SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

ZIMBABWE

ZVIMBA RURAL DISTRICT COUNCIL 11 NOVEMBER 2024

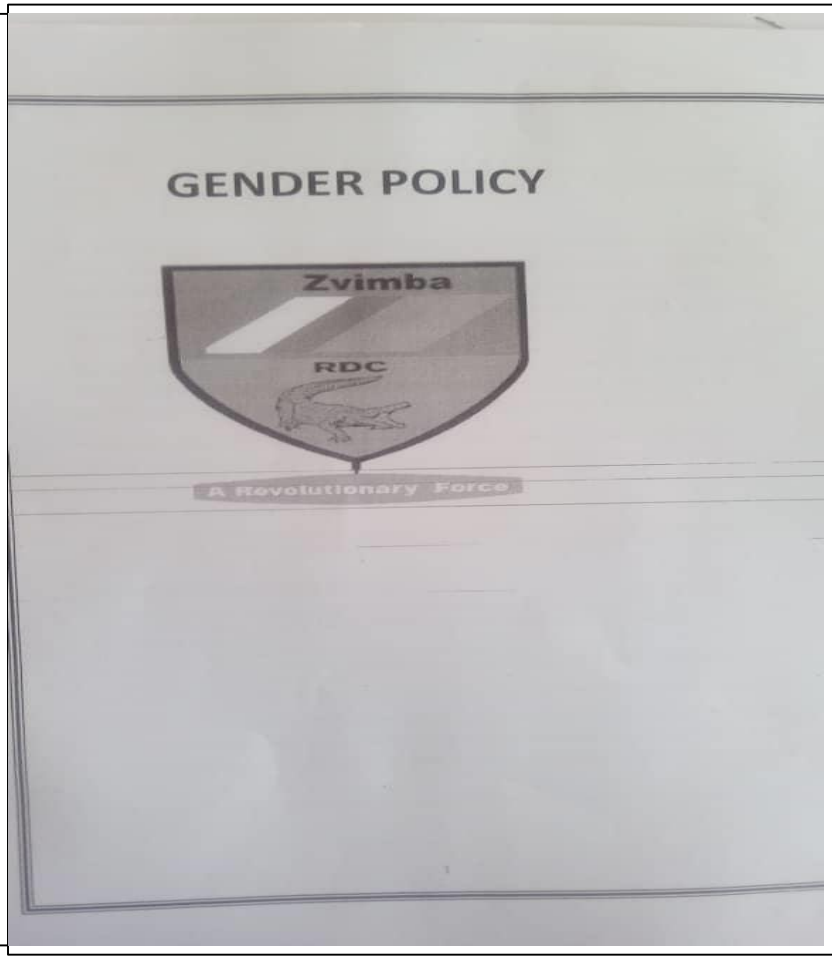
DAINA MUSHAYAVANHU

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	ZVIMBA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	DENICA MAKOTA			
GENDER FOCAL PERSON	FAINESI BWAKAYS			
IS THE COUNCIL A HUB OR SPOKE COUNCIL?				
Latest score (year)				
	Women	Men	Total	% Women
Council	15	30	45	33
Management	2	4	6	33
Council staff overall	33	69	102	32
Population served	358002			
Key characteristics	Farming and mimimg			

