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SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

(Zimbabwe, Chikomba RDC, 01 November 2024 and K. B. Chari)

OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	CHIKOMBA RDC			
GENDER CHAMPION	FLORENCE MUDZAMIRI			
GENDER FOCAL PERSON	NYARADZAI CHISHUMBA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	N/A			
	Women	Men	Total	% Women
Council	12	27	39	30
Management	2	14	16	12.5
Council staff overall	26	61	87	30
Population served	120 248			
Key characteristics				

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council has a gender policy in place
- It is well-known and has a high-profile champion within the council.

1. Framework for Gender policy

1.1 WHAT WE MEAN BY GENDER POLICY

Chikomba RDC understands that gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context specific and changeable. In most societies there are differences and inequalities between women and men in activities undertaken, access to and control over resources as well as decision-making opportunities. Gender is part of the broader socio-cultural context, which also takes into consideration factors such as class, race, economic status, ethnic group and age. Chikomba RDC adopts gender perspective, which means focusing on both women and men and their relationships with each other and resources. The organization aims at mainstreaming gender by creating an enabling working environment that in turn attracts and helps to retain gender sensitive staff. Since Chikomba RDC is working to strengthen service delivery and natural resources management practices to secure livelihoods of deprived communities it means achieving a better analysis of patterns of use, knowledge and skills regarding conservation and sustainable use of natural resources. Only with a gender perspective can a complete picture of human relationships and service delivery be painted. The gender policy is an integral part of all our organizational policies, programmes and projects and involves building a culture that understands the issues and policies, which respect diversity and gender, related concerns. A mere statement of policy and objectives does not ensure the concerns relating to addressing the gender. Towards achieving the above objectives, clear indicators need to be defined to evaluate and assess the organization's commitment towards gender equity on a periodic basis.

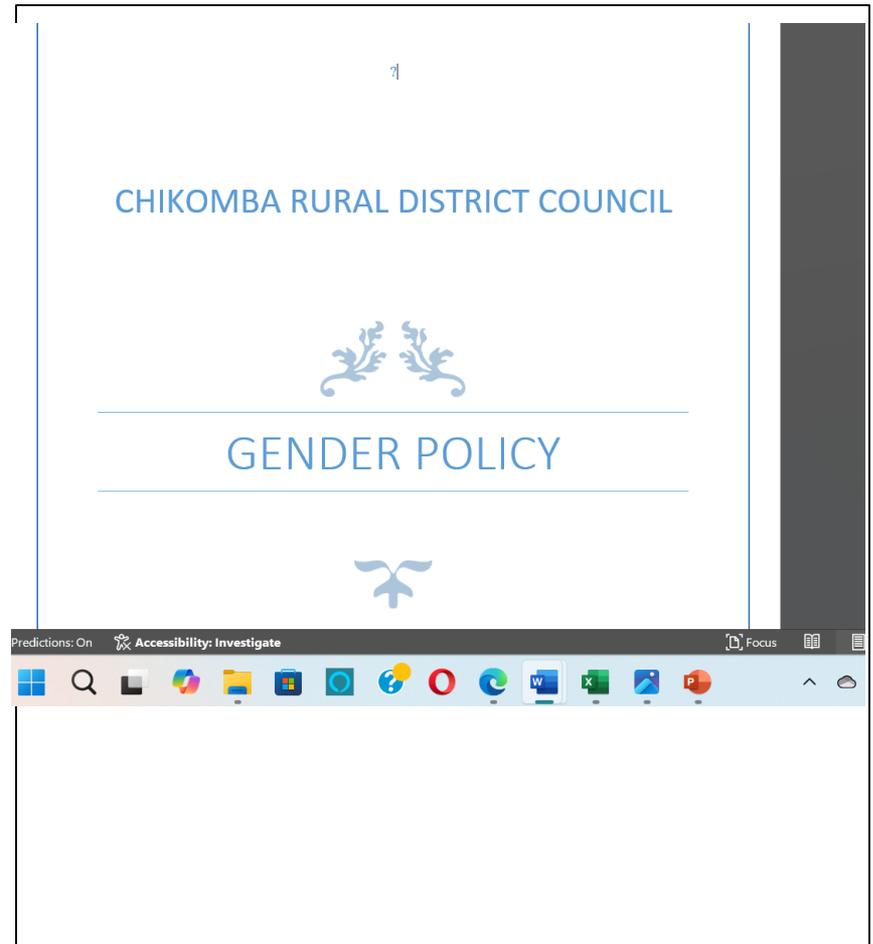
For this, the following systems would be put in place and necessary strategies would be tried out internally and externally: *at organizational level and at partners' level.*

