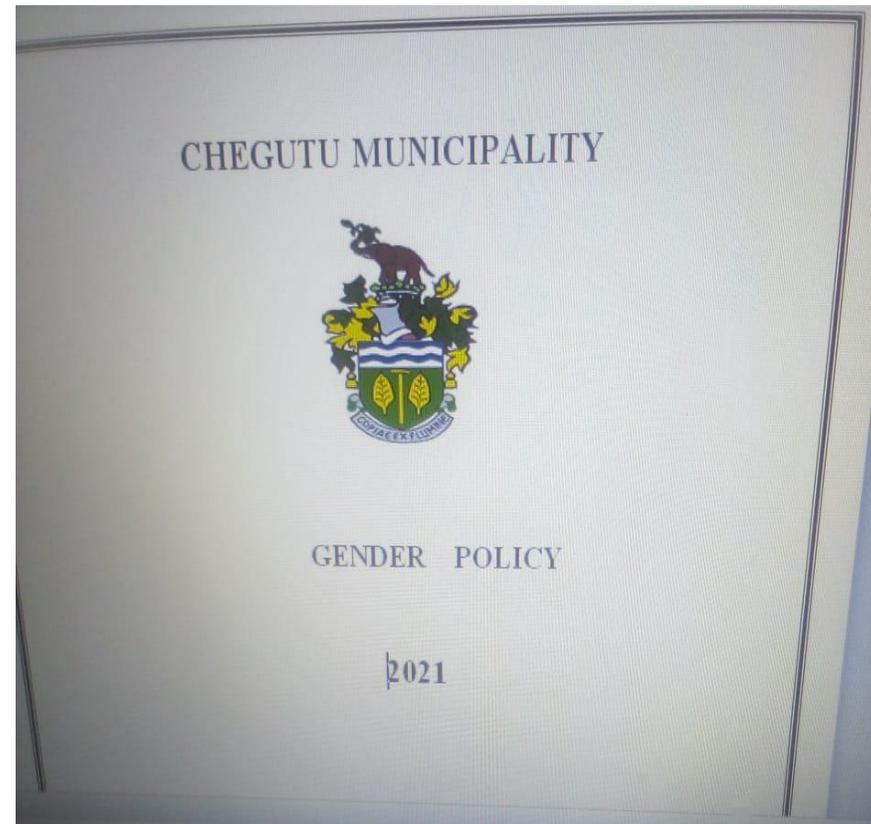


CATEGORY : INSTITUTIONAL COE
COUNTRY : ZIMBABWE
COUNCIL : CHEGUTU MUNICIPALITY
PRESENTER :JENIPHER MAKAMBA

PROVINCE	MIMBESHWANA			
COUNCIL	CHEGUTU MUNICIPALITY			
GENDER CHAMPION	VERONICA MANGOTI			
GENDER FOCAL PERSON	MAKAMBA N.J			
SPOKE COUNCIL				
COUNCIL				
	FEMALE	MALES	TOTAL	% FEMALES
Senior Council (Policy Makers)	6	10	16	38
Junior Council	7	12	19	37
Chairperson of Council Committees	1	4	5	20
Senior Management	1	4	5	25
Middle Management	4	12	16	25
Council staff overall	68	270	338	20
Population served	66 000			

I. GENDER POLICY, ACTION PLAN

- ▶ Gender policy and action plan are in place
- ▶ The action plan is well known and has a high profile it was reviewed in our Hub and spoke first quarter meeting.
- ▶ Hub and spoke activities are held quarterly



