

TSHOLOTSHO RURAL DISTRICT COUNCIL

SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE

Zimbabwe, 11-13/11/2024

Linnet Banda

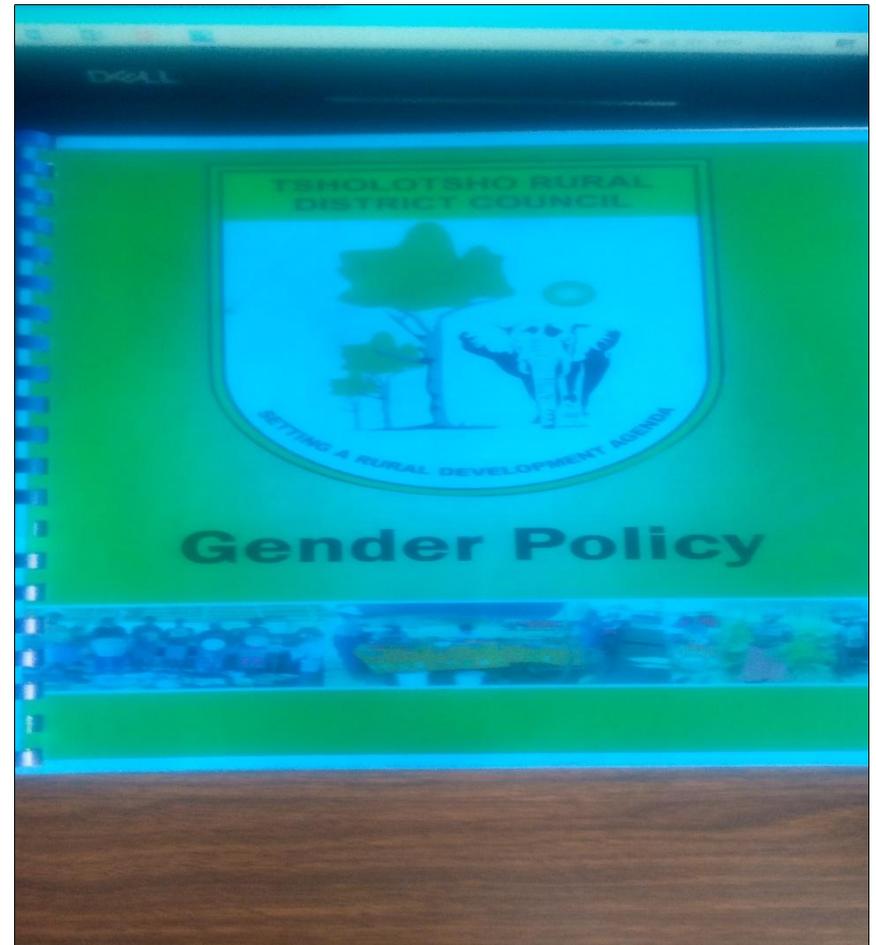
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OVERVIEW

COUNTRY	ZIMBBWE			
COUNCIL	TSHOLOTSHO RURAL DISTRICT COUNCIL			
GENDER CHAMPION	SIBONGILE NGWENYA			
GENDER FOCAL PERSON	LINNET BANDA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	-50%			
	Women	Men	Total	% Women
Council	7	22	29	24
Management	2	8	10	20
Council staff overall	16	47	63	25
Population served	115 782			
Key characteristics	SANDY SOILS FOR SMALL GRAIN FARMING, TIMBER LOGGING AND WILDLIFE			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Yes we have a Gender Policy
- To be reviewed last quarter of 2024
- Yes Tsholotsho has a well known champion
- Also the only female chairperson chairing the Health and Social Services committee



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Tsholotsho sought assistance in crafting the GRB statement by meeting the HUB in their boardroom
- Met with other SPOKE councils at the HUB council for learning purposes
- Communicate through group chat for clarifications
- Also through direct calls



- Hub and spoke councils at Umguza RDC

II. GOVERNANCE

Detail

- No women councillors elected out of 22. Seven councillors from quota
- There are seven council committee
- One committee chaired by women
- Zero committee chaired by PWD
- Women, youth and PWD participate through consultative meetings
- Also through Budget consultations, masterplan engagement meetings, etc.

Evidence



- Tsholotsho RDC female councillors and female managers

III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Provide examples.