2. At Organizational level:

2.1 Staff composition/representation

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- As a Provincial we normally do quarterly meetings where every Council at one point will be a host.
- So the contributions are sharing and showcasing projects on gender mainstreaming programs done by the host Council as well as sharing ideas on how to improve.



II. GOVERNANCE

Detail

- Council has 3 elected women councillors and 9 quota councillors
- Council has 9 committees
- 1 committee is chaired by a lady councillor
- No committee is chaired by people with disability
- Women, youths and PWD are also consulted by Council during stakeholders meeting on issues to do with development and budget consultation

Evidence



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Provide examples.

- 30% of the workforce are women
- Council provides protective clothing to its female workers suitable for their workplaces, the sanitary facilities are user-friendly for women, Women also take part in sporting activities for wellness and fitness, maternity leave
- 2% of Council employees are PWD
- Using the age of 35 years and below as youths, Council have 46% of its employees as youths
- Council does not have a sexual harassment policy, the issue of sexual harassment is addressed in the Gender and HR Manual policies
- We have not received any cases yet



IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.
- Market places designed and 43% of stands allocated to women, 56 % to men, 13% to PWD and 28% youth on an equal opportunity basis.
- Council does not provide entrepreneurship finance schemes
- Council has partnered with service Ministries like Min. of Women Affairs, NGOs, and CBOs that assist with start up finances either for isal groups or loans for individuals
- Yes,the council allocate tenders to women-owned businesses
- 21% of women were allocated tenders in 2023
- 10% of the council budget is allocated to LED activities?



Ward 17 under training of broiler management

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Council does not have a sex disaggregated data of land allocations for council & community beneficiaries.
- Council does not have a sex disaggregated data for housing allocations, people are just allocated land as they apply

Water and sanitation

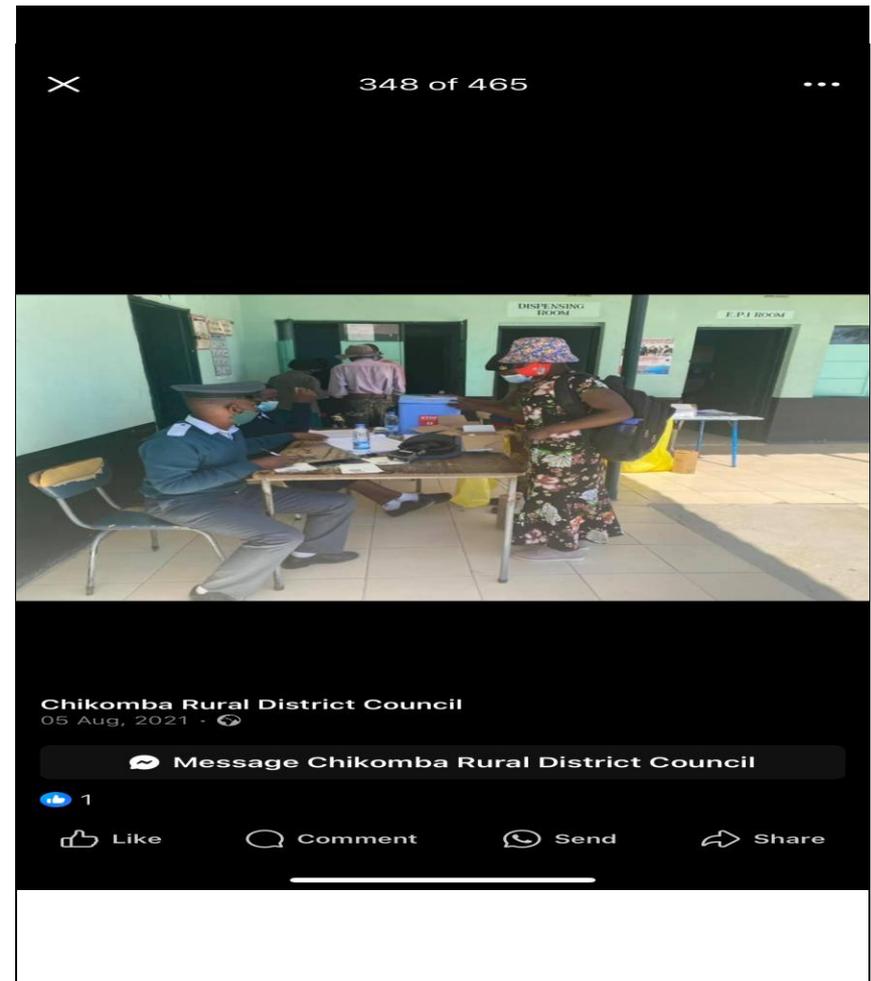
- there are water point committees
- Types of water and sanitation projects.
- How gender-responsive are these.

