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Sverige



# **SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024**

## **INSTITUTIONAL COE Template**

### **ZIMBABWE**

#### **UMGUZA RURAL DISTRICT COUNCIL**

**14 NOVEMBER 2024**

**PRESENTER: LYNDER FREEMAN MAPHOSA**

“A Centre of Excellence in Local Governance and Gender Mainstreaming”



# OVERVIEW



<b>COUNTRY DENING, MINING, COUNCIL</b>	<b>ZIMBABWE</b>			
<b>COUNCIL</b>	UMGUZA RURAL DISTRICT COUNCIL			
<b>GENDER CHAMPION</b>	GETRUDE GUMBO			
<b>GENDER FOCAL PERSON</b>	LYNDER FREEEMAN MAPHOSA			
<b>UMGUZA RURAL DISTRICT COUNCIL IS A HUB COUNCIL.</b>				
<b>Latest score (year)</b>	56			
	Women	Men	Total	% Women
<b>Council</b>	11	14	25	44
<b>Management</b>	6	5	11	60
<b>Council staff overall</b>	31	72	103	30
<b>Population served</b>	113 265 people( 59 116 m) (54 149 f )Zimbabwe Population and Housing Census Report 2022			
<b>Key characteristics</b>	HORTICULTURE, MARKET GARDENING, MINING, RANCHING			

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# GENDER POLICY, ACTION PLAN, HUB AND SPOKE.

## Statutes supporting gender mainstreaming in Council.

- Adopted gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and NDS1 deliverables is being implemented in council.
- Action plan is well known and has a high profile champion within the council.
- Section 27(3) speaks on equal treatment and right to equal opportunities in access to services.
- Section 45 equal rights to parties in marriage ie in land allocation dual stand ownership.
- Speaks into elimination of harmful practices ie Child marriages.

## Gender Policy implementation: Title deeds allocation ceremony for King City Development in Umguza RDC under Radar Properties 2024/10/02.



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

## Action Plan ,Hub and spoke activities

- Umguza Council hosted Mat North Councils for Gender responsive Budgeting for a look and learn visit.
- Mentoring and sharing best practices with Gwanda RDC and Matobo RDC .
- Trained Mat South on Gender budgeting at Gwanda RDC
- 2 hub meetings on:
  - Setting up gender committee's.
  - Creating terms of reference of the committee
  - Composition of the committees

## HUB and SPOKE Training for look





## II. GOVERNANCE

**Gender Champion Cllr G Gumbo posing a question on investment at the Sanganaï Tourism expo at ZITF.**

- Proportion of women's representation in Council as Councillors 44%.20% (5) are elected and 24% (6) quota.
- Council has 7 committees
- 3 committees are chaired by women.
- 1 committee is chaired by a PWD.
- Women/ youth/ PWD participate in council consultations and decision-making through:
  - Budget consultations
  - Master plan consultations
  - Valuation Role
  - Customer Satisfaction survey.
  - Commemorations
  - Campaigns
  - Radio dialogues



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# III. WORK PLACE POLICY AND PRACTICE

## Gender sensitive workplace

- 30% of the workforce are women.
- Council supporting women in the workplace through providing health and wellness every last Friday of the month.
- 33% of youth in workforce (15f,31m).
- Council have a sexual harassment policy in place and adopted.
- Sexual harassment cases dealt with in the strictest confidence and are attended to by human resources officer and GFP and taken to court where necessary.

## Council Staff on a Friday before engaging in wellness activities



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# IV. LOCAL ECONOMIC DEVELOPMENT

## LED RESULTS

### Council arrangements.

- A group managed to share US10000. they bought irrigation equipment.
- SOS has delivered complete chicken rearing inputs to 15 women in Ward 15 Nyamandlovu area. The group has two ladies living with disabilities. Sharing of inputs was non -discriminatory.
- 24 groups of about 15-20 women who are caregivers to children who have a risk of losing parental care have also been created and have village savings and lending schemes. In ward 9 there is a group of couples who are on art

