# SADC PROTOCOL@WORK SUMMITS AND AWARDS

# 2024

# INSTITUTIONAL COE Template

**(Zimbabwe, Gokwe South Rural District Council, November 2024, Machaka Fungai)**

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# OVERVIEW

| | | | | |
|---|---|---|---|---|
| **COUNTRY** | ZIMBABWE | | | |
| **COUNCIL** | GOKWE SOUTH RURAL DISTRICT COUNCIL | | | |
| **GENDER CHAMPION** | COUNCILLOR RANGARIRAI MUPATSI | | | |
| **GENDER FOCAL PERSON** | FUNGAI MACHAKA | | | |
| IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE COUNCIL | | | | |
| **Latest score (year)** | 60% (2022) | | | |
| | | | | |
| | **Women** | **Men** | **Total** | **% Women** |
| **Council** | 12 | 31 | 43 | 28 |
| **Management** | 1 | 4 | 5 | 20 |
| **Council staff overall** | 13 | 26 | 39 | 33 |
| **Population served** | 317 553 ( MALES 151 782 FEMALES 165 771) | | | |
| **Key characteristics** | Gokwe South is well known for Agriculture, Mining, Timber, and Solar Energy. | | | |

# I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

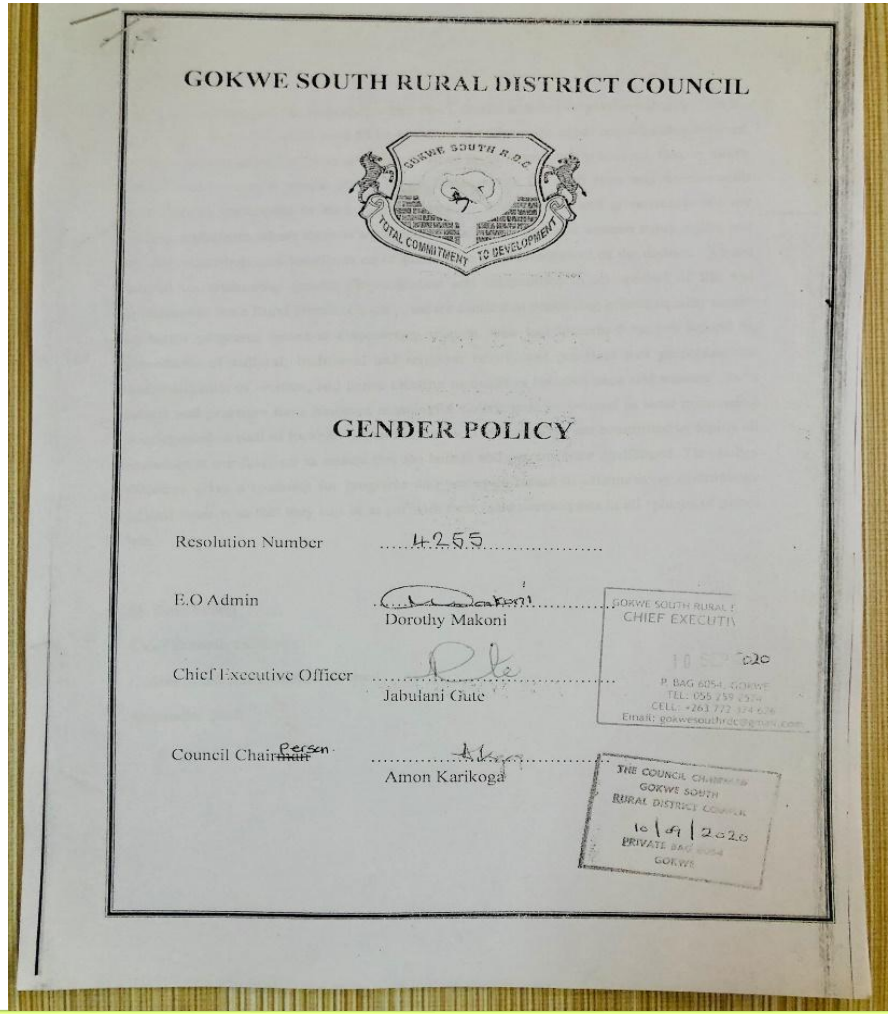
- Is there a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets?

