SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

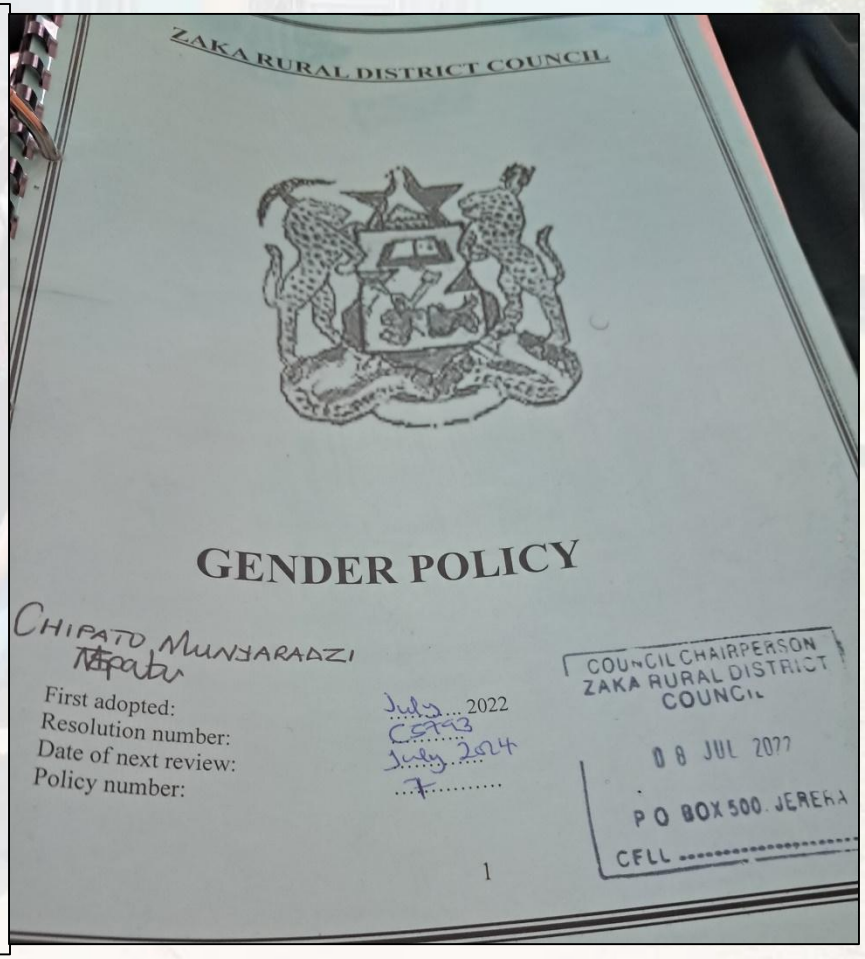
(Zimbabwe, Zaka Rural District Council, November 2024 and Presented by Murewa Memory)

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	ZAKA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	MAMVURA SARAH			
GENDER FOCAL PERSON	MUREWA MEMORY			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? : SPOKE				
Latest score (year)	2022			
	Women	Men	Total	% Women
Council	13	31	44	29.5
Management	2	4	6	33.3
Council staff overall	14	26	40	35
Population served	198 889			
Key characteristics	Communal area			

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

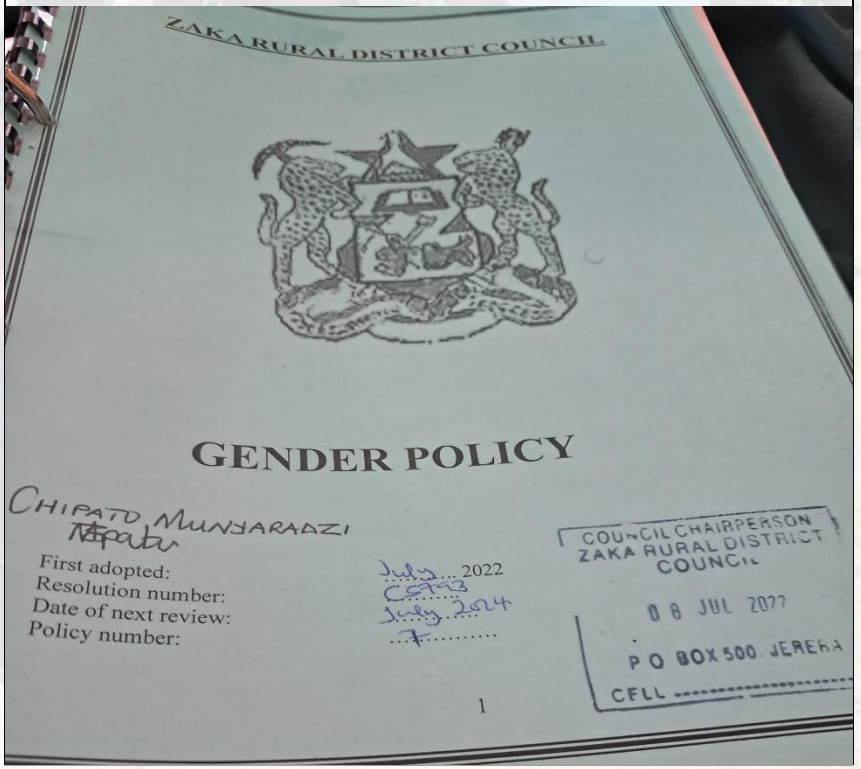


I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- How has the council coordinated and contributed to the **hub and spoke** activities e.g. provincial strategy meetings? Council offers financial assistance towards the provincial hub and spoke meetings
- How often are hub and spoke activities conducted by the council?

