SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

(Zimbabwe, Chirumanzu Rural District Council, 25 October 2024 , Lizie auzi)



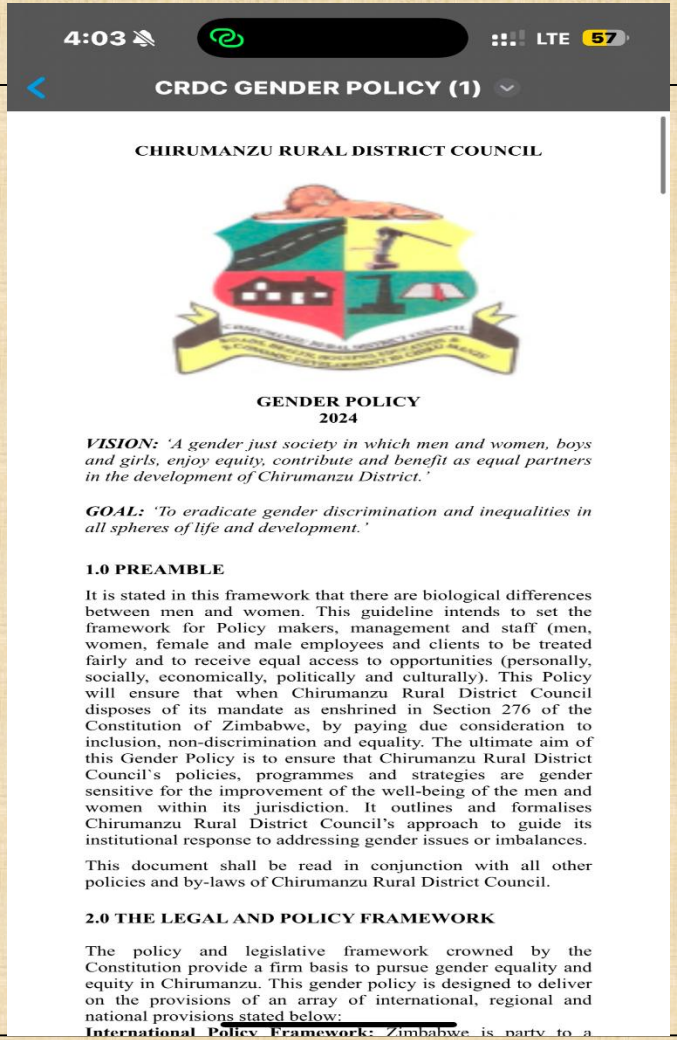


OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	CHIRUMANZU RURAL DISTRICT COUNCIL			
GENDER CHAMPION	COUNCILLOR GLADYS CHIVIGE			
GENDER FOCAL PERSON	LIZIE MULAUZI			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	50%-60%			
	Women	Men	Total	% Women
Council	14	19	33	42.4
Management	1	6	7	14
Council staff overall	39	81	120	33
Population served	49683	45589	95272	52
Key characteristics	The district covers an area of 4,737 km^2 and is composed of both communal areas in the south, and resettlement areas in the north. Chirumanzu District is			