➢ Yes, Council has an approved Gender Policy resolution Number 4255

➢ Council has an approved Action Plan resolution Number 4402.

- It is well known and has a high profile champion within the council.?

Yes , we have Councillor R. Mupatsi who chairs the Gender Committee and proceed to present the gender issues from the communities to the Full Council meeting.


GOKWE SOUTH RURAL DISTRICT COUNCIL

GENDER POLICY

Resolution Number 4255

E.O Admin ..... Dorothy Makoni

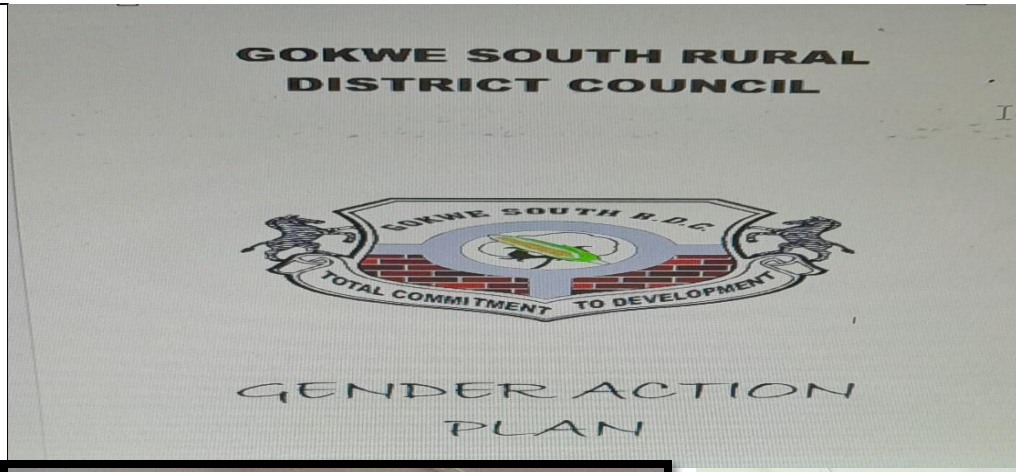
Chief Executive Officer ..... Jabulani Gute

Council Chairperson ..... Amon Karikoga

# 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?
  - ➢ Through look and learn visits.
  - ➢ Through telephone conversations and online meetings

- How often are hub and spoke activities conducted by the council?
  - ➢ Once per quarter - attended on the 19th July 2024, 4-6 September 2024 and 25 & 26 October 2024 respectively.







**Gender Champion – Cllr R. Mpatsi and Gender Focal Person- F. Machaka**



# II. GOVERNANCE

## Detail

- What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota)
  - 36% proportion , elected -2 and quota -10
- How many committees does the council have?
  - 8 ( Administration, Finance, Planning, Technical services and Engineering, Social services, Environment and Audit)
- How many committees are chaired by women?
  - 2 ( Social services, and Gender)
- How many committees are chaired by PWD?
  - Nil (0)
- In what way do women/ youth/ PWD participate in council consultations and decision-making?
  - Through budget Review and budget consultation meetings, Junior councillors meetings and on PWDs Council has a resolution on the formation of Ward Disability Committees.