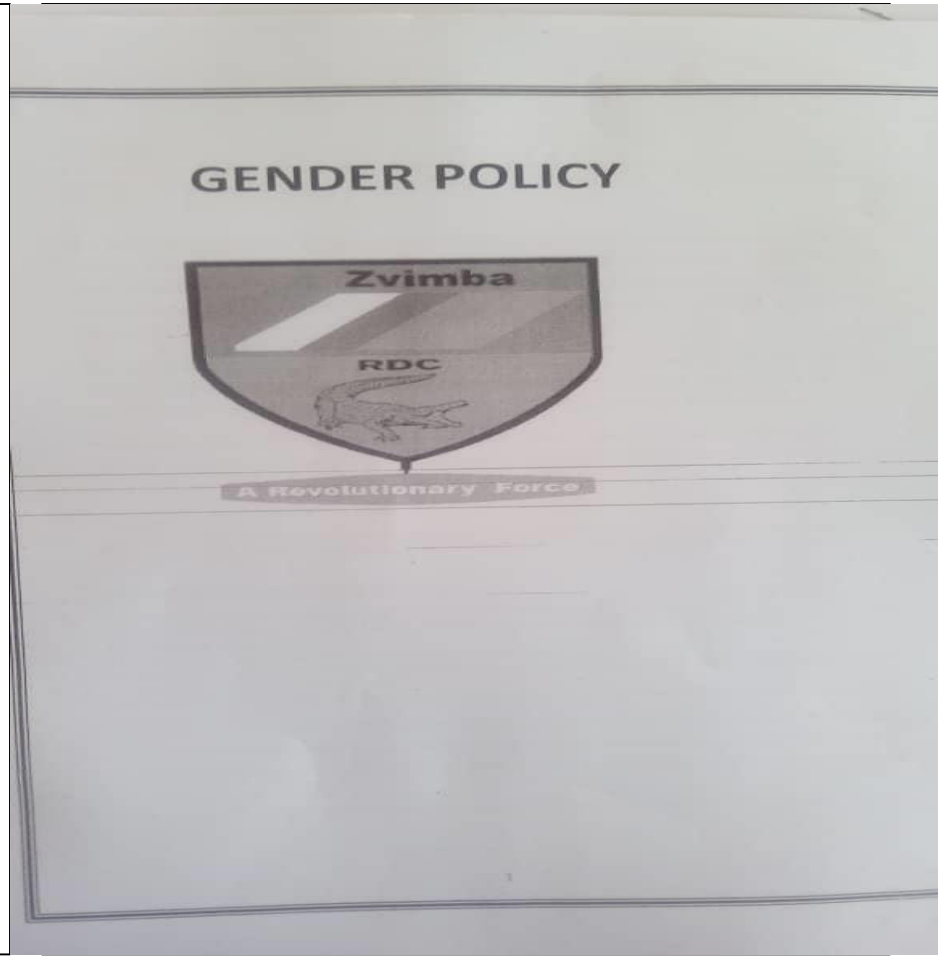
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- 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



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Hub and Spoke meeting held twice a year
- Play advisory role to our spoke councils through telephone and emails
- Council has a budget for hub and spoke meeting



II. GOVERNANCE

Detail

WOMEN IN COUNCIL

- Elected Women 4
- Quota 11

COUNCIL COMMITTEES: 6

- committees are chaired by women:2
- committees are chaired by PWD:0
- In what way do women/ youth/ PWD participate in council consultations and decision-making through ATTENDANCE and some are in leadership

Evidence



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Proportion of the women at the workplace: 32%

Council Support to women employees

- 1. Provision of feeding time to nursing mothers as well catering for both mother and baby minder travel and accommodation during workshops
- 2. Provision of council driver when women are travelling long and hostile distances
- 3. Provision of First Aid Kit

Proportion of youth and PWDs employed by the councils: 9% 8 women and 2 PWD

- Does the council have a sexual harassment policy? YES

How are sexual harassment cases dealt with?

- Through suggestion boxes and grievance handling procedure manual

- Female Employees



IV. LOCAL ECONOMIC DEVELOPMENT

Projects that target women, PWD, and youth entrepreneurs:

1. Recycling of waste: CBOs Murombedzi & nyabira
2. Sunrise Entrepreneurs: survivors of GBV
3. Rabbit rearing for PWD

Market places designed and % of stands allocated to 45%women,

33% men,

2%PWD

20% youth

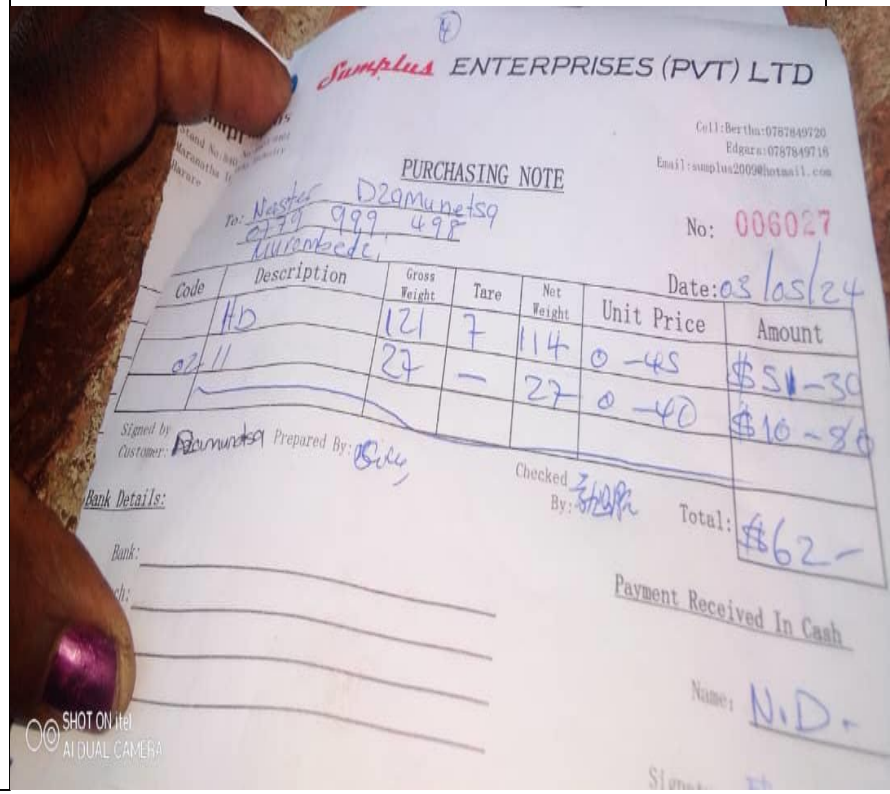
Arrangements have been made by the council with external sources of finance to promote access to finance for local entrepreneurs, especially women, PWD and the youth?

1. Proof of residence for bank account opening
2. Support letters to get grower numbers for tobacco farming and contract farming

Does the council allocate tenders to women-owned businesses? YES

- What is the proportion of tenders allocated to women? 15%

Income from recycled waste by CBOs



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

Sex disaggregated data for housing allocations: **No housing units**

Water and sanitation

- Are there water committees? YES

Types of water and sanitation projects.

1. Piped water scheme
2. Water points
3. Gardens
4. Recycling clubs
5. Sanitation Action groups (toilets construction
6. Community health clubs

How gender-responsive are these.?

More than 90% of the participants in the above projects are women

Housing Allocations	Number	Proportion (%)
Women	117	30
Men	274	70
Total	391	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	5	1	1
Men	2	0	0
Total	7	1	1

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

Council promotion of SRHR

1. Construction of health centres
2. Creation of youth friendly centres
3. Production re-usable pads and donations of pads in schools
4. SRHR awareness campaigns

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?

- Creation of youth friendly rooms and dedicated staff at health centres

How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

- Partnership with CAMFED on bursary for the girl child (school drop out /young mothers)
- Guidance and counselling sessions in schools