- Provincial meetings are conducted quarterly
- Exchange visits are being conducted within the province

- Photo of the Gender Policy



II. GOVERNANCE

Detail

- What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota). 13 women councillors and 3 are elected councillors while 10 are from the quota system
- How many committees does the council have? There are six committees
- How many committees are chaired by women? 3 committees are chaired by women and the council chairperson is also a female
- How many committees are chaired by PWD? No committee is chaired by PWD
- In what way do women/ youth/ PWD participate in council consultations and decision-making? Women were engaged in budget consultations at Padare and Chiromo BC

Evidence

- Audit committee chair, Planning Roads and Works chair, Finance committee chair and GFP

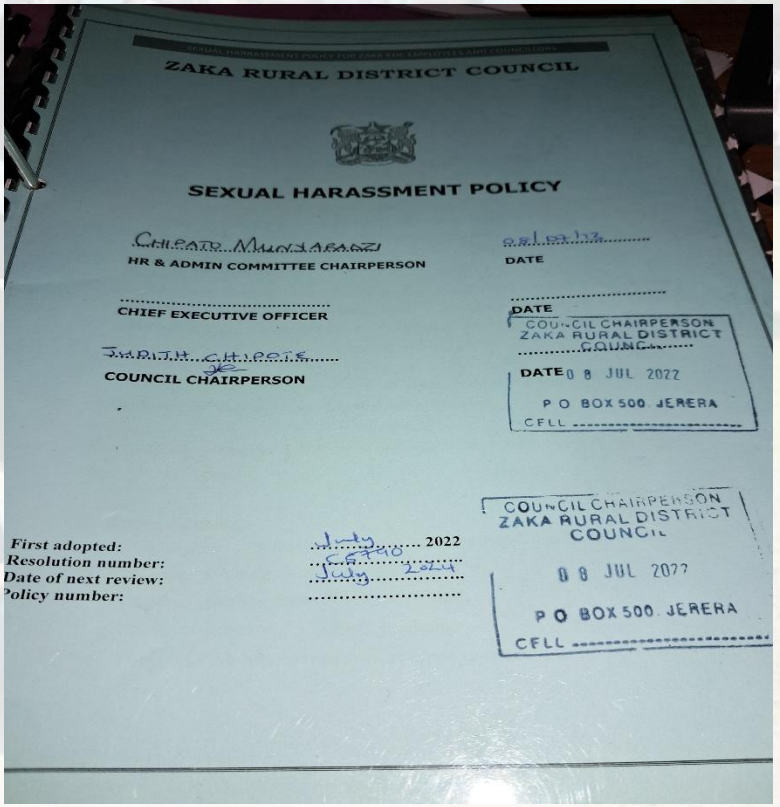


III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace? Provide examples.

- What proportion of the workforce is women? 34.7% are 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? 0%
- Does the council have a sexual harassment policy? Yes
- How are sexual harassment cases dealt with? Punitive actions are taken against such behaviour and police reports are also made to the nearest police post

Evidence – Include photos and articles as evidence here.



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.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth. YES
- 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?
- Does the council allocate tenders to women-owned businesses? Yes
- What is the proportion of tenders allocated to women? 33.3%. 2 tenders were allocated to women out of 6 tenders
- What proportion of the council budget is allocated to LED activities? 15%

Village Savings and Loans Association in ward 24 in Zaka District funded by Council in partnership with Care International Zimbabwe



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. Solarized boreholes, Pumps, protected wells
- How gender-responsive are these. Fair representation

Housing Allocations	Number	Proportion (%)
Women	172	68.8
Men	56	22.4
Total	250	91.2

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	454	380	90
Men	505	579	569
Total	959	959	959

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?

-Conducting menstrual and adolescence awareness

-Issuing sanitary wear to communities as a support system

- Arrests on sexual abuse through partners

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

-Through supporting guidance and counselling in schools

- There are child protection committees in schools which council give them support

Sanitary wear donated to 6 schools by council in Zaka District

Menstrual health a collective responsibility

By Richard Simango

LAST month the country celebrate the World Menstrual Day amid growing calls for men to take part in the menstrual health of their children and partners.

In a world where gender roles are evolving, it is essential to recognise that menstrual health is not solely a women's issue as men too, play a crucial role in supporting their children and partners during their periods.

Historically, menstruation has been misunderstood. However, men can break this cycle by engaging in open conversations with their children. By discussing menstruation openly, men can demystify the process and create a supportive environment.

Zimbabwe National Family Planning Council (ZNFPC) Masvingo Provincial Marketing and Commutations, Herbert Chikosi, has challenged men to become more informed around menstrual health issues so that they can be more supportive.