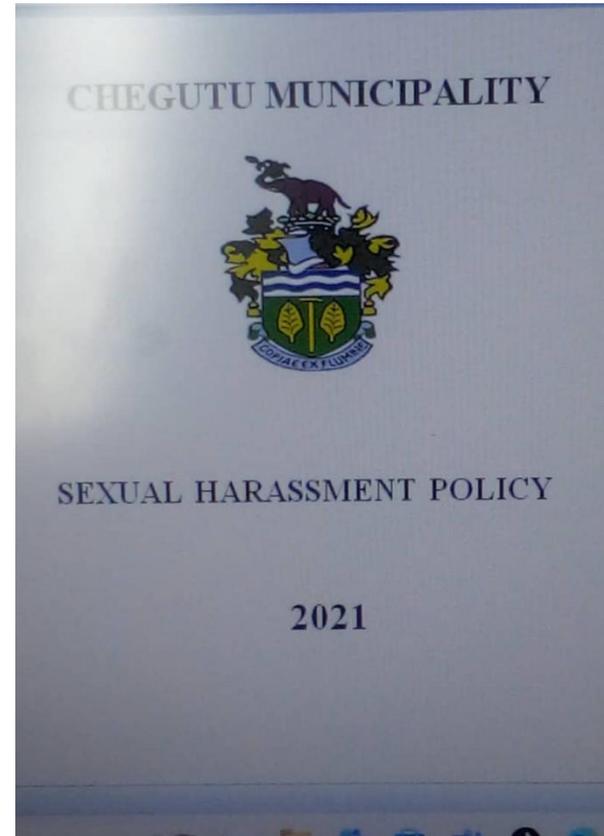
II .GOVERNANCE

- 37% of policy makers are female Councillors
- Council has 5 Committees only 1 council committee is chaired by a woman
- Participation in budget consultation meetings is inclusive of men, women , youths and PWDS



III. WORK PLACE POLICY AND PRACTICE

- ▶ We conduct monthly meetings at our workplace to address gender-sensitive issues. These meetings focus on promoting gender awareness and free counseling sessions for employees at our council clinics.
- ▶ 20% of the workforce at Chegutu Municipality are women. The Council is committed to support women by ensuring that women receive equal opportunities alongside their male counterparts. Additionally, 5% of our workforce consists of youth, while 1% are persons with disabilities (PWDs).
- ▶ We have a sexual harassment policy in place to safeguard our employees. Any cases of sexual harassment are addressed through a hearing process, guided by our code of conduct and the stipulations outlined in the policy.



IV .LOCAL ECONOMIC DEVELOPMENT

Chegutu municipality has a women's club made up of 10 sub groups who are into different projects

Detergents club at the annual show



Art and craft



Events management and catering



women's club garden



LOCAL ECONOMIC DEVELOPMENT

- Construction of a market almost at 85%
- Council is offering market space to men, women and youths who are into entrepreneurship



Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3	0	0
Men	4	1	1
Total	7	1	1



INFRASTRUCTURE AND SOCIAL DEVELOPMENT



- ▶ 400 meters sewer rehabilitation completed in DRC ward 5
- ▶ Sewer rehabilitation reduced the number of blockages and there is improved sanitation and hygiene
- ▶ Reduced outbreaks of water born diseases