- There are 16 women out of 63 employees(25%)
- How is the council supporting women in the workplace so they are better placed to work?
- There are 18 youths and 0 PWDs employed by council
- Council has a draft sexual harassment policy.
- No sexual harassment cases dealt with so far

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**TSHOLOTSHO RURAL DISTRICT COUNCIL
SEXUAL HARRASSMENT POLICY**



TSHOLOTSHO RURAL DISTRICT COUNCIL
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**TSHOLOTSHO RURAL DISTRICT
COUNCIL**

**SEXUAL HARASSMENT DRAFT
POLICY 2024**

1.0 PREAMBLE

MISSION STATEMENT

TSHOLOTSHO RURAL DISTRICT COUNCIL INTENDS TO PROMOTE DIGNIFIED LIVES FOR THE COMMUNITY THROUGH SUSTAINABLE UTILIZATION OF NATURAL RESOURCES, CREATION OF A CONDUCTIVE ECONOMIC ENVIRONMENT, PROVISION OF BASIC SERVICES, WITH THE INVOLVEMENT OF STAKEHOLDERS WHILE EMPHASIZING ON GOOD CORPORATE GOVERNANCE.

IV. LOCAL ECONOMIC DEVELOPMENT

- The Council local economic development plan in place or projects that target women, PWD, and youth entrepreneurs.
- 64 Vegetable and Flea Market places designed and 86% of stands allocated to women, 0 men, 0 PWD and 14% youth on an equal opportunity basis.
- Council provides entrepreneurship schemes through partners signed MOU with.
- 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?
- Council allocates tenders to women and youths especially those into catering and Bed and breakfast Industries
- 3 out of 8(38%) of tenders allocated to women?
- No budget For LED activities



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TSHOLOTSHO DISTRICT LOCAL ECONOMIC DEVELOPMENT PLAN

2024-2025

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- No disaggregated data of land and housing allocations.
- By 31 December 2024 all council data will be disaggregated through charts of accounts

Water and sanitation

- There are 1144 water committees
- Nutrition gardens and latrine construction.
- Both men and women take part in these projects.

Housing Allocations	Number	Proportion (%)	
Women	-	-	-
Men	-	-	-
Total	-	-	-

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	4576	286	1120
Men	3432	858	24
Total	8008	1144	114

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council promotes SRHR in our health facilities and through partners.
- Women, men, people living with disability, and youth have equal access to treatment.
- Construction of more clinics, VHWs, Outreach programs
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through G and C teachers, partners (Dreams consortium, community referrals



- Men and women getting treatment at Jimila clinic

VII. GENDER BASED VIOLENCE

- Prevention- SASA program(NAC/Safaids)
- Public awareness –One Stop Centres(Safaids)
- Response and coordination
- Support and empowerment- Safe shelter and dialogues



- Toll fee number for response

VIII. CLIMATE JUSTICE

- Council does not have a climate change policy
- Gully reclamation, smart agriculture, solid waste management, nutrition gardens, ISALS, borehole solarisation, clearing of invasive alien species, formation of environmental committees, etc.
- Council is working with partners and stakeholders in the implementing climate justice



Galley reclamation in Ward 16

IX. GENDER MANAGEMENT SYSTEM

- Council has a Gender focal persons, gender committee(Health and Social Services), gender champion.
- Gender Action Plan is aligned to the Strategic Plan
- Gender is not written into the job descriptions of key functionaries.
- Council monitors and evaluate gender through service delivery and CEOs performance contract



Budget Consultation at Chefunye Ward 19

X. GENDER RESPONSIVE BUDGETING

- Council submitted an entry in the GRB category
- Council drew a Gender Responsive Budget statement as per Ministry Guideline.
- Construction and equipping of clinics, schools and ECDs.
- Provision of market stalls
- Working spaces for youths
- Drilling and solarisation of boreholes



GENDER RESPONSIVE BUDGETING

- ▶ Gender based Budgeting statement: Tsholotho Rural District council endeavours to provide services that are sensitive to the needs of the all social groups (people living with disabilities, age, sex, and ethnicity) through a budget that ensures that women and children travel shorter distances to access health and social services and business opportunities, while people living with disabilities have equal access to all basic services and social amenities.

Budget Process

- The process was conducted in mainly two ways, Physical meetings and Focused Group discussions. There were areas women and men were grouped separately while some areas combined groups were consulted
- The council staff educated on Gender budgeting, policies and gender inclusivity to ensure that gender issues are also talked during budgeting and everyday council business.

- 2024 GRB Statement

CHALLENGES

- Buy in of gender mainstreaming in budgeting - HUB
- Keeping sex disaggregated data- Charts of accounts in the process
- Aligning gender into the job descriptions of key functionaries – Yet to get assistance from our HUB council to assist

LESSON LEARNED AND INNOVATION

We have realised that as a council we were not implementing some of the protocols and that we were not documenting most of our works.

From the time we attended the Summit preparation and the provincial meeting, we have started documenting all our projects and disaggregating data

SUSTAINABILITY AND REPLICATION

- The COE, hub and spoke work can be sustained within our organisation through sensitisation and training of all the staff personnel, legislators and stakeholders.
- Exchange visits, provincial and national meetings will go a long way in addressing gaps.