SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

(country, council, date and presenter)

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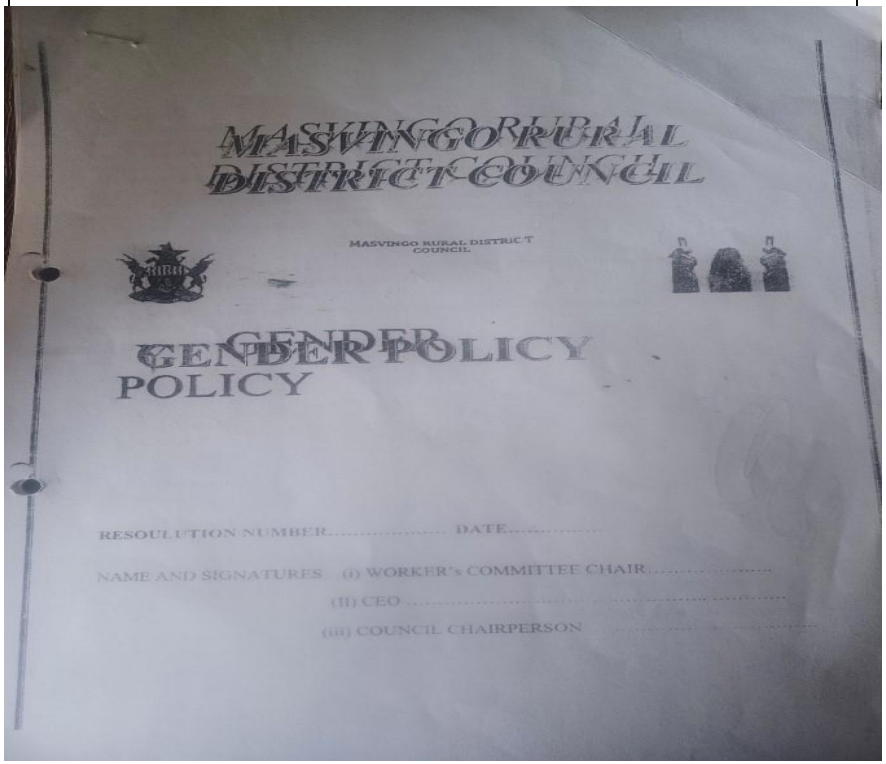
OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	MASVINGO RURAL DISTRICT COUCIL			
GENDER CHAMPION	CONCILOR			
GENDER FOCAL PERSON	DAMBUDZO MARECHA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL?				
Latest score (year)	SPOKE			
	Women	Men	Total	% Women
Council	17	29	46	37
Management	1	7	8	12
Council staff overall	33	26	59	55
Population served	238 103			
Key characteristics	The district has 35 wards			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Is there a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets? :YES
- It is well known and has a high profile champion within the council.? :YES