## Evidence

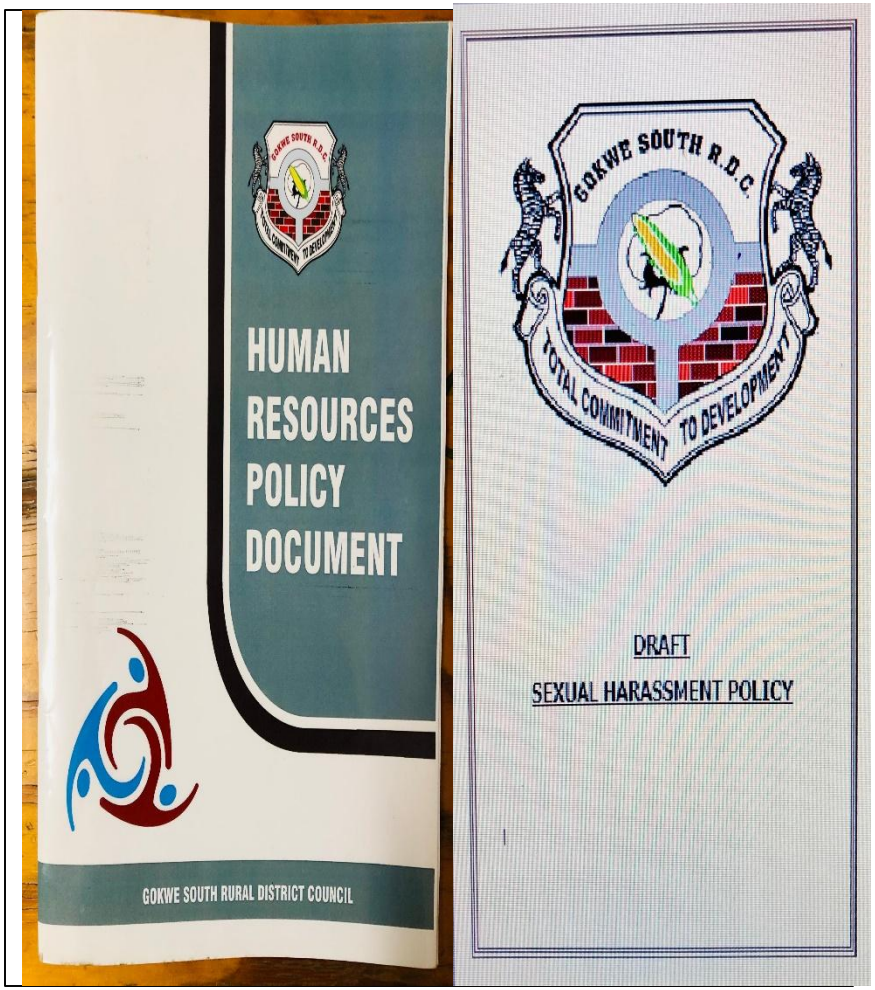


# III. WORK PLACE POLICY AND PRACTICE

**How gender sensitive is the workplace?**

**Provide examples.**

- What proportion of the workforce is women?
  - 32%
- How is the council supporting women in the workplace so they are better placed to work?
  - Equality and inclusion initiatives for example flexible work arrangements
  - Professional development for example career advancement opportunities
- What is the proportion of youth and PWDs employed by the councils?
  - Youths - 16 (5 Females & 11 Males) and PWDS - Nil
- Does the council have a sexual harassment policy?
  - Yes, draft policy
- How are sexual harassment cases dealt with?
  - Through reporting cases to the Zimbabwe Republic Police under the Victim Friendly Unit (VFU).



# IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.
  - ➢ Council has a Draft LED plan
  - ➢ A Youth Centre was established at Bomba B/C to cater for youths as a mitigation strategy to reduce drug substance and abuse.
  - ➢ Solar Plant project in Ward 19.
  - ➢ Ginnery at Sasame Rural Service Centre
  - ➢ Other projects that target women, PWDs and youth entrepreneurs for instance Sasame RSC Flea Market, Manoti RSC Market Stall in which Council partnered with Agricultural Business Centre (ABC) and as well Women & Land.
  - ➢ PWD – a group of disability people embarking in growing bananas and avocado plantations.
- Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
  - ➢ Of the above mentioned market places there is a total of 34 stands and 17 market places were allocated to women thus 50% of stands allocated to women. Men were allocated 8 stands thus 23.53%, Youths were allocated 7 stands thus 20.59% and People with Disabilities were allocated 2 stands thus 5.88%.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
  - ➢ Yes, CAMFED – empowerment of girl child, young women, Women Affairs also finance women, men and PWDs under the SMEs , ZWB and MeDRA .