## Thuthukani LED project Beneficiaries at the look and earn trade show facilitated by Gender Links



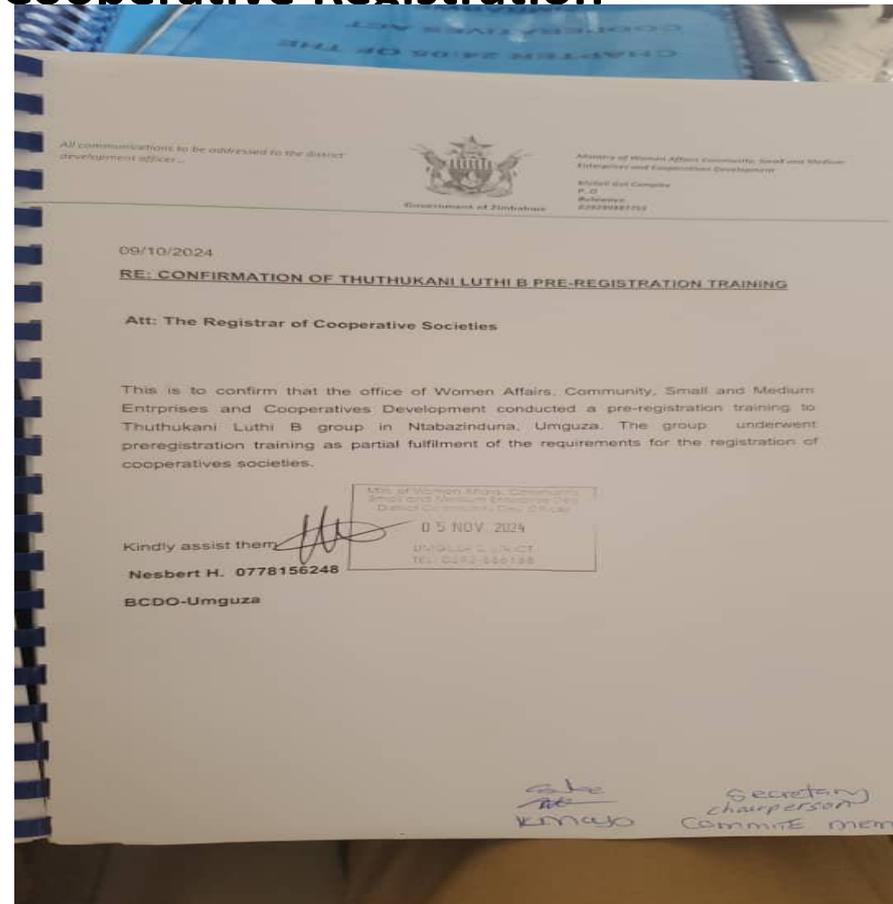


# IV. LOCAL ECONOMIC DEVELOPMENT

## LED RESULTS

- The Council has a local economic development plan and projects that target women, PWD, and youth entrepreneurs.
- Council is in the process of registering entrepreneurs as a cooperative in partnership with women affairs .
- Market places designed 3 2 % of stands allocated to women, men, 0,01 %PWD and 28% youth on an equal opportunity basis.
- Through the Promoting Gender inclusive local development program council and gender links have partnered to provide training for project beneficiaries who are inclusive of young women youths and girls.
- Council allocate tenders to women-owned businesses mostly for minor businesses like catering ie Silas Conference

## Thuthukani Luthi B LED project Cooperative Registration



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# INFRASTRUCTURE AND SOCIAL DEVELOPMENT

## Land and housing

Council housing policy allows for dual stand ownership by couples.

Intended to promote SDG5 Gender equality. (Ref : table)

5% allocation for PLWD.

## Water and sanitation

Council has 1090 water and sanitation committees.

Water quality is checked in satisfaction of SDG 6.

If chairman is female vice is male so as to capture views, water needs and aspirations of both sexes supporting equality in representation.

Water committees each have a nutritional gardens for survival of disadvantaged groups

Housing Allocations	Number	Proportion (%)
Women	562	70
Men	233	30
<b>Total</b>	<b>800</b>	<b>100</b>

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	982	72	56
Men	108	56	72
<b>Total</b>	<b>1090</b>	<b>109</b>	<b>109</b>



# INFRASTRUCTURE AND SOCIAL DEVELOPMENT

## Access

Council has constructed a 2km tarred road for easy access to markets.

Road quality increases movement to ready market especially horticultural produce

## Security

Council has 35 street lights in Ntabazinduna road

24 street lights on Baronvale road

These provide security for road users at night.

**Ntabazinduna 2km tarred road project to ease trafficability and for market linkages and protection.**





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

### Council SRHR initiatives

- Council promote SRHR thorough partners and demand induced campaign and dialogues in person and on radio.
- Women, men, people living with disability, and youth have equal access to treatment for STI's HIV/AIDS and other ailments services and access in non discriminatory.
- Council has employed more male nurses and initiated a deliberate male induced dialogue to encourage male access that health/SRHR .
- Council Distributed 290 465 condoms in 2023 broken down as 248 027(m) 42438 (f). Gender committee monitors distribution closely and triggers for services were necessary.