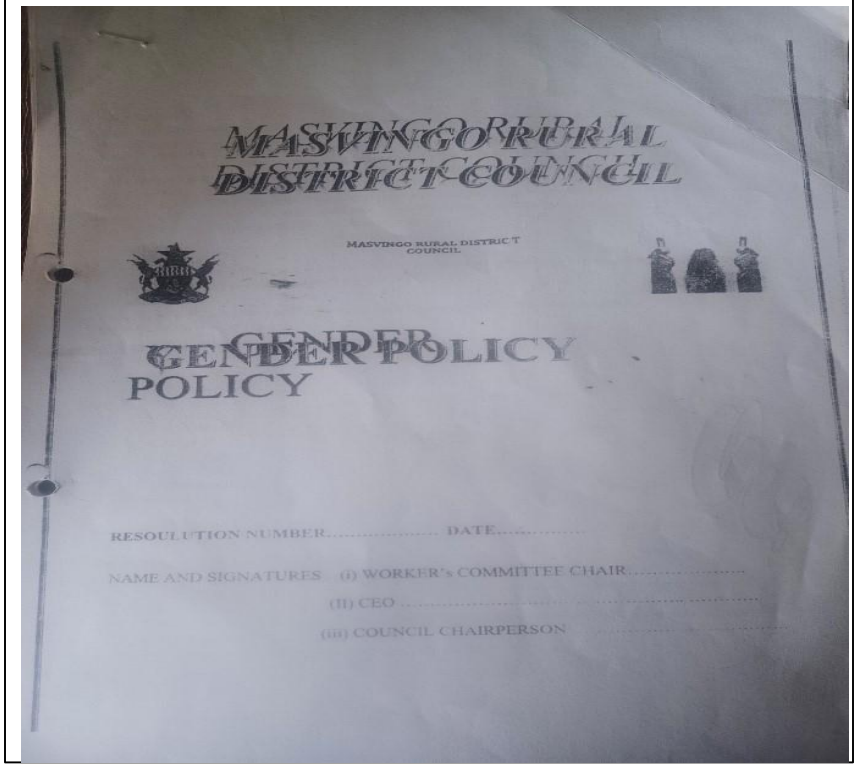
- Photo of the Gender Policy



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- How has the council coordinated and contributed to the **hub and spoke** activities e.g. provincial strategy meetings?:Attends and Host Provincial meetings
- How often are hub and spoke activities conducted by the council?:Quarterly

- Photo of the Gender Policy



II. GOVERNANCE

Detail

- What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota):Elected 6
- 11 from quota
- How many committees does the council have? :Six
- How many committees are chaired by women?:Two
- How many committees are chaired by PWD?:None
- In what way do women/ youth/ PWD participate in council consultations and decision-making?:We have women councilors chairing Finance and Audit Committee and an HOD in nthe Management team
- Budget consultations are done for youths wemen and PWD

Evidence

- Photos or video of women leaders.

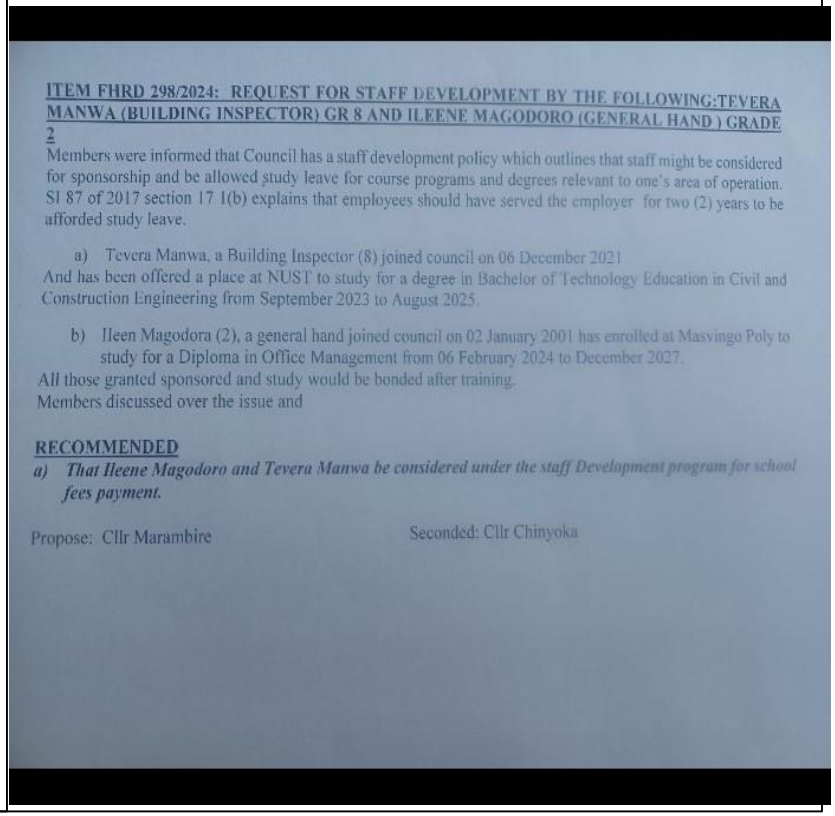


III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?
Provide examples.