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

Prevention

- Awareness campaigns
- Economic empowerment: training entrepreneurs

Public awareness

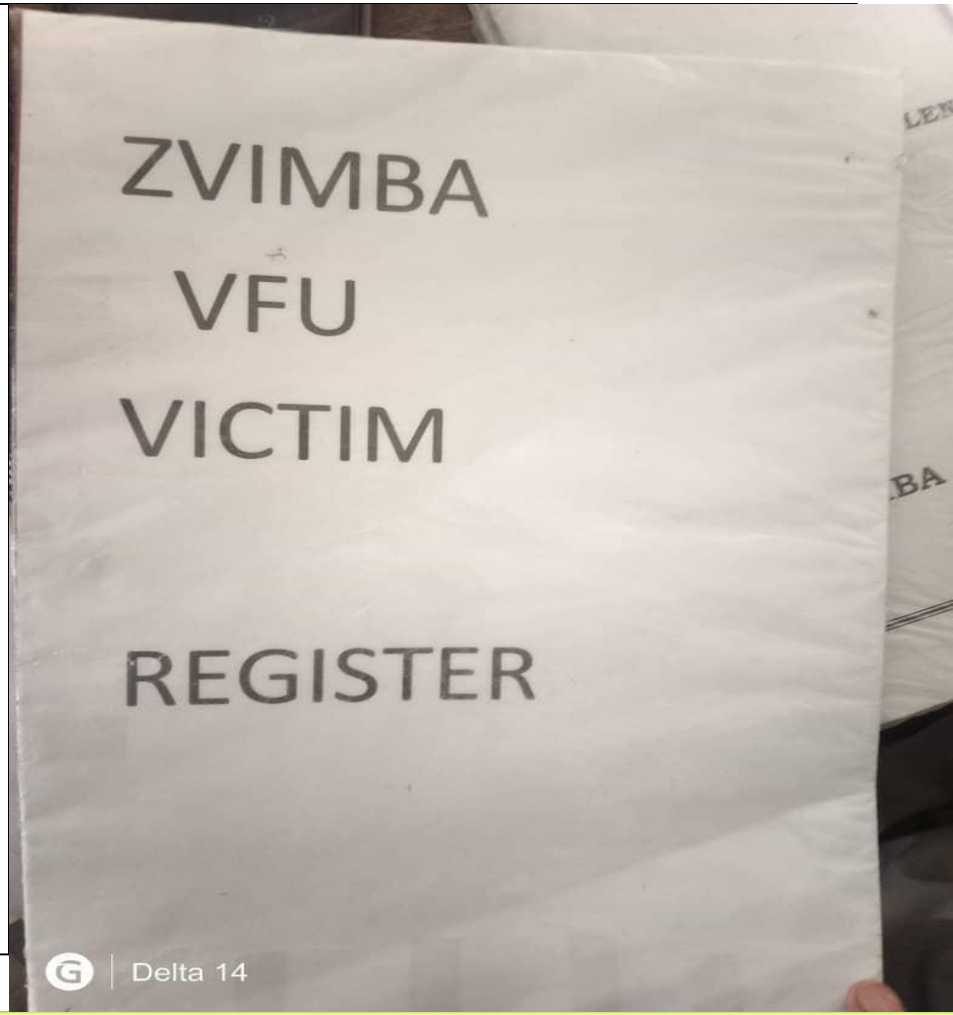
- Stop the bus campaign

Response and coordination

- Monthly meetings
- Case tracking

Support and empowerment

- Construction of VFUs



VIII. CLIMATE JUSTICE

- Does council have a climate change policy? Yes

Examples of women in waste management, sustainable energy and recycling.3 CBOs with women recycling waste for economic empowerment

- Council has adapted to climate change through afforestation programs As seen on the right pictures: Murindagomo plantation and council nursery





IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion? YES
- 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? By using Gender Scorecard from Genderlinks