"There is limited male involvement in terms of information and support, because men assume that menstrual health is a women issue and for them to be involved, it will be testing their masculinity, so generally the support they provide is money which is hidden because menstrual health is associated with high stigma in men. It's worse when the parent is single," he said.

"However, we encourage men to take the challenge to look for information which will help them with the knowledge of menstrual health, they should also support through finance and creating an environment which is friendly for their children to open up. We as the family planning council ,we are training people who engage with people in their communities where they will be educating men on their involvement in Menstrual Health and to create an environment where children can be free to discuss these issues."



DDC for Zaka Ms Memory Dhliwayo and Zaka RDC Gender Focal Person Memory Murewa giving out sanitary wear to six schools which participated on the World Menstrual Hygiene Day commemorated at Jerera Primary School

He said if menstruation was well managed, it could reveal barriers to gender equality.

"On World Menstrual Hygiene Day, experts are breaking the taboo around menstruation and advocating for gender equality. Let's continue these conversations and work toward a country where menstruation is understood, respected and supported. Menstruation limits women in various daily activities, such as cooking, exercising, and attending public and religious functions. Additionally, cultural, social, and economic disparities, along with harmful gender stereotypes, compromise autonomy and decision-making for women."

Menstruation remains steeped in silence. Despite progress, there are still challenges faced by girls and young, such as access menstrual products such as sanitary pads, tampons, menstrual cups, and cloth due to financial constraints.

Some lack access to clean water and sanitation facilities, making it challenging to wash and change during their periods.

Tawanda Simbi, a father of two girls said: "Menstruation is part of life. As fathers, we need to be there for our children, supporting, understanding and normalising the conversation. These days with technology, as a responsible man you should download an application on your phone which tracks the menstrual cycle of your loved ones so that you will not forget when the time has come for the support."

Men can actively participate in managing menstrual supplies. Whether it's purchasing pads or ensuring their availability at home, their involvement reduces the burden on women and promotes a sense of shared responsibility.

Moses Mukute, a father of three, said education should start at an early stage, with boys being taught these issues at primary school level.

"These kinds of issues should also be taught in schools frequently as you will understand how menstruation works from an early stage. You will grow up knowing what the other gender want. Therefore, you won't feel shy when talking about menstruation because what makes men not want to take part is they are shy to have conversations with their loved ones. The support should be seen through the provision of money or sanitary wear to your loved ones as it will show that you are aware that they need support."

Men can advocate for better menstrual hygiene facilities in schools and public spaces. Their involvement can lead to more accessible toilets, clean water and disposal options for menstruating individuals. When men actively engage in menstrual health discussions, they create a ripple effect. Their children grow up with a healthier perspective, breaking down barriers and fostering a more compassionate society.

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention

- Educate communities by organizing workshops and events to raise awareness on GBV

- Public awareness

Integrate GBV in school programmes and encourage community participation in GBV prevention efforts

- Response and coordination

Collaborate with local NGOs, women groups and health care providers

- Support and empowerment

Establish shelters for housing GBV victims and offer counselling services and psychological support and therapy

- Monitoring and evaluation

Track GBV cases and assess response effectiveness

Public awareness on GBV in Schools held at Jerera Primary school in ward 19 Zaka District. 5 Schools competed on dramas, quiz, netball and poems on GBV and the trophy was sponsored by Solidarmed and St Joseph High School won.



VIII. CLIMATE JUSTICE

- Does council have a climate change policy? NO
- 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. Zaka RDC has women, men and youth who are involved in solid waste recycling in wards 8, 13, 18, 23, 28
- How has the council adapted or mitigated against climate change?

- By solarised street lighting and placing climate resilient infrastructure like fans, ceilings and air conditioners in offices.

-Burying of solid waste

Solid waste recycling project for youth in ward 28- Zaka District.



IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?

Zaka RDC has a gender champion, gender focal person and gender committee

- 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

- How does the council monitor and evaluate gender?

Gender-sensitive monitoring and evaluation is done to reveal whether a programme addresses the different priorities and needs of women and men, to assess if it has an impact on gender relations, and to determine the gender aspects that need to be integrated into monitoring and evaluation systems.

Gender action plan being aligned to the council's strategic plan



X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category?

NO

- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines?

YES

- What are the key highlights?

- Allocation of resources
- Youth and women participation
- Advocacy on GBV
- Commemorations

Zaka RDC Junior Councillors



CHALLENGES

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

The major challenges include:

- shortage of resources
- Price instability which affect women empowerment projects

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process? I learnt that information should be disseminated from a centralized location which are our hub councils to key actors who are trusted by community members - the spoke councils. This then helps to connect the broader communities to essential information and services, leveraging local partnerships and context-appropriate technologies to support and empower women and girls.
- How are these being applied?

- Through hub and spoke provincial meetings
- Community engagements
- Awareness campaigns on gender mainstreaming issues

SUSTAINABILITY AND REPLICATION

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

This can be sustained through coordination and cooperation with the hub and spoke councils

THANK YOU!!!!!!!!!!