SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

ZIMBWBWE, BINDURA RURAL DISTRICT COUNCIL, 11 NOVEMBER 2024

PRESENTER

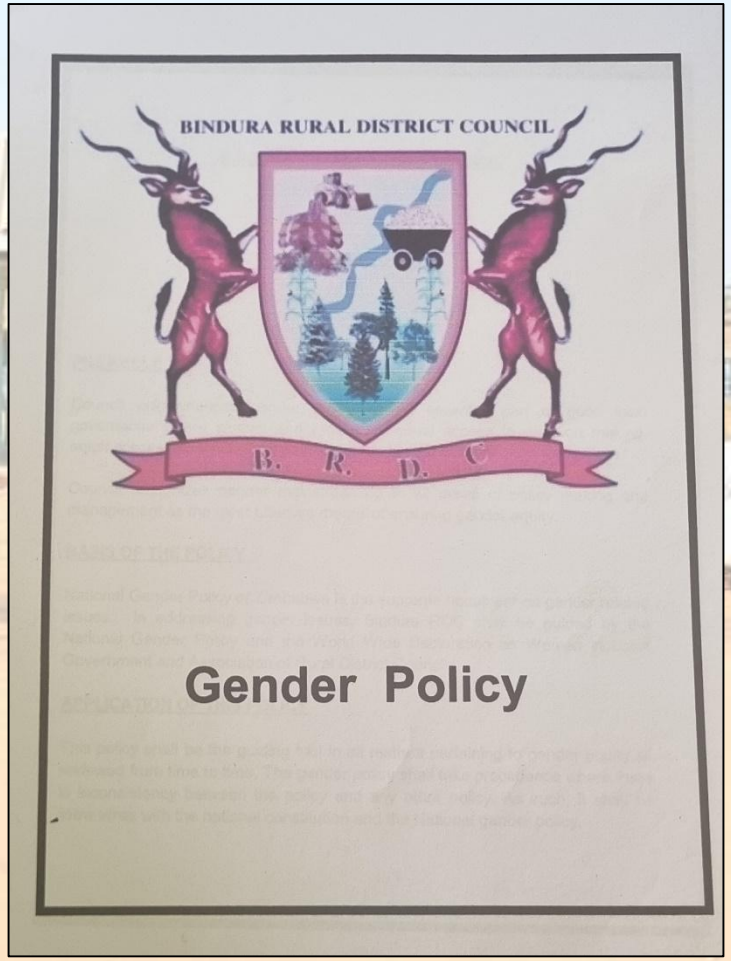
KILLIAN DZANGARE

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	BINDURA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	COUNCILLOR S. GUTSA			
GENDER FOCAL PERSON	KILLIAN DZANGARE			
THE COUNCIL IS A HUB COUNCIL				
Latest score (year)				
	Women	Men	Total	% Women
Council	8	19	27	29.6
Management	4	6	10	40
Council staff overall	11	29	40	27.5
Population served	85761	84080	169 841	50.5
Key characteristics	Bindura Rural District Council surrounds Bindura Municipality which is the provincial capital of Mashonaland Central Province. The council is gifted with skilled and well diversified human capital from 3 Universities. It is home to the Bindura University of Science and Education, Ezekiel Guti University and Zimbabwe Open University. The major economic activities in the District are Mining and agriculture.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Gender policy and action plan adopted in 2022.
- It is well known and has a high profile champion within the council (Councillor Gutsa).



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

hub and spoke activities ;

- **Hub and spoke meetings held quarterly on a rotational basis.`**
- **7 Spoke councils.**



Departmental Gender Focal Persons

II. GOVERNANCE

Women Councillors=29.6%

2 elected and 6 quota

- **Council has 7 committees**
- **2 Committees chaired by women(Environment and Audit)**
- **No committee chaired by PWDs**



Women Councillors

III. WORK PLACE POLICY AND PRACTICE

- **Council workplace is gender sensitive**
- **27.5% are women employees**
- **Equal remuneration for employees**
- **sexual harassment policy in place.**
- **Labour Act and Code of Conduct applied in sexual harassment cases**



Boardroom ramp

IV. LOCAL ECONOMIC DEVELOPMENT

- **The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.**
- **Market stalls developed at Musiiwa and Manhenga.**

ALLOCATIONS

- **Manhenga 52% women**
- **Musiiwa 56% women**

ENTREPRENUERSHIP

- **Grinding meals, peanut butter making and maputi making for woman and youths in ward 16.**





Empowerment Projects

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Gender sensitive stand allocation policy in place

Water and sanitation

- Water committees in place

<u>Types of water and sanitation projects:</u>

- Construction of toilets ward 16
- Upgrading of public ablusion facilities
- Construction of toilets ward 16
- Construction of toilets ward 16

Housing Allocations	Number	Proportion (%)
Women	322	21.6
Men	1172	78.4
Total	1494	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	807	134	135
Men	538	135	134
Total	1345	269	269

