



**GENDER LINKS**  
FOR EQUALITY AND JUSTICE

People  
Change  
the World

**Diakonia**



Sweden

Sverige

# SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024 INSTITUTIONAL COE PRESENTATION



**ZIMBABWE, ZIBAGWE RURAL DISTRICT COUNCIL, NOVEMBER 2024  
NYIKAVARANDA GRACE**

# OVERVIEW

<b>COUNTRY</b>	<b>ZIMBABWE</b>			
<b>COUNCIL</b>	ZIBAGWE RURAL DISTRICT COUNCIL			
<b>GENDER CHAMPION</b>	MANGANI ANASTANCIA			
<b>GENDER FOCAL PERSON</b>	NYIKAVARANDA GRACE			
<b>IS THE COUNCIL A HUB OR SPOKE COUNCIL? HUB</b>				
<b>Latest score (year)</b>	60 (2022)			
	women	Men	Total	% Women
<b>Council</b>	12	31	43	30
<b>Management</b>	4	10	14	29
<b>Council staff overall</b>	13	31	44	30
<b>Population served</b>	Females 98,299 and Males 98,763 (197,062) (2022 Population and Housing Census)			
<b>Key characteristics</b>	Zibagwe constitutes primarily rural areas outside the City of Kwekwe and the town of Redcliff. Its jurisdiction covers three administration zones namely, Zhombe Communal, Silobela Communal and Kwekwe Rural.			

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

- Zibagwe RDC has an approved Gender Policy and Gender Action Plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets.
- The Gender Policy is known and has a high profile champion within the council.

**GENDER POLICY**  
**ZIBAGWE RURAL DISTRICT COUNCIL**



CHIEF EXECUTIVE OFFICER  
ZIBAGWE RURAL DISTRICT COUNCIL

16 APR 2021

P.O. BOX 69, KWEKWE  
TEL: 055-22293 FAX: 055-23092

**ZIBAGWE RURAL DISTRICT COUNCIL**

Gender Champion.....	<i>Doep</i>	Date.....	<i>16/04/2021</i>
Workers Committee Chairperson.....	<i>[Signature]</i>	Date.....	<i>16/04/2021</i>
Human Resources Officer.....	<i>[Signature]</i>	Date.....	<i>16/04/2021</i>
Chief Executive Officer.....	<i>[Signature]</i>	Date.....	<i>16/04/21</i>
Council Chairperson.....	<i>[Signature]</i>	Date.....	<i>16/04/21</i>

RESOLUTION NO. G.51 (A)

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

- The council organised and coordinated Hub and Spoke strategy meetings and workshops within the province.
- Sharing information on gender responsive budget and projects.
- Learning from other Councils through look and learn programs.
- Council has budgeted for gender mainstreaming programmes using its own funds in order to have more of the hub and spoke activities.
- Provision of refreshments for the Hub and Spoke meetings
- **Hub and Spoke meetings are held quarterly**