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?

- ➢ Offering training and workshops to enhance entrepreneurs business skills.
- ➢ Council partner with NGOs and Banks to strengthen access to finance for women owned SMEs.
- Does the council allocate tenders to women-owned businesses? –
  - ➢ Yes, women are allowed to participate in the tendering process.
- What is the proportion of tenders allocated to women? - Nil
- What proportion of the council budget is allocated to LED activities? – 19%














# 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, they are water point committees per every water point in Gokwe South District.
- Types of water and sanitation projects.
  - ➢ Drilling of boreholes
  - ➢ Rainwater harvesting systems – Dam scooping in Ward 11 (Tare dam, N'gani dam and Muse dam)
- How gender-responsive are these.
  - ➢ There is involvement of women participation in water and sanitation projects

| Housing Allocations | Number | Proportion (%) |
|---|---|---|
| **Women** | 16 | 0.32 |
| **Men** | 34 | 0.68 |
| **Total** | 50 | 1.00 |

| Water Committees | Number | Chairpersons of Water Committees | Vice Chairpersons of water committees |
|---|---|---|---|
| **Women** | 165 | 7 | 11 |
| **Men** | 132 | 26 | 20 |
| **Total** | 297 | 33 | 33 |

# VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
  - ➢ Through engagement of Junior Councillors
  - ➢ Council is a condom distribution centre to the public
- Do women, men, people living with disability, and youth have equal access to treatment.
  - ➢ Yes, they have access to health facilities
- How has the council ensured that health/SRHR facilities are more accessible to these groups?
  - ➢ Through construction of more Clinics by making use of devolutions funds from the Government.
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
  - ➢ Council works in collaboration with NGOs like NAC and MAC
  - ➢ Engaging parents, Care givers and community members.
  - ➢ Works with the Line Ministries Education and Ministry of Health.
  - ➢ Through monitoring of Guiding & Counselling lessons.
  - ➢ Also by attending career guidance in schools and conducting comprehensive sex education.