Housing Allocations	Number	Proportion (%)	
Women			
Men			
Total			

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	4890	462	555
Men	5868	516	423
Total	10778	978	978

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council have 22 registered Clinics throughout the district and is targeting to ensure that by 2030 every ward will have a clinic. As of now every ward has a health service centre and where the clinics are far mobile clinics will reach there
- Yes, women, men, people living with disability, and youth have equal access to treatment.
- Council in collaboration with Ministry of Health & Child Care ensure that on monthly basis the mobile clinics have a patrol in places where clinics are far. Council provides transport and Min of Health provide health services
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through acknowledging gap in CSE implementation such as population coverage and is seeking to address it through targeted research and advocacy



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention- Council resolved to carryout quarterly GBV campaigns
- Public awareness – commemoration of public days such as 16 Days of Activism
- Response and coordination- Council supports police through provision of transport to attend to GBV cases and victims
- Support and empowerment- there is a safe shelter for GBV survivors and as of now 37 women have been supported since April 2024 to date



VIII. CLIMATE JUSTICE

- council have a climate change policy in place
- Examples of women, PWD, and youth are equally involved in projects that prevent climate change are water and sanitation activities, they are also members of the wards environmental committees
- Council adapted or mitigated against climate change through implementing WASH programs and having ward environmental trainings and committees



IX. GENDER MANAGEMENT SYSTEM

- Council has a Gender focal person, gender committee, gender champion
- the council Gender Action Plan aligned to the Council's strategic plan
- Gender is not specifically written into the job descriptions of key functionaries since their roles and duties address the issue of gender mainstreaming
- Council uses the stakeholder feedback meetings to monitor and evaluate gender

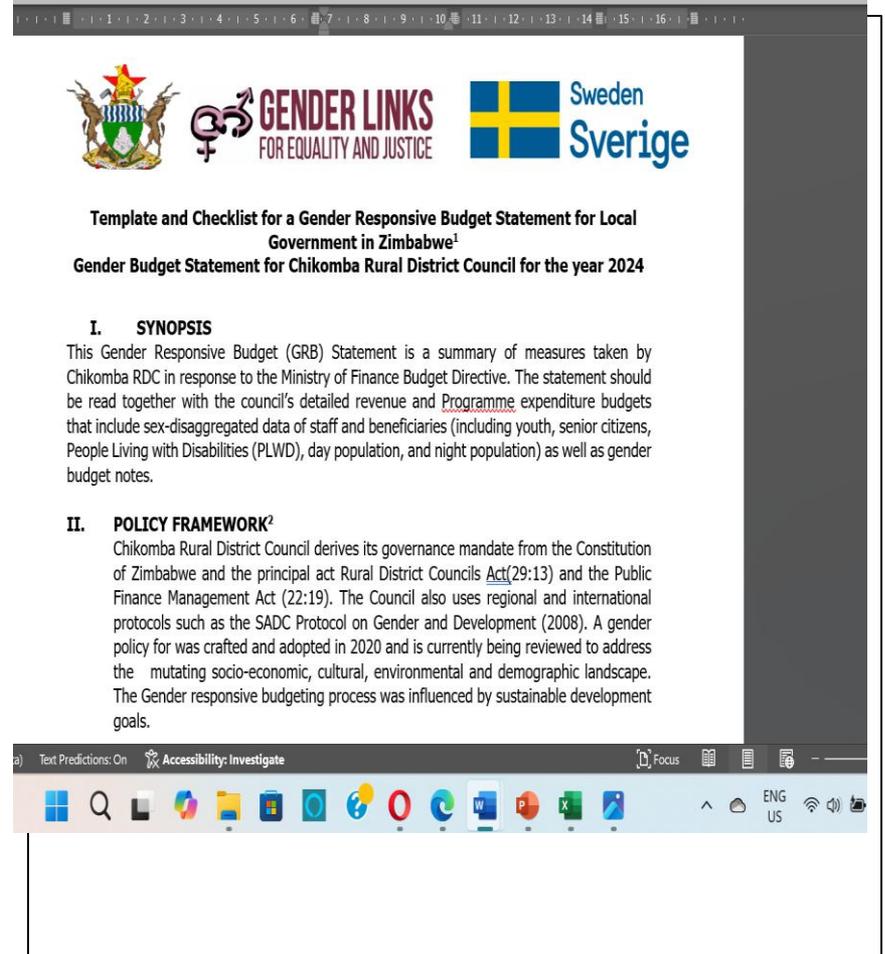
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- Handle issues that relate to Development Control in the Growth Point.
 - Consider stand applications.
 - Allocate stands, in liaison with Planning Committee to successful applicants.
 - Ensure service delivery to the town rate payers in line with Council's mission;
 - Safety nets
 - Sewer
 - Health
 - Education
 - Roads
 - Refuse