# II. GOVERNANCE

## Evidence

### Detail

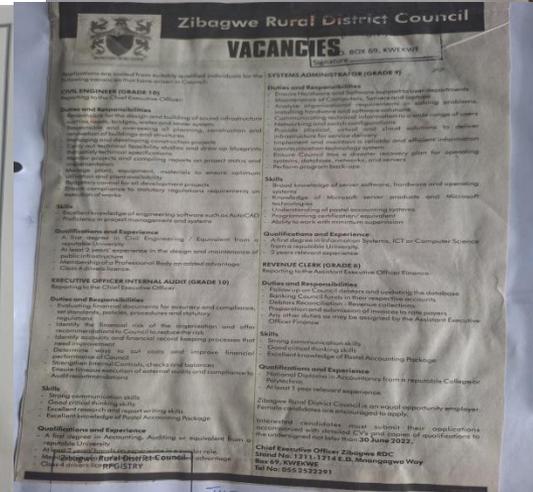
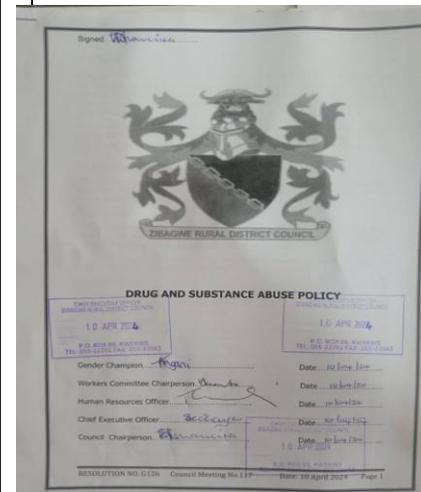
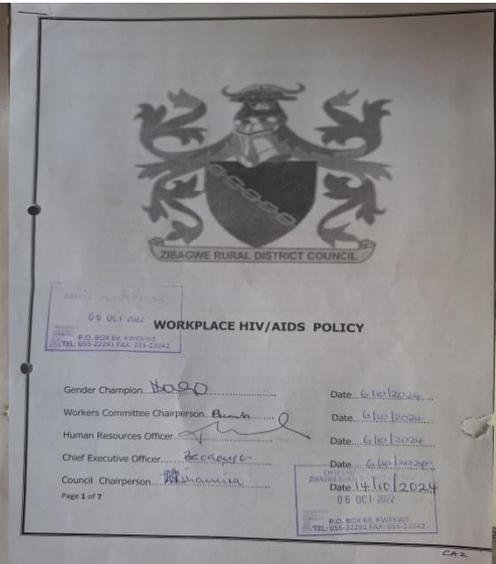
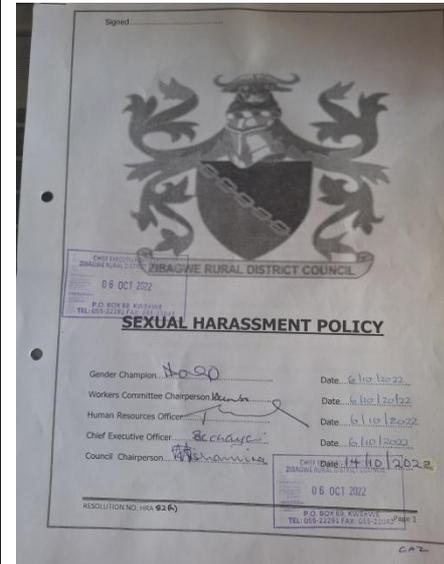
- The proportion of women's representation in council as councillors is 30% (2 are elected and 10 from quota system)
- Council has 7 committees
- 2 committees are chaired by women
- 0 committees are chaired by PWD
- Women/ youth/ PWD participate in Council consultations and decision-making through budget consultation meetings, Council meetings, WADCO, VIDCO and Intergenerational dialogue meetings.



# III. WORK PLACE POLICY AND PRACTICE

Zibagwe RDC has a working environment which is gender sensitive. For example:

- 30% of the workforce is women
- employs women in fields that were traditionally occupied by men. 1 Head of Department positions, i.e. Executive Officer Planning and Assistant Head of Departments i.e. A.E.O.H.R & Admin, Civil Engineering Technician & Systems Audit.
- women earn the same salaries as men for the same job status or position.
- Equal opportunities and outcomes for women and men, i.e., when applying for a job both qualifying men and women are shortlisted and called for interviews.
- It has clearly labelled Gender sensitive ablution facilities with urinary for men.
- 17% youth and 7.3% PWDs are employed by the council.
- The council has an approved sexual harassment policy in place.
- sexual harassment cases are dealt with using the code of conduct and its treated as a very serious dismissable offence.
- Some cases would be referred to the police for example rape cases.
- The Council also uses Labour Act and Constitution of Zimbabwe.



# IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan and Biogas production project that target women, PWD, and youth entrepreneurs.
- Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Existence of entrepreneurship finance schemes like Women's Bank and Empower bank are linked to council they benefit women, men, people living with disability, and youth.
- Council provide supporting documents to the entrepreneurs and also promote registration of cooperatives through the Ministry of Youth for easy of access of loans.
- Ministry of Women Affairs supports women in the Council area to access loans from Women's bank and Ministry of Youth also supports Youth to access loans from Empower Bank.
- Also these Ministries avail loans to women and youths in the communities.
- Council gives preferential treatment to women-owned businesses
- What is the proportion of tenders allocated to women **0%**
- **2.7%** of the council budget is allocated to LED activities



**LOCAL ECONOMIC DEVELOPMENT COMMITTEE**



# V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

## Land and housing

Council has sex disaggregated data for housing allocations, that is 63 men and 31 women giving a total of 94.

