SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE

CHIREDZI RURAL DISTRICT COUNCIL

PRESENTED BY PHILLINA MUKARO

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	CHIREDZI RURAL DISTRICT COUNCIL			
GENDER CHAMPION	MARY MANYANDADZE			
GENDER FOCAL PERSON	PHILLINA MUKARO			
Latest score (2022)	60%			
	Women	Men	Total	% Women
Council	11	31	42	26.19
Management	5	10	15	33.33
Council staff overall	14	38	52	26.92
Population served	303,503			
Key characteristics	Located in Masvingo Province ,south east lowveld .Economy in anchored on agriculture and tourism.The district has 40 wards ,32wards under the rural disrict council.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Adopted Gender policy (2024)
- Reviewed and adopted Gender Action plans (2023)
- Gender Plans included in Council's Strategic plan (2021-2025).
- All plans well known in Council



II. GOVERNANCE

Detail

- The council 10 committes
- 2 committees are chaired by women.
- No councillor with disability
- Women Councillors=26.19%
- Council Vice Chairperson
- Council Committee chairpersons
- Vice chairpersons of committees.
- Various position in ward and party structures
- Council female officials=33,3%
- Accountant, Senior Clerks, Clerks, GFP
- Female officials encouraged to do further studies.
- Give opinions, lobby for issues, propose recommendations, raise complaints

Evidence



III. WORK PLACE POLICY AND PRACTICE

23.50% is the proportion of the workforce for women

55.17% is the proportion of youth and PWDs employed by the councils

<u>Council workplace is gender sensitive</u>

1. **Office entrance allows wheel chairs to easliy move**
2. **Disability friendly ablution facilities.**
3. **Supportive Workplace Policies**

- **~~Health & Safety policy~~**





IV. LOCAL ECONOMIC DEVELOPMENT

- **Total of women is 250 with proportion of 43,72, men' s total is 105 with proportion of 17.79 , youth total is182 with proportion of 30.84**
- **Women-owned businesses are allocated tenders with a propotion of 14%**
- **5% proportion of the council budget is allocated to LED activities**
- **<u>Land to promote LED</u>**
- **Targeted market space for women.**
- **Targeted workspace for SMEs.**
- **Free workspace for Community Based Organizations (CBOs) into recycling for business.**
- **SME workspace for Youths**
- **45% of stands allocated to women.**
- **<u>Entrepreneurship /Finance Schemes</u>**
- **ISALs for Women groups.**
- **Goat cross-breeding and pass on project for women**
- **Women Entrepreneurship Training Programmes.**
- **Support to GBV Survivors with finances to boost their businesses.**
- **The women bank support women in farming with loan facility to buy farm machinery especially tractors. The Banc ABC gives loans to sugarcane farmers.**
- **<u>Arrangements with external sources</u>**
- **Partnership with development partners**
- **18% of LED allocations is for women, youths, PLWD.**



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- **Sex disaggregated data of land allocations for council & community beneficiaries.**
- **Sex disaggregated data for housing allocations**

<u>Land and housing</u>

•Council is responsible for stands allocations.
•A gender sensitive housing policy in place.
•Sex disaggregated data for allocations maintained.
•33.6% allocations are for women.
•Joint ownership facility.
•No of men allocated stands: 5500
•No of women allocated stands: 2780

Water and sanitation

water committees point committees are in place

Water and sanitation projects.

- **Buffalo ranch water reticulation system**
- **Piped water schemes**
- **Drillings Boreholes-work with DWSSC**
- **Protected wells**
- **Refuse removal**
- **Upgrading of public toilets**

All projects are gender sensitive.