HR Officer Vusa Sikhosana encouraging men to seek HEALTH, HIV/AIDS, SRHR services.





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

### Prevention

- How has the council ensured that health/SRHR facilities are more accessible to these groups?
- Council has engaged peer counsellors in clinic targeting youth outreach.
- Youths have their own corner at clinic for privacy.
- Clinics are now open on weekends and holidays.
- Umguza Council clinics have added a waiting mother's shelter to its structures to prevent home deliveries
- Council entrance and toilet facilities have been modified to accommodate PWDs.
- All council clinics offer HIV testing and counselling and art initiation including provision of PREP and PEP services.

### School HIV and AIDS QUIZ for youths in school engagement





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

“Nothing for Us without us” SRHR Campaign at Nyamandlovu Secondary School 2023/31/05.

### SRHR in Schools

- 1180 girls participated in Parent to Child Communication outreach.
- A total of 777 girls participated in the Sister to sister club. 75 were below 15, 267 were between ages 15-19 and 435 were in the 20-24 age group.
- A total of 7592 children (3349 m, 4246 f) completed comprehensive sexuality education in schools under the DREAMS modified program in Umguza District.
- Council reached out to 200 (100 males) (100 females) students under the SRHR campaign sponsored by Gender links.





# VII. GENDER BASED VIOLENCE

## Public awareness

- Council and ZACH held 10 Community Dialogue meetings and reached out to 642 (448f, 194m) community members.
- Discussed HIV, GBV and community support
- On advocacy and engagement, 11 meetings were held with 398 religious and community leaders.
- 598 (188M, 410F) participants attended OSC demand generation meetings (10) which were done in school (2) and community (8).
- Response and coordination
- Provided information to adolescent boys and girls, referral pathways and effects of drug and substance abuse.
- Psychosocial support given to survivor

Cllr Kamsoko acknowledging impact of vehicle used to provide assistance in seeking services for GBV survivors in terms of minimizing injuries and preventing GBV related deaths





## VII. GENDER BASED VIOLENCE

### OSC Support and Empowerment 2023

248(14m 234f assessed one stop centre

28 survivors were sexually assaulted.

2 cases reported in 24hrs and PEP administered

26 were section 70 cases (sex with a minor)

42 survivors assisted with information or application for maintenance

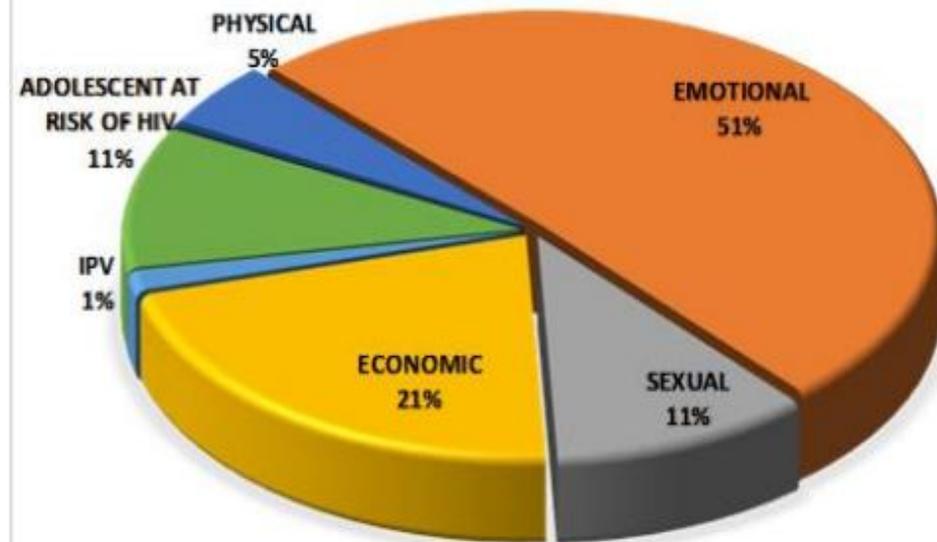
3 assisted with property sharing.

Increase in economic abuse due to EL nino effects.

Nexus on climate change and GBV.

