SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE

(Zimbabwe, Buhera Rural District Council, 7 November 2024
By L. Marongere)

OVERVIEW

COUNTRY	**Zimbabwe**			
COUNCIL	Buhera Rural District Council			
GENDER CHAMPION	Decide Tarwireyi			
GENDER FOCAL PERSON	Loice Marongere			
IS THE COUNCIL A HUB OR SPOKE COUNCIL?				
Latest score (year)	49			
	Women	Men	Total	% Women
Council	13	40	43	32.03
Management	2	6	8	25%
Council staff overall	15	31	46	32,6%
Population served	271920 as at 2022			
Key characteristics	Buhera is wholly communal, receives erratic rain falls and is a drought prone district			

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

- The Council has a draft Gender policy which is at its advanced stages
- The policy is still to be profiled within Council once it has a Council Resolution

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?

- How often are hub and spoke activities conducted by the council?

- Council supports hub activities through allowing the Gender Focal Person to attend Provincial meetings and also provide allowances meetings
- We managed to hold one meeting

II. GOVERNANCE

Detail	Evidence
• What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota)	• The Council has 13 women representation in council out of 33 wards 
• How many committees does the council have?	• Eight (8) committees
• How many committees are chaired by women?	• 2 chaired by women
• How many committees are chaired by PWD?	• Nill
• In what way do women/ youth/ PWD participate in council consultations and decision-making?	• Through meetings and correspondences

III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace? Provide examples.

- What proportion of the workforce is women?
- How is the council supporting women in the workplace so they are better placed to work?
- What is the proportion of youth and PWDs employed by the councils?
- Does the council have a sexual harassment policy?
- How are sexual harassment cases dealt with?

- The proportion for women is still very low with 15 women out of 51 men
- The Council encourages women to apply for all posts advertised

- 10 youths are employed by Council
- Council has a Sexual harassment policy
- A grievance form is raised and action is taken according to the collective bargaining code

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 % of stands allocated to women, men, PWD and youth on an equal opportunity basis.	• **267 females allocated, 175 males and 53 disabled**
• Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.	
• 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?	• **They are not forthcoming but are encouraged to participate in the tender processes**
• Does the council allocate tenders to women-owned businesses?	• **nil**
• What is the proportion of tenders allocated to women?	
• What proportion of the council budget is allocated to LED activities?	

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?
- Types of water and sanitation projects.
- How gender-responsive are these.

Housing Allocations	Number	Proportion (%)
Women	21	34,4%
Men	45	65,6%
Total	66	100%

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	8566	1508	1067
Men	1997	0	441
Total	10563	1508	1508

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- Do women, men, people living with disability, and youth have equal access to treatment.
- How has the council ensured that health/SRHR facilities are more accessible to these groups?
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

- Council promotes by provision of health posts and clinics
- Free treatment
- Awareness campaigns
- Involvement
- Reduced distances to clinics
- Development partners are assisting Buhera Buhera RDC: CARC, World Vision, Care Start for Girls and Musasa on:
  - Awareness campaigns on drugs and substance abuse
  - Formation of School Health Clubs to coordinate health issues

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:	
• Prevention	• Include evidence here • In conjunction with partners we establish livelihoods community gardens • Tower lights and street lighting
• Public awareness	• Commemoration of 16 days activism against GBV • Campaigns
• Response and coordination	• Training Traditional Leaders on GBV issues • Remove victims from danger and place them in safe spaces (safe shelter) • One Stop Centre
• Support and empowerment	• Establishment of Revolving fund for Victims of GBV

VIII. CLIMATE JUSTICE

- Does council have a climate change 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.

- How has the council adapted or mitigated against climate change?

- No policy
- Yes Self Help Development Trust



- Establishment of Community Gardens, Borehole drillings, Tree planting



IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- Is the council Gender Action Plan aligned to the Council's strategic plan?
- Gender is written into the job descriptions of key functionaries.
- How does the council monitor and evaluate gender?

- Gender Focal Person, Gender Committee and Gender Champion
- Yes
- Yes (cross cutting)
- Gender Committee

X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category?
- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines?
- What are the key highlights?

- No
- Yes
- Gender Management system
- Gender Specific programmes
- Gender wage gap analyses

CHALLENGES

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

- Lack of Financial Resources
- Unavailability of supporting policies
- Lack of information access at grassroot level

- Partnerships with Development Partners and Private Sector
- Crafting of Gender Sensitive Policies
- Establishment of Ward Focal Persons

LESSON LEARNED AND INNOVATION

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

- Council has learned to be Gender sensitive in service delivery
- It was also assisted in the summit preparation
- Through hub & spoke meetings

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?

- There is need to carryout look and learn on best practice in other districts
- To prioritise gender mainstreaming activities in the Council budget
- Need to involve and train policy makers and all staff in the programme