- What proportion of the workforce is women? 56
- How is the council supporting women in the workplace so they are better placed to work?:Staff development policy being implimented so far 5 women have been capacitated , two got degrees and three got diplomas
- What is the proportion of youth and PWDs employed by the councils? Yoths are 8
- Does the council have a sexual harassment policy? :YES
- How are sexual harassment cases dealt with?:Adressed through the code of vconduct for Rural District Councils

Evidence – Include photos and articles as evidence here.



ITEM FHRD 298/2024: REQUEST FOR STAFF DEVELOPMENT BY THE FOLLOWING:TEVERA MANWA (BUILDING INSPECTOR) GR 8 AND ILEENE MAGODORO (GENERAL HAND) GRADE 2

Members were informed that Council has a staff development policy which outlines that staff might be considered for sponsorship and be allowed study leave for course programs and degrees relevant to one's area of operation. SI 87 of 2017 section 17 1(b) explains that employees should have served the employer for two (2) years to be afforded study leave.

a) Tevera Manwa, a Building Inspector (8) joined council on 06 December 2021 And has been offered a place at NUST to study for a degree in Bachelor of Technology Education in Civil and Construction Engineering from September 2023 to August 2025.

b) Ileen Magodora (2), a general hand joined council on 02 January 2001 has enrolled at Masvingo Poly to study for a Diploma in Office Management from 06 February 2024 to December 2027.

All those granted sponsored and study would be bonded after training.
Members discussed over the issue and

RECOMMENDED

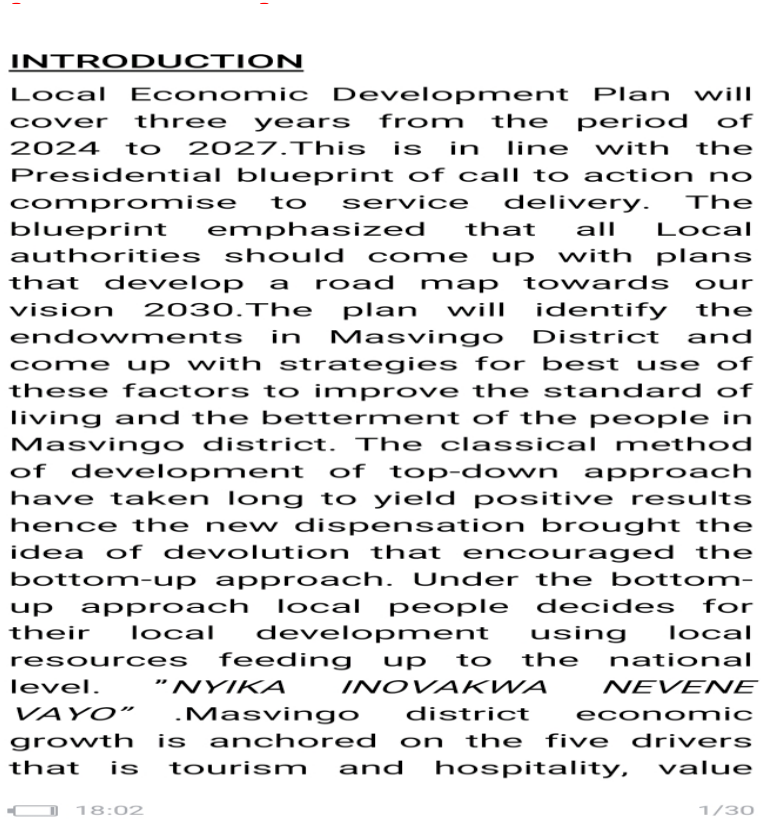
a) That Ileene Magodoro and Tevera Manwa be considered under the staff Development program for school fees payment.