## Water and sanitation

- Council has **694** water committees
- Types of water and sanitation projects. **Solarised boreholes and water reticulation.**

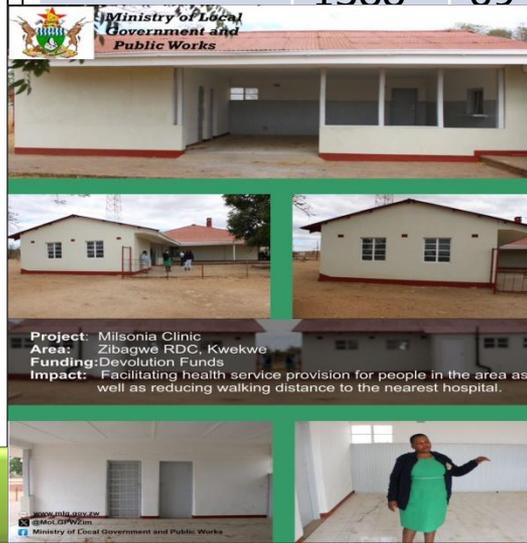
## How gender responsive are these

- They are gender-responsive as they provide equitable, accessible and effective healthcare services for all genders.
- The public toilets are accessible safe and inclusive for all genders. The toilets and clinics have ramps for easy of accessibility by people with wheelchairs.

Housing Allocations	Number	Proportion (%)	
Women	31	33	
Men	63	67	
<b>Total</b>	<b>94</b>	<b>100</b>	

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	953	420	533
Men	435	274	161
<b>Total</b>	<b>1388</b>	<b>694</b>	<b>694</b>



## VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council promote SRHR through identification of wards that have high rates of teen pregnancy and recommend partner implementation.
- Women, men, people living with disability, and youth has equal access to treatment. **Yes**
- Council ensured that health/SRHR facilities are more accessible to these groups by creating an enabling environment through establishing community databases in partnership with community leaders like village heads and chiefs, establishment of Youth friendly corners and health centres.
- Council encourage or support Comprehensive Sexual Education (CSE) in schools- Council is part of the District Child protection and civil protection committees where CSE implementation is monitored periodically.
- Council through its partners train the Guidance and Counselling teachers in school for them to be equipped with enough knowledge to handle the SRHR issues.
- CSE messaging can also be delivered to learners through Junior Assembly. This will have greater chances of working due to the peer to peer learning and sharing platform that the Junior Assembly provides.



# VII. GENDER BASED VIOLENCE

## Key actions council has taken towards:

- **Prevention**
- Start Awareness Support and Action (SASA) community dialogues are held on GBV/power dynamics and HIV&AIDS
- Engagement of community and religious leaders
- **Public awareness**
- Holding of awareness campaigns in the district
- Roadshows held.
- Social Dialogue meetings with community leadership.
- **Response and coordination**
- Coordination is done through Gender Committee meetings and Anti-Gender Based Violence Coordinating meetings
- **Support and empowerment**
- Through One Stop Centre we are providing post violence services ie health, legal, counselling and police services.
- HIV testing, STI screening and treatment, emergency contraceptives, application for TOP dignity packs and medical assistance for survivors.



# VIII. CLIMATE JUSTICE

- Does council have a climate change policy  
**No**
- Women, PWD, and youth are equally involved in projects that prevent climate change such as biogas digester construction, sustainable energy- solarised boreholes and waste recycling. For example:
- Biogas production in all the 33 wards where women ,PWD and youth are participating.
- Ward based Clean up campaigns that are being held by the Council.

## **Council adapted or mitigated against climate change-**

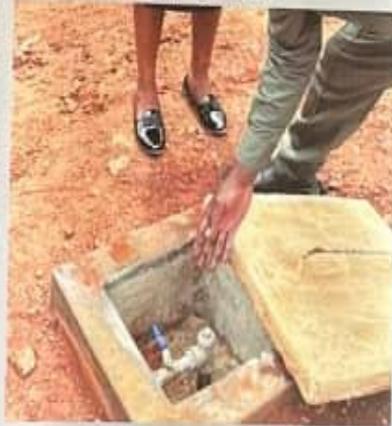
- Biogas production to curb deforestation and easy cooking
- Solarised boreholes for nutritional gardens
- Ward based clean up exercises
- The community club have been trained in waste recycling. (waste segregation)
- Use of solar energies as power backup for example solar installed at all the Council clinics
- create and enhance green infrastructure, including nursery gardens and planting of trees.