INFRASTRUCTURE AND SOCIAL DEVELOPMENT

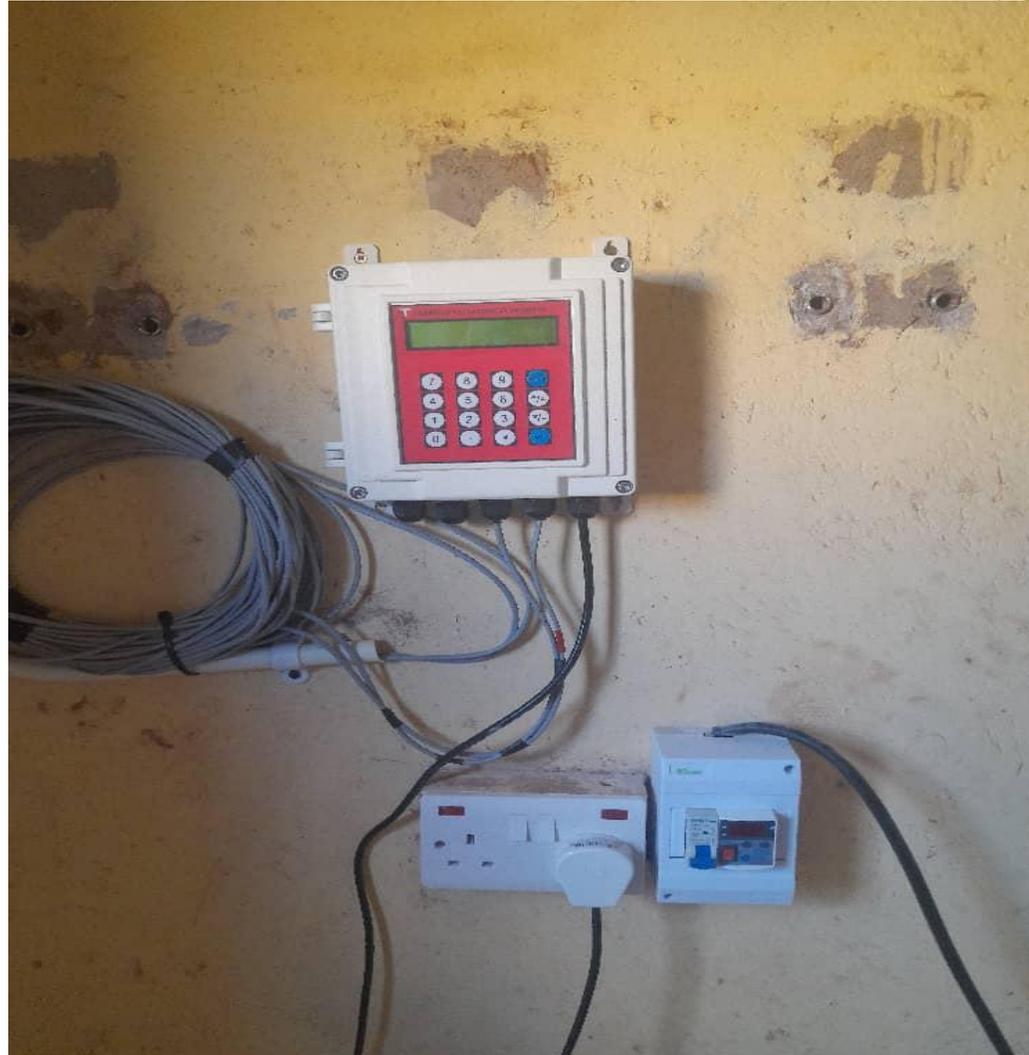
Rehabilitation of filter beds



- Rehabilitation of filter beds at the water treatment plant is ongoing with 4/6 filter beds completed.
- There is improved water production from 1 Mega liter to 8 mega liters on average per day

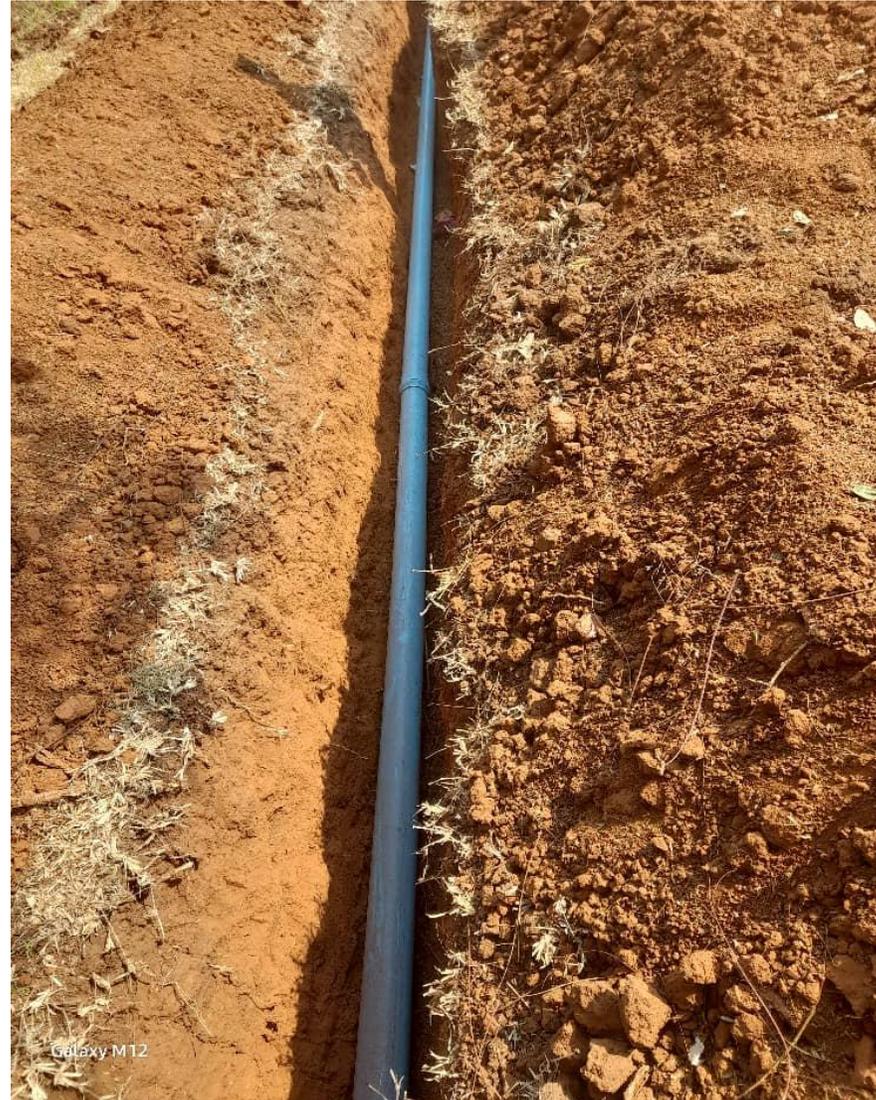
Water works : installation of meters

- 4 Bulk water meters were successfully installed at waterworks
- Installation of water meters led to improved accountability of supplied and treated water