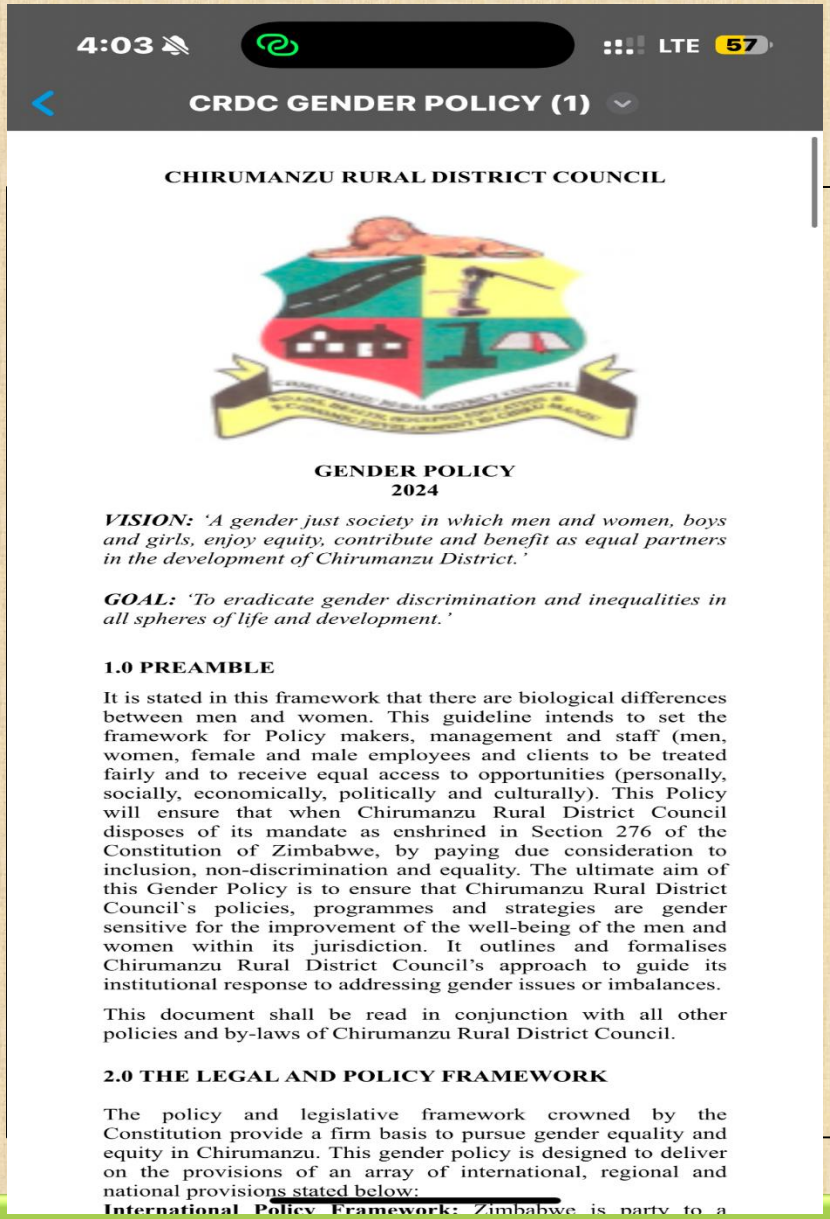
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Is there a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets? Yes, it has recently been adopted by council.

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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?
- Yes, by attending to quarterly meetings and giving inputs and paying its monthly subscriptions
- How often are hub and spoke activities conducted



II. GOVERNANCE

Detail

What is the proportion of women's representation in council as councillors?
Elected 24% Women's Quota 18%

How many committees does the council have?
Nine (9) committees.

How many committees are chaired by women?
Three (3)

How many committees are chaired by PWD? One (1)

In what way do women/ youth/ PWD participate in council consultations and decision-making?
They participate through meeting or come in person or by writing letters or phoning

Evidence



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?
Provide examples.

- What proportion of the workforce is women? 31%
- How is the council supporting women in the workplace so they are better placed to work? By encouraging them to further their studies and paying tuition fees.
- What is the proportion of youth and PWDs employed by the councils? 0%
- Does the council have a sexual harassment policy? Yes, still in draft form
- How are sexual harassment cases dealt with? By using the Code of Conduct and reporting them to the Police, Labor Act and Collective Bargaining S!87 of 2017



IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs. Yes
- Market places designed and 58 % of stands allocated to women, 5% to men, 7% PWD and 30% to youth on an equal opportunity basis.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth. Council is yet to have such schemes.
- 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 has signed MOUs with development partners which support entrepreneurs with start up capital.
- Does the council allocate tenders to women-owned businesses? Yes , if they meet all requirements.
- What is the proportion of tenders allocated to women? 0%
- What proportion of the council budget is allocated to LED activities? 10%

Holy Cross Dam revitalises agriculture in Chirumanzu



A thriving winter wheat crop as a result of the reconstruction of Holy Cross Dam

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
- Types of water and sanitation projects. Community Gardens, Construction of ablution blocks at schools and diptanks.
- How gender-responsive are these. ¾ of the projects are women led.
- Council managed to drill 8 boreholes and rehabilitated 13. Council is working with RIDA and a developing partner call Church of Mennonite who are also into water projects. Council has its own drill Rig which was purchased using devolution funds.