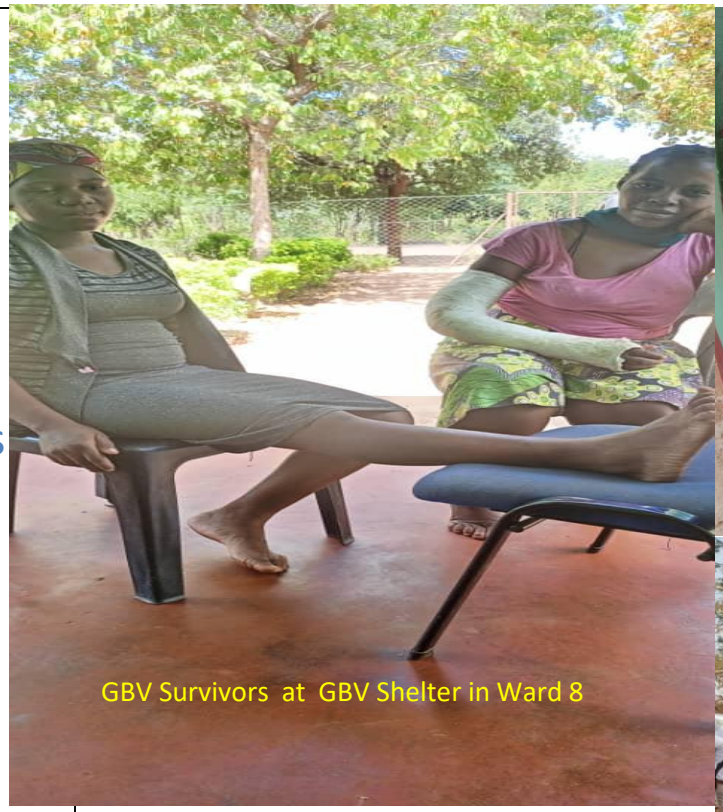




# VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention
  - ➢ Counselling sessions although council encourages people to go to the professional counsellors
- Public awareness
  - ➢ Conducting GBV awareness campaigns i.e 16 days of activism against GBV
  - ➢ Human rights awareness
- Response and coordination
  - ➢ Supported by the Ministry of Women Affairs and partnerships with MASO, NAC, Adult Rape Clinic (ARC) and Musasa Project in community engagements.
- Support and empowerment
  - ➢ Council budgeted for GBV survivors.



GBV Survivors at GBV Shelter in Ward 8









# VIII. CLIMATE JUSTICE

- Does council have a climate change policy?
- ➢ Yes, its stipulated in the Environmental Policy.
- 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.
- ➢ Women, PWD and Youths are involved in those projects for instance recycling, solarised health centres and nutrition gardens.
- How has the council adapted or mitigated against climate change?
- ➢ Through formulation of Environmental Sub Committees
- ➢ Through conservation of Mapfungautsi Forestry and Gokwe South Safari Area as carbon assets.


Mtange Irrigation Scheme in Ward in Ward 24


Solarized Borehole with a Nutriti
in Ward 21


Fire fighting awareness in Ward 22


Sunflower farming i


Joint Clean Up Campaign wit
Gokwe Town Council

# IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- ➢ We have Gender Focal person, Gender committee, Gender champion in place.
- Is the council Gender Action Plan aligned to the Council's strategic plan?
- ➢ Yes, gender is a cross cutting issue hence we mainstream gender in council projects.
- Gender is written into the job descriptions of key functionaries.
- ➢ Yes, in the CEO's Performance Contract.
- How does the council monitor and evaluate gender?
- ➢ Through use of Gender Action Plan and Full Council meetings.