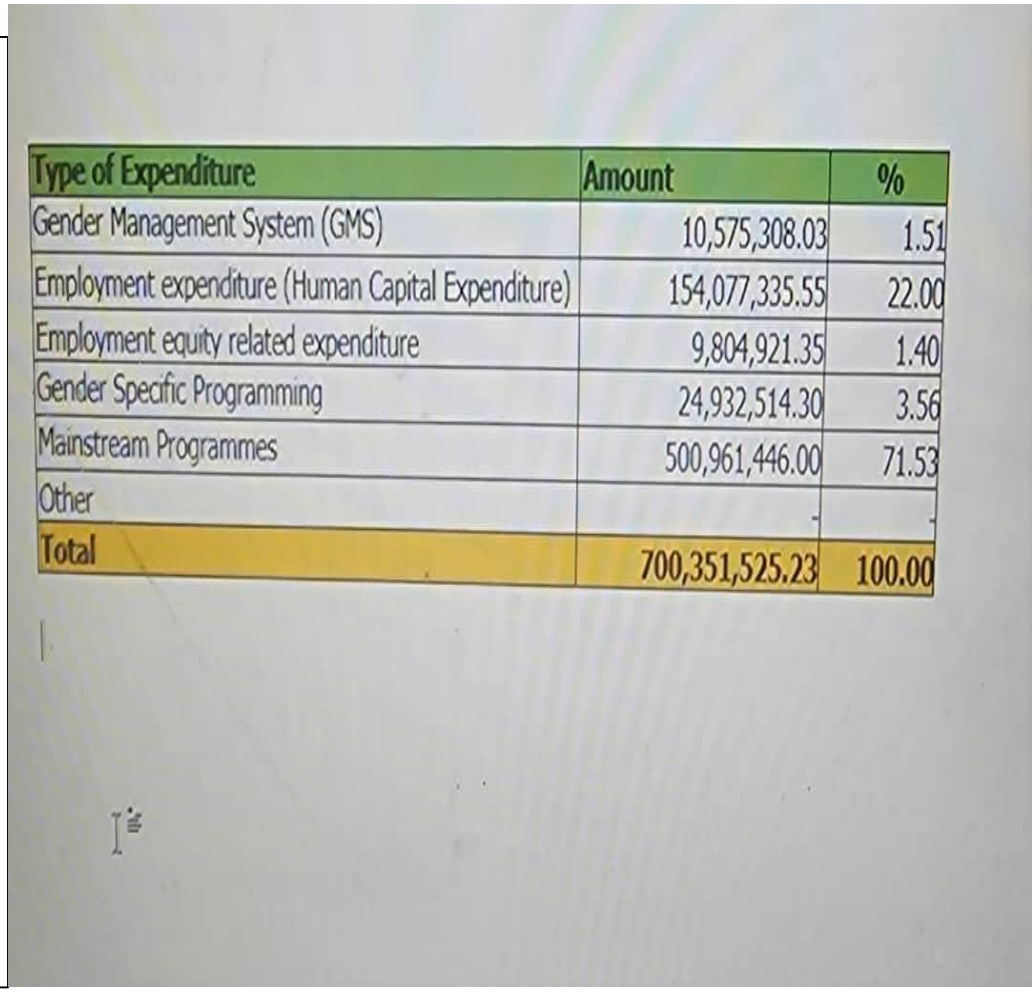


Gender Champion Makota &JC Patron Maseko ®®

X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category?**NO**
- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines? YES

The key highlights are shown on the picure



Type of Expenditure	Amount	%
Gender Management System (GMS)	10,575,308.03	1.51
Employment expenditure (Human Capital Expenditure)	154,077,335.55	22.00
Employment equity related expenditure	9,804,921.35	1.40
Gender Specific Programming	24,932,514.30	3.56
Mainstream Programmes	500,961,446.00	71.53
Other	-	-
Total	700,351,525.23	100.00

CHALLENGES

Challenge	Mitigation
Below 50:50 parity	Water point committee chaired and deputized by women
Resistance to change	Support leadership training of women
Unconscious bias and skills gap	Training and education to address unconscious bias and skills gap
Work-life balance	Flexible work-arrangements

LESSON LEARNED AND INNOVATION

Lessons Learnt:

1. Hub and Spoke program is a sustainable program which transferred mentorship to councils
2. Gender mainstreaming is a process which requires to be embraced by women, men, youths and PWD at the onset
3. Clear policies and procedures reduce unconscious bias and stereotyping
4. Creates leadership commitment

Application of lessons learnt

Council integrates gender into all aspects of programming

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation

1. Provide a Hub and Spoke budget
2. Exchange visits among councils

Thank you, Siyabonga, Tatenda,Talumba