Housing Allocations	Number	Proportion (%)
Women	6	55
Men	5	45
Total	11	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	250	35	25
Men	100	15	25
Total	350	50	50

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?Council in conjunction with NAC have SRHR programmes which are currently being run like Sister to Sister and other Developing partners like Hand in Hand also have the same with Junior Councillors and youths out of school.
- Do women, men, people living with disability, and youth have equal access to treatment. Yes they have equal treatment through outreach programmes, home visits and mobiles clinics in their areas.
- How has the council ensured that health/SRHR facilities are more accessible to these groups? Council has increased the number of clinics being constructed and aims to have a clinic in each ward by the year 2030.
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools? The Ministry of Primary and Secondary Education in partnership with council engage Junior Councilors where they do public speaking, quiz and debates competitions on CSE. NAC also sponsors these quizzes and spreads awareness across the district.



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention: Clearing of wooded areas to ensure safety of women and children. Commemoration of 16 Days of Activism Against GBV,
- **Public awareness**: Council in collaboration with Sector Ministries and development partners hold campaigns regularly.
- **Response and coordination:** Council is part of the Child Protection Committee and works alongside several stakeholders hence it reports to the relevant authorities.
- **Support and empowerment:** GBV Survivors are supported by giving them skills and linking them with development partners that offer counselling services among others.