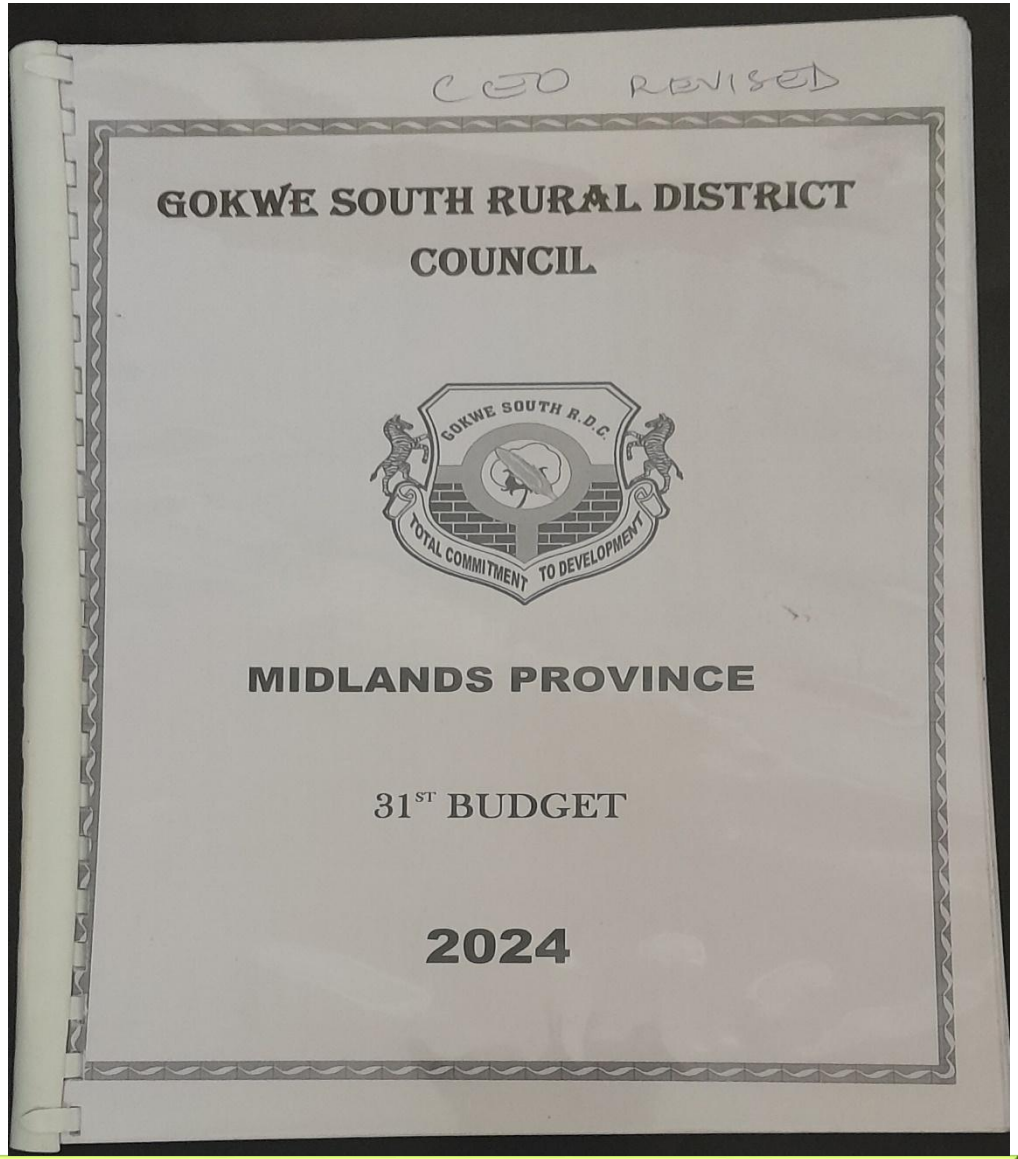

*From Left ( Cllr B. Bindiko and Cllr S. Kakova – Gender Committee Members, F. Machaka - Gender Focal Person and Gender Champion Cllr R. Mpatsi).*



*Gender Committee*
*From left standing (Cllr A. Kariko Council Chairperson, Cllr F. Maja*
*Seated: Cllr S. Kakova , Cllr K. T*
*R. Mpatsi and Cllr B. Bindiko)*

# 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?
  - ❖ Policy Framework
  - ❖ Gender Management System
  - ❖ Gender in mainstream budget
  - ❖ Gender specific programmes



# CHALLENGES

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

➢ Budget constraints

✓ Sourcing of more funding.

✓ Council conducted the robust financial resource mobilisation programme targeting local leaders thus Chiefs, Village heads and Business communities for them to encourage theirs communities to pay levies and rates to Council.

# LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?

- To mainstream gender – In the 6 budget programmes done by LAs.
- There is need to encourage women participation in decision making positions.
- To improve on inclusivity thus PWDs friendly ablution services at Council offices as well as at Schools and Clinics.
- To improve budget activities of the council.

- How are these being applied?

- Workplaces – employment of women, youths and PWDs
- Politics – According to 2023 Election System, the government introduced a quota system in women participation in politics in Parliament and Councils.
- Societal Awareness – engaging communities in decision making roles.
- Lobbying and advocating for funds to construct disability friendly facilities.
- Council budgeted for the construction of the GBV survivors shelters.

# SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
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- Council budgeted for hub and spoke activities including provincial meetings.
- Exchange visits with the hub and other spoke councils.
- Council budgeted for gender issues i.e gender mainstreaming and gender specific programmes i.e Junior Council and GBV.
- Council have a Gender committee in place.
- Council has a succession plan.