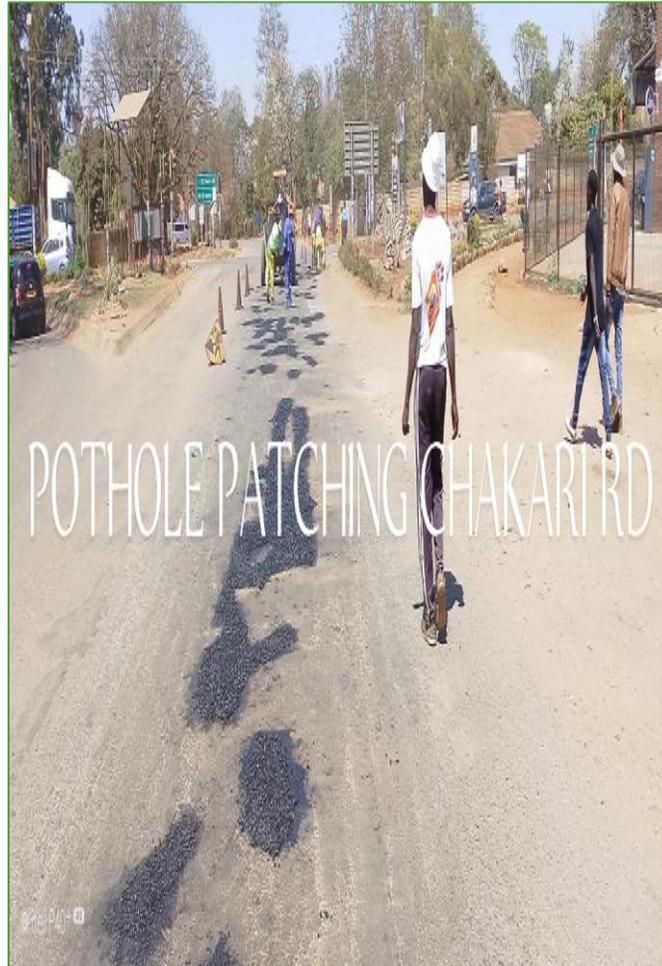
Water Network Rehabilitation Ward 2

- 1.2km water network rehabilitation was successfully completed in ward 2
- Successful completion improved water accessibility to residence



INFRASTRUCTURE AND ROAD MAINTENANCE

- Pothole patching was successfully done and it improved trafficability and reduced accidents



ROAD MAINTENANCE WORKS

Grading of gravel roads in ward 12

- ▶ Grading improved road trafficability
- Women and men are now able to carry out their economic activities



SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- ▶ The Council is committed to promoting sexual and reproductive health care services within the community. We operate two functional clinics: the Welfare Centre and Chinengundu. These facilities provide free counseling sessions to all community members including PWDS.
- ▶ At our medical centers, individuals can collect HIV and AIDS medication at no cost, and we maintain registers for our HIV and AIDS patients. Additionally, free medical check-ups are available to employees at our municipal clinics.
- ▶ We also conduct employee sensitization meetings that focus on discussions related to sexual and reproductive health issues. Furthermore, we educate our employees on health-seeking behaviors to encourage proactive engagement with their health.



GENDER BASED VIOLENCE

- ▶ Council has created women clubs to empower women in the community
- ▶ This has helped to fight GBV as these empowered women are doing peer learning during their meetings discussing on coping strategies ,healing and empowerment
- ▶ Community awareness campaigns to educate residents about GBV are held at ward level .
- ▶ These campaigns are disseminated on , posters and social media to reach a wider audience ,fostering a culture of awareness and intolerance towards violence



GENDER MANAGEMENT SYSTEM

- Gender focal person
- gender committee which consist of 8 DGFPS
- gender champion



CHALLENGES

- No partners to drill boreholes for our women clubs
- Men 's forum is not active

LESSON LEARNT AND INNOVATION

- To ensure gender sensitive budgeting and resource allocation
- Gender considerations are now integrated in all our service delivery endeavors
- Disaggregated data has helped us to identify specific needs and challenges faced by different group

SUSTAINABILITY AND REPLICATION

- Stakeholder engagement and participation
- Leadership commitment and ownership
- To have capacity building and trainings
- Monitor and evaluate progress regularly
- Inclusive and participatory approaches