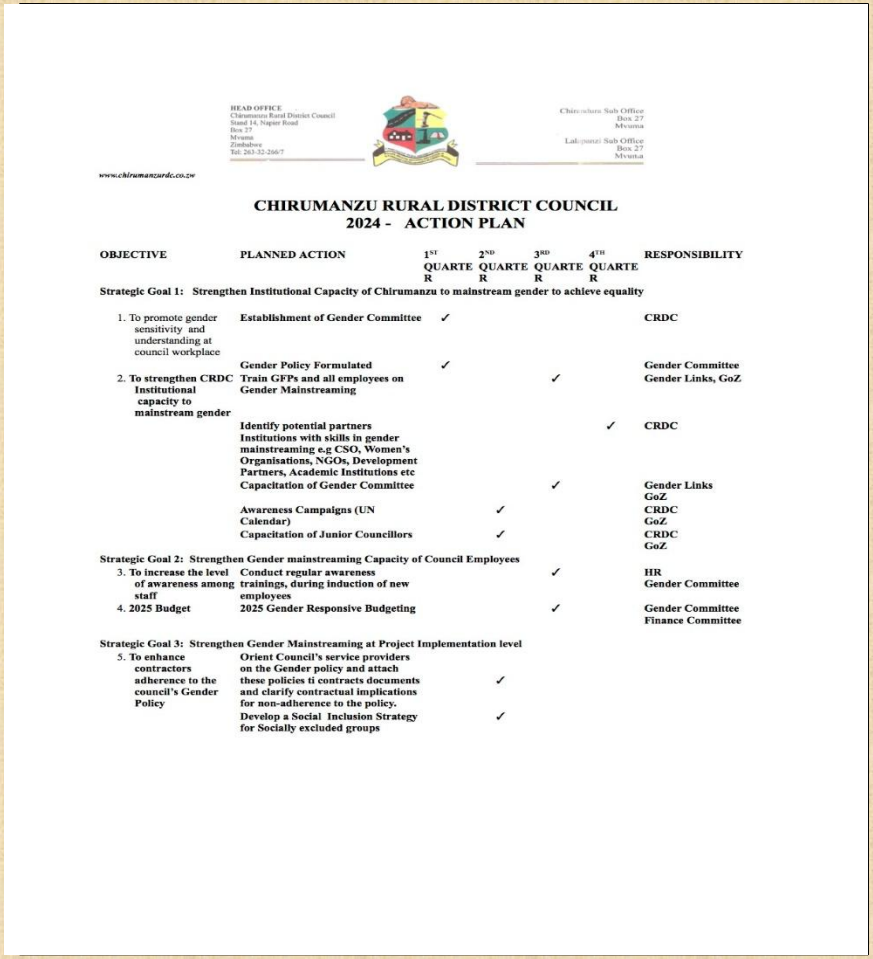
VIII. CLIMATE JUSTICE

- Does council have a climate change policy? Council does not have a climate change.
- 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.
- Council has two groups who are doing waster recycling and fish farming
- How has the council adapted or mitigated against climate change?



IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion? Council does have a Gender Focal Person, a Gender Champion and a Gender Committee in place. The Gender committee was established this year 2024
- Is the council Gender Action Plan aligned to the Council's strategic plan? Yes,Gender is written into the job descriptions of key functionaries. Yes it is on the CEO's Job description
- How does the council monitor and evaluate gender? Through departmental reports, from Sector Ministries and development partners review reports from the Audit committee.



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CHIRUMANZU RURAL DISTRICT COUNCIL
2024 - ACTION PLAN

OBJECTIVE	PLANNED ACTION	1ST QUARTER	2ND QUARTER	3RD QUARTER	4TH QUARTER	RESPONSIBILITY
Strategic Goal 1: Strengthen Institutional Capacity of Chirumanzu to mainstream gender to achieve equality						
1. To promote gender sensitivity and understanding at council workplace	Establishment of Gender Committee	✓				CRDC
	Gender Policy Formulated	✓				Gender Committee
2. To strengthen CRDC Institutional capacity to mainstream gender	Train GFPs and all employees on Gender Mainstreaming			✓		Gender Links, GoZ
	Identify potential partners Institutions with skills in gender mainstreaming e.g CSO, Women's Organisations, NGOs, Development Partners, Academic Institutions etc				✓	CRDC
	Capacitation of Gender Committee			✓		Gender Links GoZ
	Awareness Campaigns (UN Calendar)		✓			CRDC GoZ
	Capacitation of Junior Councillors		✓			CRDC GoZ
Strategic Goal 2: Strengthen Gender mainstreaming Capacity of Council Employees						
3. To increase the level of awareness among staff	Conduct regular awareness trainings, during induction of new employees			✓		HR Gender Committee
4. 2025 Budget	2025 Gender Responsive Budgeting			✓		Gender Committee Finance Committee
Strategic Goal 3: Strengthen Gender Mainstreaming at Project Implementation level						
5. To enhance contractors adherence to the council's Gender Policy	Orient Council's service providers on the Gender policy and attach these policies ti contracts documents and clarify contractual implications for non-adherence to the policy.		✓			
	Develop a Social Inclusion Strategy for Socially excluded groups		✓			

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?

- Community consultations
- Gender Responsive Budgeting & Resource mobilisation



CHALLENGES

- What have been the main challenges? How have these been overcome?
- - Lack of capital as well as skills by informal traders
- - Network challenge affecting communication in remote areas
- - Few women in influential position
- - Poverty makes women vulnerable trade sex for income as a survival strategy leading to prostitution

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
- How are these being applied?

- Women should be encouraged to speak up and not suffer in silence.
- Support of women rights
- Collaborated workshops and meetings
- Community and Traditional leaders should to be included in formulating policy and lead on behaviour change.

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- - Hub and Spoke meeting to continue on quarterly basis
- -Set departmental GFP
- -Working with development partners
- - Encouraging more activities at Junior Council level to promote youth inclusion