### Evidence of Monitoring and evaluation at the one stop centre in 2024

CASE CATEGORISATION FOR JAN TO JUNE 2024





# VII. GENDER BASED VIOLENCE

## Support and Empowerment

- Council has a led project partnering with gender links.
- 71 survivors (2M,69F) accessed legal services offered by ZWLA officers at the One Stop Centre.
- Survivors have SASA champions to provide support.
- Support groups are for sharing experiences.
- Encourage sourcing of legal and medical help
- Support groups help to build self esteem.
- Encourage survivors to be economically independent.

## AGYW meeting held in Mahlothova in wards 8 Umguza District





## VIII. CLIMATE JUSTICE

### Climate mitigation

- Council has a climate change policy adopted and in use.
- Conservation and land use by laws are in place and being implemented.
- LEAP document current and operational.
- Fire action plan with gender considerations in place and shared with stakeholders.
- Council engages in clean up campaign to guard against waste getting into water sources and contamination.
- El nino induce fire launch done to guard against fire disaster

### Provincial clean up Launch along highways at Ticerhurst ward 8





## VIII. CLIMATE JUSTICE

### Interventions

- Implementing Agro-ecology initiative to promote organic farming at Mahaja garden.
- Farmers have started to use the vermicomposting in their horticulture plots, 16 rabbits were secured for multiplication and Rabbit manure and urine is being used as manure.
- Disaster risk training for farmers by planting sasai trees and constructing gabions
- Propagation of indigenous trees for Mgiqwa woodlot Ntabazinduna
- Propagation of fodder species in horticulture

Mbethe village gabion construction for gully reclamation involving the youth and women in food for work.





# IX. GENDER MANAGEMENT SYSTEM

## Gender Committee

- Council gender structure has Gender focal persons, gender committee, gender champion
- GFP has high buy in from management and executive.
- The GFP sits in all council committees at management level.
- Gender committee makes own recommendations and budget.
- Gender champion chairs two committees, Gender and social services committee.
- Gender Action Plan aligned to the Council's strategic plan especial on capital projects.
- Gender is written into all HOD performance agreements and their job descriptions.
- Council monitors and evaluate gender through gender committee and council meetings.
- Members include all NGOs, Government departments , ministries , council committee chairs and HOD's.