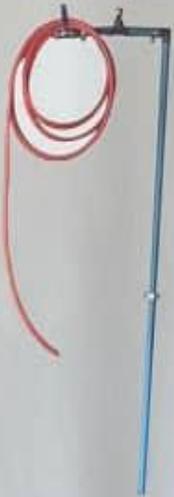
Completed Biogas digester plant



Gas outlet



Gas collection point



Biogas stove



Biogas bag



# IX. GENDER MANAGEMENT SYSTEM

Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?

- The council Gender Action Plan is aligned to the Council's strategic plan
- Gender is written into the job descriptions of key functionaries. **Yes**
- Council monitor and evaluate gender through use of gender- disaggregated data that is collecting data on gender demographics, services usage and outcomes.
- -Regular reporting that is submitting reports on gender related progress
- -Public consultations that is engaging with community members to understand gender related concerns.
- Check % of women in leadership.
- Gender pay gap
- Access to education and healthcare
- Representation in decision-making process
- Rates of gender-based violence



# X. GENDER RESPONSIVE BUDGETING

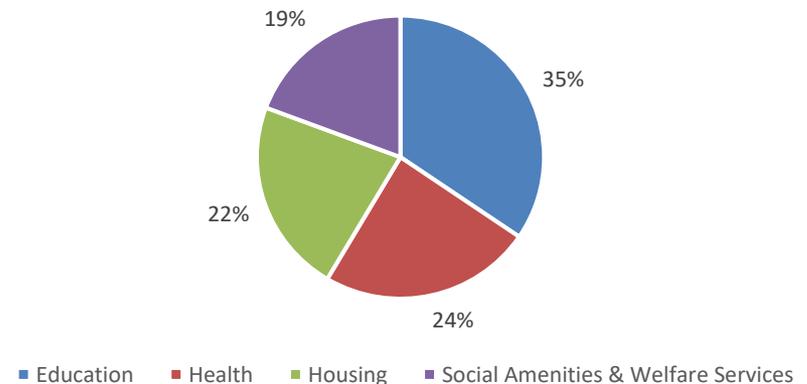
- Council submitted an entry in the GRB category
- The Council's Gender Responsive Budget statement is as per Ministry Guidelines

## The key highlights are:

- To promote accountability and transparency
- Increase participation
- Improves resources allocation
- Fosters equal opportunities

Programmes	Amount	% Budget	Gender considerations
Governance and Administration	30,856,200.00	66.77%	
Water Sanitation & Hygiene	1,401,000.00	3.03%	
Social Services	2,975,444.00	6.44%	
Roads	6,600,300.00	14.28%	
Public Safety & Security	0	0%	
Natural Resources and Conservation	4,380,000.00	9.48%	
Total	46,212,944.00	100%	

Social services



# CHALLENGES

- **Resistance to change from traditional power structures**  
- managed through community engagement and participation e.g having social dialogues with stakeholders and traditional leadership that includes Chiefs, Headmen and Village heads on gender issue.
- **Time constraints** – Schedule regular meetings and set clear expectations.
- **Limited access to knowledge and best practises** – managed through awareness campaigns, capacity building and training.
- **Financial constrains to do some activities pertaining to gender specific programmes-** Adequate resources and funding by having a gender budget.

# LESSON LEARNED AND INNOVATION

- Gender mainstreaming is not a stand alone issue but rather a cross cutting issue in every council department.
- With the COEs, hub and spoke, we have managed to adopt policies that promote gender equality and equitable representation of women on decision-making bodies.
- Council managed to have sex disaggregated data, which helps to improve resources allocation during budgeting process.
- These COEs actively increased female participation in local government especially in areas which were believed to be male dominated areas only.

# SUSTAINABILITY AND REPLICATION

- COE, hub and spoke work can be sustained in Council by having senior leadership buy –in and advocacy that is engagement of Councillors and all other stakeholders.
- Need to have a dedicated program resources and budget in this case we need to have a gender budget.
- To have departmental Gender Focal person so that the program would survive even if when the Gender Focal Person is not available- That is there is need for a succession plan.
- COE work can be shared to other local authorities through exchange visits and sharing of best practices.
- The Hub Council can encourage other local authorities to do gender specific as well as other gender mainstreaming projects.
- Council can share ideas on Hub and Spoke meetings and look and learn programs during coordinated meetings.
- Councils should honor their subscriptions so that all the meeting expenses would be covered by subscriptions rather than burdening the Hub council.