Propose: Cllr Marambire Seconded: Cllr Chinyoka

IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.YES
- Market places designed and % 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. YES
- 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? Supported women in wards to access funding from women's bank
- Does the council allocate tenders to women-owned businesses? YES
- What is the proportion of tenders allocated to women?
- What proportion of the council budget is allocated to LED activities? 5

Include photos, videos and articles or newspaper



INTRODUCTION

Local Economic Development Plan will cover three years from the period of 2024 to 2027.This is in line with the Presidential blueprint of call to action no compromise to service delivery. The blueprint emphasized that all Local authorities should come up with plans that develop a road map towards our vision 2030.The plan will identify the endowments in Masvingo District and come up with strategies for best use of these factors to improve the standard of living and the betterment of the people in Masvingo district. The classical method of development of top-down approach have taken long to yield positive results hence the new dispensation brought the idea of devolution that encouraged the bottom-up approach. Under the bottom-up approach local people decides for their local development using local resources feeding up to the national level. *"NYIKA INOVAKWA NEVENE VAYO"* .Masvingo district economic growth is anchored on the five drivers that is tourism and hospitality, value

18:02 1/30

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
- Types of water and sanitation projects. Piped Water shemes , Borehole drilling , Dumpsite construction
- How gender-responsive are these. They are responsive , women accessing water at neareby boreholes and piped water schemes , gardens established as well enhancing household nutrition .Youths have been traineed for waste recycling in Nemamwa and Mashava for the meantime

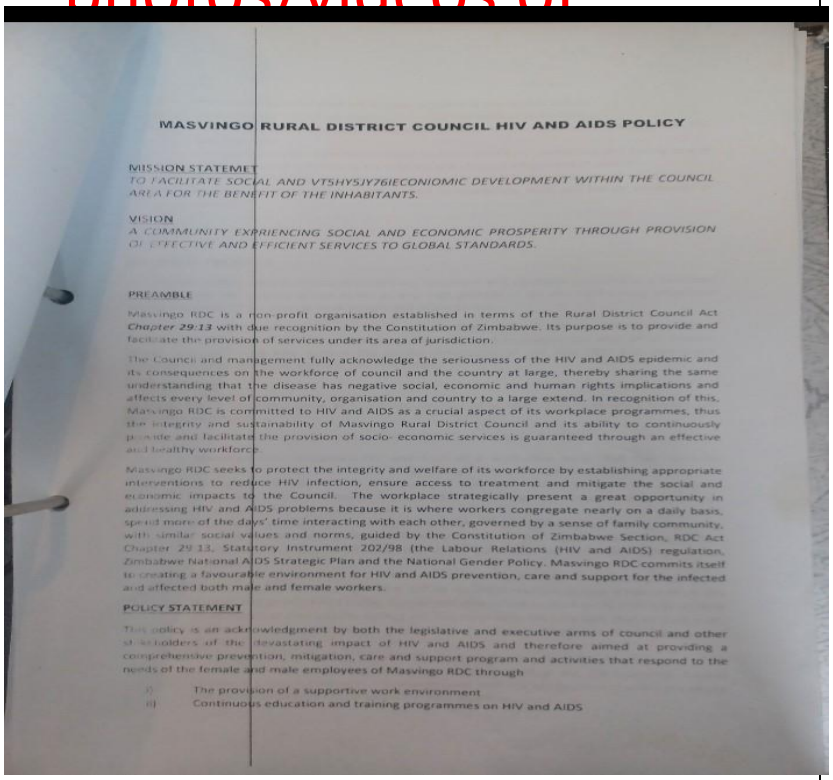
Housing Allocations	Number	Proportion (%)
Women	138	35
Men	248	65
Total	386	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3555	711	
Men	1085	217	
Total	4640	980	

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR? Through provision of HLV screaning and treatment in all council clinics
- Advocacy and awareness also being done across the district
- Do women, men, people living with disability, and youth have equal access to treatment.YES
- How has the council ensured that health/SRHR facilities are more accessible to these groups? Through an Intergrated aproach to carriculum being done in the district MOPSE
- Awareness and sensitisation nprograms being done and free Screeniong and treatment of HIV and AIDS
- Provision of waiting mother's shelters at council clinics
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools? Coordination of awareness and sensitisation programs

- Evidence – photos/videos of



MASVINGO RURAL DISTRICT COUNCIL HIV AND AIDS POLICY

MISSION STATEMET
TO FACILITATE SOCIAL AND VTSHYSJY76IECONIOMIC DEVELOPMENT WITHIN THE COUNCIL AREA FOR THE BENEFIT OF THE INHABITANTS.

