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SADC PROTOCOL@WORK SUMMITS AND AWARDS
2024

INSTITUTIONAL COE

Zimbabwe, Mberengwa Rural District Council, 12 November 2024 and Fadzai
Zingwara(Presenter)

OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	MBERENGWA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	FLORENCE KHUMALO			
GENDER FOCAL PERSON	JOICE GUMBO			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? –SPOKE				
Latest score (year)	2024			
	Women	Men	Total	% Women
Council	9	30	39	23.08
Management	1	5	6	16.67
Council staff overall	11	37	47	23.40
Population served	208 458			
Key characteristics	A framework that there are biological differences between men and women.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Mberengwa RDC has a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and adopted gender mainstreaming as an organisational strategy to ensure that gender equality is considered
- It is well known and has a high profile champion within the council.

MBERENGWA RDC GENDER POLICY

PREAMBLE

It is stated in this framework that there are biological differences between men and women.

This guideline intends to set the framework for Policy makers, management and staff (men, women, female and male employees and clients to be treated fairly and to receive equal access to opportunities (personally, socially, economically, politically and culturally).

Preferential treatment of women (employees) and female clients in certain circumstances does not amount to discrimination against men (employees) and male clients, provided that these measures do not lead to unequal or separate standards.

OBJECTIVES OF GENDER POLICY

- a) To provide guidelines to promote and inform a gender point of view at MRDC so as to reflect the commitment that gender equality and women's empowerment are not only goals in their own right but also critical to achieving other development goals.
- b) To ensure that Mberengwa RDC's interventions and actions contribute to gender equality and women's empowerment and is linked to a **Gender Action Plan** which specifies how this policy will be implemented and integrated both at the organisational and programme levels.
- c) To create equal opportunities and conducive environment for women and men at work

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- ▶ The council coordinated and contributed to the spoke activities for instance provincial strategy meetings, look and learn visits in a rotational manner provincially
- ▶ Spoke activities conducted on quarterly reviews by the council and at provincial level

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II. GOVERNANCE

Detail

- ▶ The proportion of women's representation in council as councillors is 31.25% with 8.34% being direct election and 22.91% are Quota councillors
- ▶ The council have seven committees.
- ▶ In all council committees there is no committee chaired by women, however the vice council chairperson is a woman
- ▶ There no committees are chaired by PWD
- ▶ Through the participation in the Budget Consultation and various training women, youth and PWD women participate in council consultations and decision-making

Evidence

Women in council boardroom



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

- ▶ Proportion of the workforce is women 16.67%
- ▶ The council supporting women in the workplace through organisational decision making involvement, access to equal opportunities at work for example allocation of stands, access to water and sanitation, provision of maternity leave days for better working environment
- ▶ The proportion of 0.05% youth and PWDs employed by the councils
- ▶ The council does not have a sexual harassment policy
- ▶ Sexual harassment cases dealt with the Human Resources Department with coordination of the gender focal person



IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has local economic development plan and projects that targeted to women, PWD, and youth entrepreneurs through sponsor within the district
- There market places designed for women has proportion of 75 % and men with 10 % while youth with 15 % and equal % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Women Bank in Zimbabwe, Developmental partners exists for entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
- Engagements with external partners to the council with external sources of finance to promote access to finance for local entrepreneurs, especially women, PWD and the youth such as women bank, devolution and Zinanra
- Council gives preference to awarding tenders to women-owned businesses as guided by PPDPA Act chapter 22:23 section 29(b) which gives opportunity to do business with women owned businesses. The proportion of .tenders allocated is 50% as at 2023.
- The proportion of the council budget is allocated to LED activities is 25%

Photos for local development projects



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

Housing Allocations	Number	Proportion (%)
Women	150	42.86
Men	200	57.14
Total	350	100

Water and sanitation

- Are there water committees?
- Types of water and sanitation projects.
- How gender-responsive are these.

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	58	20	5
Men	111	105	120
Total	169	125	125

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- ▶ Council promotes SRHR through health workers outreaches trainings and awareness's.
- ▶ All women, men, people living with disability, and youth have equal access to treatment at all health facilities.
- ▶ The council ensured that health and SRHR facilities are more accessible to all people through community visits by nurses, doctors.
- ▶ Council encourage or support Comprehensive Sexual Education through HIV AND AIDS awareness in schools ,provision of transportation services, engaging developmental partners to participate in the school visits and financial support in schools

▶ Evidence – Trainings



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- ▶ Prevention –educating the local communities, training and use of laws
- ▶ Public awareness – campaigns, banners, road shows, radio adverts
- ▶ Response and coordination- reduction in gender based cases, community working with police
- ▶ Support and empowerment – nutritional gardens, mother shelter at clinics



VIII. CLIMATE JUSTICE

- ▶ The council has no a climate change policy
- ▶ Recycling community based projects, clean up campaigns in waste management, sustainable energy through bio gas creation involving of women, PWD, and youth are equally involved in projects that prevent climate change benefit from economic opportunities arising from this.
- ▶ Tree planting, micro irrigation has been adapted against climate change



IX. GENDER MANAGEMENT SYSTEM

- ▶ Gender structures exist in council-Social service committee ,gender focal persons and gender champion.
- ▶ The council Gender Action Plan aligned to the Council's strategic plan goals
- ▶ Gender is written into the job descriptions of key functionaries.
- ▶ The council monitor and evaluate gender through statistical analysis



X. GENDER RESPONSIVE BUDGETING

- ▶ The council used different languages in carrying out citizenship engagements that is Shona, Ndebele and English. The council grouped their audiences according to their location and business interests and where necessary languages were interpreted.
- ▶ The council recorded the views expressed by the stakeholders during the budget consultations Minutes and pictures. Council analyzed the needs of all stakeholders both men and women, youths and those with disabilities.
- ▶ Needs based assessment assisted council in setting priorities and projects that will assist all citizens. The Gender specific programme is capacity building and micro irrigation solarized systems and goat production for women and youth. The monitoring of the project will also look into other programmes like Management of Gender Based Violence.



CHALLENGES

Challenges

- ▶ Limited women representation, knowledge gaps, wage gap between men and women

Solutions

- ▶ Capacity building during the course of the year
- ▶ Advocating for gender specific programmes

LESSON LEARNED AND INNOVATION

- ▶ Lessons have been learned in the COE, spoke are planning, policies, gender main streaming, learn from each other
- ▶ Through implementation of specific budget programmes.

SUSTAINABILITY AND REPLICATION

- ▶ The COE and spoke work be sustained within your organisation through continuous training , policy reviews and information sharing