## Gender Committee schedule of meetings.

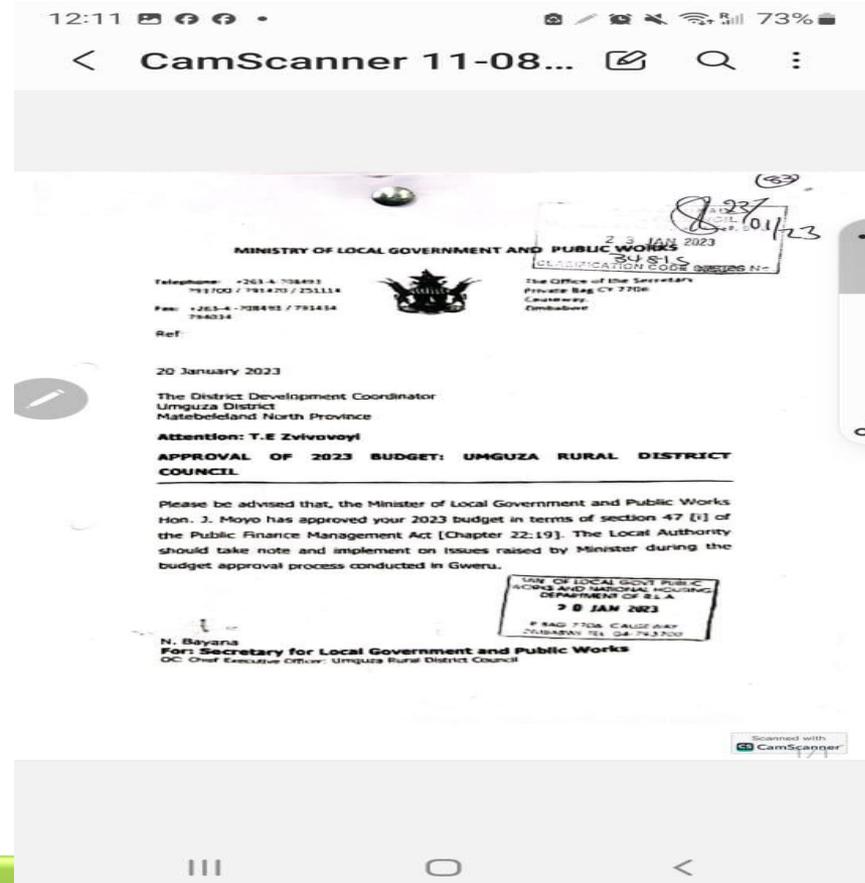
UMGUZA RURAL DISTRICT COUNCIL PROPOSED MEETING DATES FOR JANUARY TO DECEMBER		ADMIN & HUMAN RESOURCES OFFICER UMGUZA RURAL DISTRICT COUNCIL 27 DEC 2023 1000 am P.O. BOX, 749, BULAWAYO TEL: 65820/66813 FAX: 65873
<b>JANUARY</b>	09 Finance 1000 am 11 Environment 1000 am 16 Social Services 1000 am 18 Roads 1000 am 23 H.R.D 1000 am 25 Audit 1000 am 30 RDDC 1000 am	<b>FEBRUARY</b> 08 Finance 1000 am 13 Gender 1000 am
<b>MARCH</b>	05 Finance 1000 am 07 Environment 1000 am 12 Roads 1000 am 14 Social Services 1000 am 19 Audit 1000 am 21 H.R.D 1000 am 26 Council 1000 am	<b>APRIL</b> 09 Finance 1000 am 11 Gender 1000 am 25 RDDC 1000 am
<b>MAY</b>	07 Finance 1000 am 09 Environment 1000 am 14 Roads 1000 am 16 Social Services 1000 am 21 Audit 1000 am 23 HRD 1000 am	<b>JUNE</b> 06 Finance 1000 am 11 Gender 1000 am 27 Council 1000 am
<b>JULY</b>	04 Finance 1000 am 09 Environment 1000 am 11 Roads 1000 am 16 Social Services 1000 am 18 Audit 1000 am 23 HRD 1000 am 25 RDDC 1000 am 29-31 Strategic Plan Review	<b>AUGUST</b> 06 Special Finance (budgets) 1000 am 08 Finance 1000 am 15 Special Environment (budgets) 1000 am 20 Special Social Services (budgets) 1000 am 22 Special Roads (budgets) 1000 am 27 Special Audit (budgets) 1000 am 27 Special HRD (budgets) 1000 am 29 Special Gender (budgets) 1000 am
<b>SEPTEMBER</b>	05 Finance 1000 am 10 Environment 1000 am 12 Roads 1000 am 17 Social Services 1000 am 19 Audit 1000 am 24 HRD 1000 am 26 Council 1000 am	<b>OCTOBER</b> 08 Finance 1000 am 10 RDDC 1000 am 15 Special Finance (budgets) Consolidated 1000 am 17 Gender 1000 am 22 Special Council (Budgets) 1000 am
<b>NOVEMBER</b>	05 Finance 1000 am 07 Environment 1000 am 12 Roads 1000 am 14 Social Services 1000 am 19 Audit 1000 am 21 HRD 1000 am 26 RDDC 1000 am	<b>DECEMBER</b> 05 Finance 1000 am 12 Full Council 1000 am R E C E S S



## X. GENDER RESPONSIVE BUDGETING

- Council submitted an entry in the GRB category
- Council has drawn up a Gender Responsive Budget statement as per Ministry Guidelines
- The key highlights of the Council budget include
- Junior council budget as per beneficiary needs
- Training for hub and spoke
- Completion of clinics with waiting mother's shelter
- Construction of public toilets that are PWD friendly and suited for the girl child.
- Construction of ECD centers.

Budget approval letter as per Ministerial circular on gender budgeting.





# CHALLENGES

## **What have been the main challenges?**

- Funding for implementing projects.
- Male involvement in mainstreaming especially GBV and SRHR work.

## **How have these been overcome?**

- Seek partner and donor support.
- Targeting of males for social support in GBV cases and SRHR work



# LESSON LEARNED AND INNOVATION

## What lessons have been learned in the COE, hub and spoke process? •

- There is need for child friendly IEC material for use during outreaches and PCC sessions to use to assist in dissemination of information to AGYW and ABYM.
- Councils are not at same level in appreciating COE process as there are new Councilors.

## How are these being applied?

- Triggering for donors to try and introduce such material in their next round.
- There is need for continuous engagement and training of Councilors to bring them to speed with Council work.



# SUSTAINABILITY AND REPLICATION

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

- By getting buy in and cooperation that is budget backed for activities to take place.
- Rotate hosting of meetings.
- Every Council has a unique advantage to tap from.
- Investment in look and learn initiatives leads to results.



# THANK YOU



***“ Vision 2030: Leaving No Place and No one Behind .”***