TERMS OF REFERENCE : GENDER COMMITTEE

- To promote people living with disabilities, and those with chronic illness in development
- To advocate for gender mainstreaming
- To promote equal access to opportunities
- To promote the protection of women, children, youths, vulnerable group's rights
- To promote zero tolerance to gender based violence
- To advocate for the formulation of gender sensitive policies in Council
- To promote income generating programs in the district.
- To sensitize and educate communities on gender related legislation
- To promote equality of all before the law

X. GENDER RESPONSIVE BUDGETING

- Council submitted an entry in the GRB category
- Council draws a Gender Responsive Budget statement as per Ministry Guidelines
- the key highlights of the GRB statement is equal distribution of resources on issues to do with gender mainstreaming and also to address gender equity at workplace



1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16



GENDER LINKS
FOR EQUALITY AND JUSTICE



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Template and Checklist for a Gender Responsive Budget Statement for Local Government in Zimbabwe¹
Gender Budget Statement for Chikomba Rural District Council for the year 2024

I. SYNOPSIS

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by Chikomba RDC in response to the Ministry of Finance Budget Directive. The statement should be read together with the council's detailed revenue and Programme expenditure budgets that include sex-disaggregated data of staff and beneficiaries (including youth, senior citizens, People Living with Disabilities (PLWD), day population, and night population) as well as gender budget notes.

II. POLICY FRAMEWORK²

Chikomba Rural District Council derives its governance mandate from the Constitution of Zimbabwe and the principal act Rural District Councils Act(29:13) and the Public Finance Management Act (22:19). The Council also uses regional and international protocols such as the SADC Protocol on Gender and Development (2008). A gender policy for was crafted and adopted in 2020 and is currently being reviewed to address the mutating socio-economic, cultural, environmental and demographic landscape. The Gender responsive budgeting process was influenced by sustainable development goals.

a) Text Predictions: On Accessibility: Investigate Focus ENG US

CHALLENGES

- *What have been the main challenges? How have these been overcome?*
- Lack of resources to carryout gender specific activities such as empowerment training programs and we have managed to overcome them with the help of hub and spoke activities. When we give feedback of what we learn from other Councils few funds will be allocated.

LESSON LEARNED AND INNOVATION

- **What lessons have been learned in the COE, hub and spoke process?**
- Lessons learnt include an eye opener that gender mainstreaming programs does not only focus on women empowerment but also enhances service delivery whilst ensuring that everyone benefits from that development.
- Another lesson learnt was that development should be inclusive and differs from ward to ward. We should address the needs of the people instead of planning for the people

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- This can be sustained through continuous capacity building and trainings amongst staff members
- Continue to budget for it