VISION
A COMMUNITY EXPRIENCING SOCIAL AND ECONOMIC PROSPERITY THROUGH PROVISION OF EFFECTIVE AND EFFICIENT SERVICES TO GLOBAL STANDARDS.

PREAMBLE

Masvingo RDC is a non-profit organisation established in terms of the Rural District Council Act *Chapter 29:13* with due recognition by the Constitution of Zimbabwe. Its purpose is to provide and facilitate the provision of services under its area of jurisdiction.

The Council and management fully acknowledge the seriousness of the HIV and AIDS epidemic and its consequences on the workforce of council and the country at large, thereby sharing the same understanding that the disease has negative social, economic and human rights implications and affects every level of community, organisation and country to a large extend. In recognition of this, Masvingo RDC is committed to HIV and AIDS as a crucial aspect of its workplace programmes, thus the integrity and sustainability of Masvingo Rural District Council and its ability to continuously provide and facilitate the provision of socio- economic services is guaranteed through an effective and healthy workforce.

Masvingo RDC seeks to protect the integrity and welfare of its workforce by establishing appropriate interventions to reduce HIV infection, ensure access to treatment and mitigate the social and economic impacts to the Council. The workplace strategically present a great opportunity in addressing HIV and AIDS problems because it is where workers congregate nearly on a daily basis, spend more of the days' time interacting with each other, governed by a sense of family community, with similar social values and norms, guided by the Constitution of Zimbabwe Section, RDC Act Chapter 29:13, Statutory Instrument 202/98 (the Labour Relations (HIV and AIDS) regulation, Zimbabwe National AIDS Strategic Plan and the National Gender Policy. Masvingo RDC commits itself to creating a favourable environment for HIV and AIDS prevention, care and support for the infected and affected both male and female workers.

POLICY STATEMENT

This policy is an acknowledgment by both the legislative and executive arms of council and other stakeholders of the devastating impact of HIV and AIDS and therefore aimed at providing a comprehensive prevention, mitigation, care and support program and activities that respond to the needs of the female and male employees of Masvingo RDC through

i) The provision of a supportive work environment
ii) Continuous education and training programmes on HIV and AIDS

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention :Awareness campaigns
- Public awareness -Coordination of District commemoration of 16 days of activism aganist GBV e.g in November 2023
- Response and coordination-Provided a free stand to Musasa GBV project which constructed a GBV centre in Nemamwa
- Support and empowerment :Allocation of markets to women so that they are economically empowered
- Facilitation of women projects in wards through income generating projects such as poultry e.g wards 19,13,31,30,5, and 7

- Include evidence here



VIII. CLIMATE JUSTICE

- Does council have a climate change policy? YES
- Examples of women, PWD, and youth are equally involved in projects that prevent climate change such as waste management, sustainable energy and recycling and benefit from economic opportunities arising from this.Engagement of youths ,PWD and women in waste management being done on a weekily basis.
- How has the council adapted or mitigated against climate change?Councillors pivotal in Pfumvunza projects
- Veld fire awarenesses were done in wards 32, 8, 6 , 33
- tree planting is also done anually at four centres


MASVINGO RURAL DISTRICT
COUNCIL CLIMATE CHANGE
POLICY 2024

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IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion? - Council has a gender champion , focal person and gender matters are reported to the Human Resources and Development Committee
- Is the council Gender Action Plan aligned to the Council's strategic plan?Yes
- Gender is written into the job descriptions of key functionaries.YES
- How does the council monitor and evaluate gender? Through clients stakeholders analysis e.g number of women , man accessing housing within council and a gender sensitive recruitment and promotional strategy through staff development.

- Photo

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?

- Photo

CHALLENGES

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

community resistance to behaviour change

Inadequate institutional capacity

Shortage of equipment e.g graders and borehole drilling rig

Climate change eg elnino induced droughts

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process? Networking beneficial , teamwork produces results,intergration and cooperation
- How are these being applied?
- Teamwork assisting council to improve on gendermainstreaming activities within their district
- Projects improvement after visiting other districts

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- Through adquate funding
- Through creation of a stand alone committee for gender