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

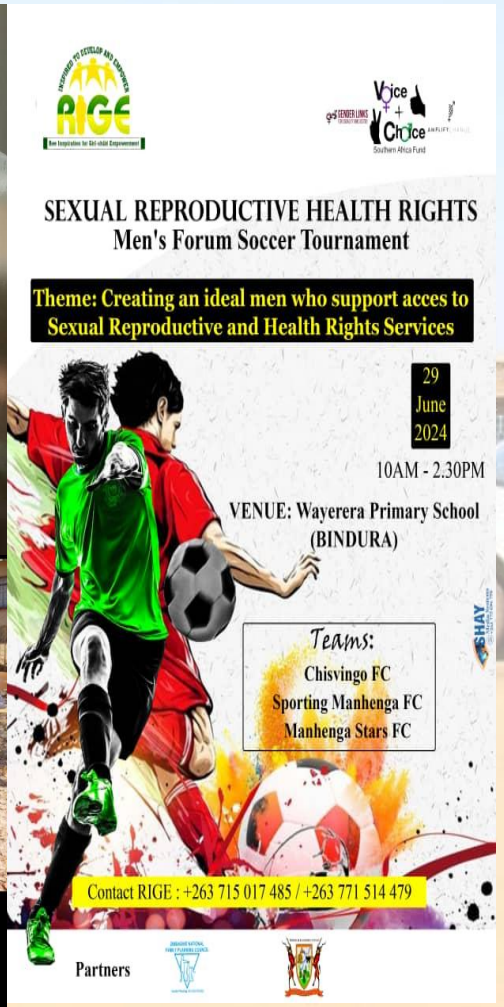
Council promotes SRHR;

- **Upgrading waiting Mother's shelter**
- **Provision of Rural Health Centres**
- **Establishment of a One Stop centre**
- **Sexual health campaigns**
- **Men's forum dialogue**
- **Dialogues with sex workers**
- **Provision of washable sanitary pads in schools**
- **Partnership with development partners**
- **Junior Council assist in Comprehensive Sexual Education (CSE) in schools**





RIGE
Rita Tiriboyi from RIGE leading a discussion on how men can effectively be engaged through the Ward traditional leadership to enciurage access to SRHR information and services. — at **Bindura Rural District Council-BRDC**.



VII. GENDER BASED VIOLENCE

Key actions council has taken towards Ending GBV:

- **Prevention**
- **GBV Committees established**

- **Public awareness**
- **Commemorations; 16 days of activism campaigns**
- **Gender sensitization quarterly meetings**
- **IEC material on Gender**
- **Council face book page**
- **Sister sister girl's clubs in schools**

- **Response and coordination**
- **Working hand in glove with the police**
- **Establishment of a one stop GBV victim friendly centre**
- **The Council Gender Committee**
- **Establishment of police posts around the district**
- **Review and Implementation of the GBV action plan**

Support and empowerment

- **Empowering youths in ward 16,15 and 12 with equipment.**



Awareness Campaign

VIII. CLIMATE JUSTICE

- No climate change policy
- Projects that prevent climate change :

✓ Schools woodlots
✓ Water harvesting
✓ Clean up campaigns
✓ Tree planting
✓ Voluntary Environmental Monitors
✓ Holding environment awareness campaigns

- The council has adapted against climate change by:

✓ Facilitating clean up campaigns
✓ Provision of bins in business centres
✓ Rehabilitation of Council pit sand sites
✓ Facilitation of E.I.A for projects in the district
✓ Budgeting for National tree planting and environmental days.
✓ Participating in farming field days



Clean up campaign

IX. GENDER MANAGEMENT SYSTEM

Gender Structures

- **Gender focal person, Departmental gender focal persons,**
- **Gender committee, gender champion**
- **Gender Action Plan aligned to the Council's strategic plan.**
- **Gender is written into the job descriptions of the CEO.**
- **No monitoring and evaluation mechanisms to evaluate gender.**



Gender Committee

X. GENDER RESPONSIVE BUDGETING

- **Council did not submit an entry in the GRB category.**



CHALLENGES

- Lack of awareness and understanding
- Cultural and social norms
- Insufficient data and research
- Limited resources
- Resistance to change
- Inadequate monitoring and evaluation

LESSON LEARNED AND INNOVATION

- There is need to create awareness and understanding of gender issues.
- Deep rooted cultural beliefs and norms can hinder gender equality efforts.
- There is need to commit more resources towards gender mainstreaming.
- Lack of cooperation from some spoke councils.

SUSTAINABILITY AND REPLICATION

- Institutionalise gender equality
- Leadership commitment
- Gender sensitive budgeting
- Staff training and capacity building
- Community engagement
- Monitoring and evaluation
- Partnerships and collaborations
- Mainstreaming gender and decision making
- Accountability and mechanisms