Housing Allocations	Number	Proportion (%)
Women	102	40.08
Men	148	59.20
Total	250	100%

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3567	760	1094
Men	5689	690	356
Total	9256	1450	1450

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

Council promotes SRHR;

- **Adopted and implementing an SRHR Action plan.**
- **Upgrading of waiting mothers' shelter.**
- **Establishment of more shelter for waiting mothers,**
- **Provision of Rural Health centres**
- **Child Marriages awareness campaigns – Chief's By-laws**
- **Establishment of a one stop centre (PEP for sexually abused victims)**
- **Youth friendly centre**
- **Sexual health campaigns**
- **Dialogues with Sex workers**
- **Provision for sanitary ware for incarcerated females.**
- **Material for washable sanitary pads for schools**
- **Young people involvement through Junior Council.**
- **Partnerships with development partners**
- **Chiredzi Gender Resource Centre**
- **Women, men, people living with disability, and youth have equal access to treatment.**





VII. GENDER BASED VIOLENCE

Key actions council has taken towards Ending GBV:

- **Prevention**
- ✓ Public lighting
- ✓ Public awareness
- ✓ Response and coordination
- ✓ support and empowerment
- **Public awareness**
- ✓ Commemorations; 16 days of activism campaigns
- ✓ Gender sensitization quarterly meetings
- ✓ Commemorations of gender days
- ✓ IEC material on Gender
- ✓ Gender Resource Centre opened at Council.
- **Response and coordination**
- ✓ The Council Gender Committee
- ✓ Establishment of police posts around the district
- ✓ One stop GBV victim friendly centre
- ✓ Review and Implementation of the GBV action plan
- ✓ Support and empowerment
- ✓ Safe shelter





VIII. CLIMATE JUSTICE

A draft Gender sensitive Climate change policy.

•Approved environment by-laws

<u>Women, men, PLWD and Youths are equally involved in climate change;</u>

✓Waste recycling

✓Irrigation projects in each ward

✓Village bussiness units

✓Schools environment education

✓Adopted smart agriculture

✓Clean-up campaigns

✓Tree planting (carbon sinking)

✓Environment clubs in schools

✓Environment Monitors in each ward(Resource monitors)

•<u>Council projects</u>

✓Establishing of irrigation sche

✓Budgeted for refuse removal trucks

✓Community seed bank

✓Budgeting for the National tree planting day

✓Facilitating clean-up campaigns







IX. GENDER MANAGEMENT SYSTEM

1.Gender structures

- Stand alone Gender Committee.
- District Gender Committee stakeholder meetings
- WILGF
- Masvingo Province Hub and Spoke Committee

2.Gender focal persons

- Committed , hardworking GFP
- Departmental Focal persons

3. Gender processes, monitoring and evaluation

- Gender normal committee meetings
- Special Gender committee meetings
- Gender Committee Review meetings
- Council Management Meetings
- Gender budgeting (Gender committee budget)
- Gender committee recommends to Full Council
- Gender on Senior Manager's job descriptions.





X. GENDER RESPONSIVE BUDGETING

Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines

The key highlights

- GOVERNANCE
- WASH
- SOCIAL SERVICES
- ROADS
- PUBLIC SAFETY
- ENVIRONMENT





CHALLENGES

CHALLENGES	SOLUTIONS
1. Inadiquate resouce funding	Alocate dedicated budget for gender initiatives
2. Resources for implementing gender work	2. Integrated approach with all stakeholders
3. Gender stereotypes and baises	3.Conduct community outreach and awareness
4. limited community engagment and participation	4. develop inculsive and diverse hiring practices
5.high costs of impementing gender policies	5. implement cost saving measures

LESSON LEARNED AND INNOVATION

Lessons Learnt in the COE process

- The Gender links Hub and Spoke programme is an opportunity for Councils to grow and to fully own the COE.
- The program is sustainable-existing structures
- Partnership of programs is important for achieving gender objective e.g MOHCC ,Ministry of Gender.
- **How the Lessons have been applied**

1. Adopt the hub and spoke
2. Teamwork
3. Continuous engagement

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- **How COE work can be sustained within my organisation**
- Gender specific budgeting
- Working as a team with all HODs
- Partnerships
- Adopting the Hub and spoke programme to take ownership of the COE programme

- **How can the COE work be cascaded to other Councils**
- Hub Strategy meetings
- Summits
- Exchanging notes with other Councils (SLB)/study visits
- Sharing experiences through the Social media platforms e.g. Facebook

- **How my Council can contribute to the cascading process**
- Participating on all summits
- Exchange visits
- Displaying best practices through press and social media platforms
- Sharing best practice with other GFPs

THANK YOU