

SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

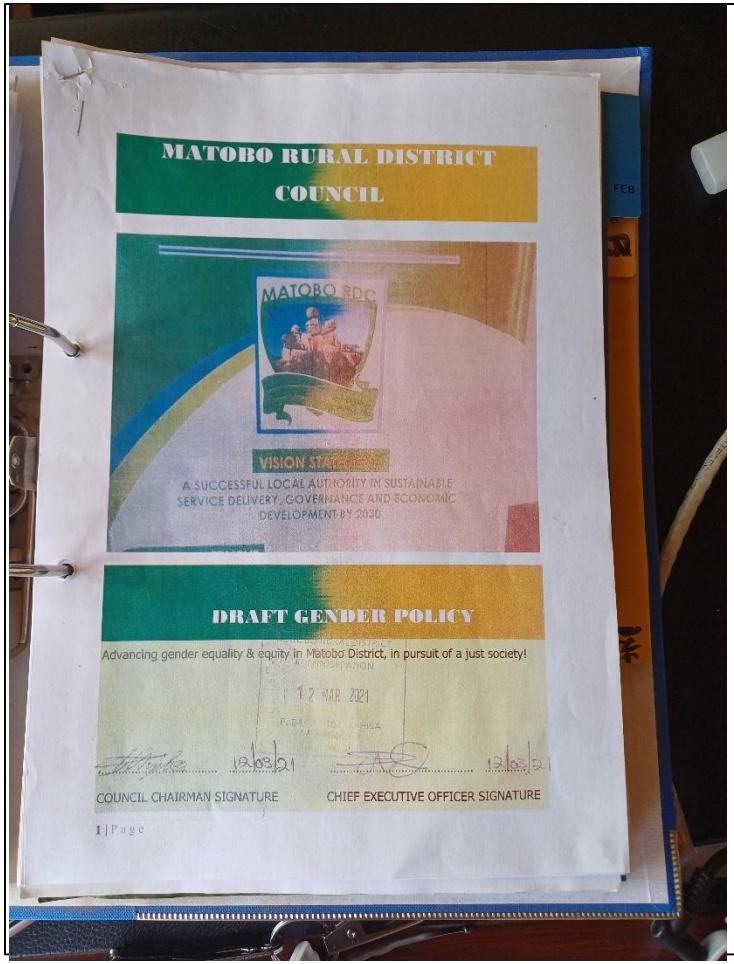
(Zimbabwe, Matobo RDC, 30 October 2024, Samukelisiwe Ncube)

OVERVIEW

COUNTRY				
COUNCIL	ZIMBABWE			
GENDER CHAMPION	KWANELE NDLOVU			
GENDER FOCAL PERSON	SAMUKELISIWE NCUBE			
IS THE COUNCIL A HUB OR SPOKE COUNCIL?				
Latest score (year)	59			
	Women	Men	Total	% Women
Council	14	19	33	42.42
Management	5	9	14	35.71
Council staff overall	4	19	23	17.39
Population served	48606	47088	95694	50.79%
Key characteristics	**Region 4 & 5 low rainfall, Livestock, small scale mining, farming, World heritage sites**			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Matobo RDC has a gender policy and an action plan that aims to eradicate gender discrimination in all spheres of life and development in Matobo District
- Policy known -Council rolled out the policy to all the employees and councillors and its kept at central point for easy access.



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 has attended 2 provincial meetings on gender related issues
- How often are hub and spoke activities conducted by the council?



II. GOVERNANCE

Detail

- There are 14 women councillors out of total of 33 councillors, 6 elected and 8 co-opted.
- 4 committees are chaired by women Councillors while 5 are chaired by man Councillors
- There is no committee chaired by PWD?
- Women, PWD attend meetings and contribute in decision making at ward level meetings, budget meetings and any developmental meetings. Youth participated through social media platforms

Evidence



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace? Provide examples.

- Work force women proportion is 24.32%
- Council has good sanitation facilities with ZINWA running water and a borehole for backup system
- We have 1, men and 1 men with disability. 8 youths employed
- Sexual Harassment Policy - Council does not have its own but uses the national policies.
- We did not have any case during the period





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 38.84 % of stands allocated to women,26.46% men, 3.3% PWD and 31.40% youth on an equal opportunity basis.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth. Council works with Empowerment bank, SNV, REPPSI, Matobo Youth Development Initiative
- Council arrangements with external sources of finance to promote access to finance for local entrepreneurs, especially women, PWD and the youth. Council works with Women Affairs, Ministry of Youth and other partners.

- Council do allocate tenders to women-owned businesses as and when they do tender.
- In the current year we did not have any tenders awarded to women
- Proportion of the council budget allocated to LED activities is 2%





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	27	45.76
Men	32	54.74
Total	59	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3402	582	449
Men	1470	402	535
Total	4872	984	984

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- Through Campaigns together with other Government departments and partners i.e District Aids Council, ZHI, Sikhethimpilo , MAC and World vision
- Do women, men, people living with disability, and youth have equal access to treatment.
- Almost all the services are provided in the clinics like family planning, maternal health care, out patient.

How has the council ensured that health/SRHR facilities are more accessible to these groups?

- Council came up with a resolution that each ward has to build a clinic and communities are c constructing clinic and are at different levels this year.
- Construction of waiting mother shelter at Silozwe Clinic

How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

- Through ministry of Education children are taught and we have guidance and counselling teachers in every school and also we have partners supporting





VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention (Campaigns, capacitation)
- Public awareness (Campaigns, Meetings, road shows, sports tournament)
- Response and coordination (toll free numbers, meetings capacitation of communities on reporting channels.
- Support and empowerment (counselling, start up kits for projects)





VIII. CLIMATE JUSTICE

Does council have a climate change policy?

- Council uses national policies. We have projects that include agricultural, Livestock

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.

- Hydro Solar, electricity Production
- Tsotso Stoves

How has the council adapted or mitigated against climate change?

- Climate smart Agriculture
- Small ruminants and poultry production.
- Small grains







IX. GENDER MANAGEMENT SYSTEM

- **What Gender structures existing**

1. Council has a Gender focal persons, gender champion and a gender committee.

- The council is yet to align it .
- Gender is written into the job descriptions of the CEO and the social services officer.

How does the council monitor and evaluate gender?

- Council has a monitoring and Evaluation committee which is technical under RDDC. They have a monitoring and Evaluation plan



X. GENDER RESPONSIVE BUDGETING

Did the Council submit an entry in the GRB category?

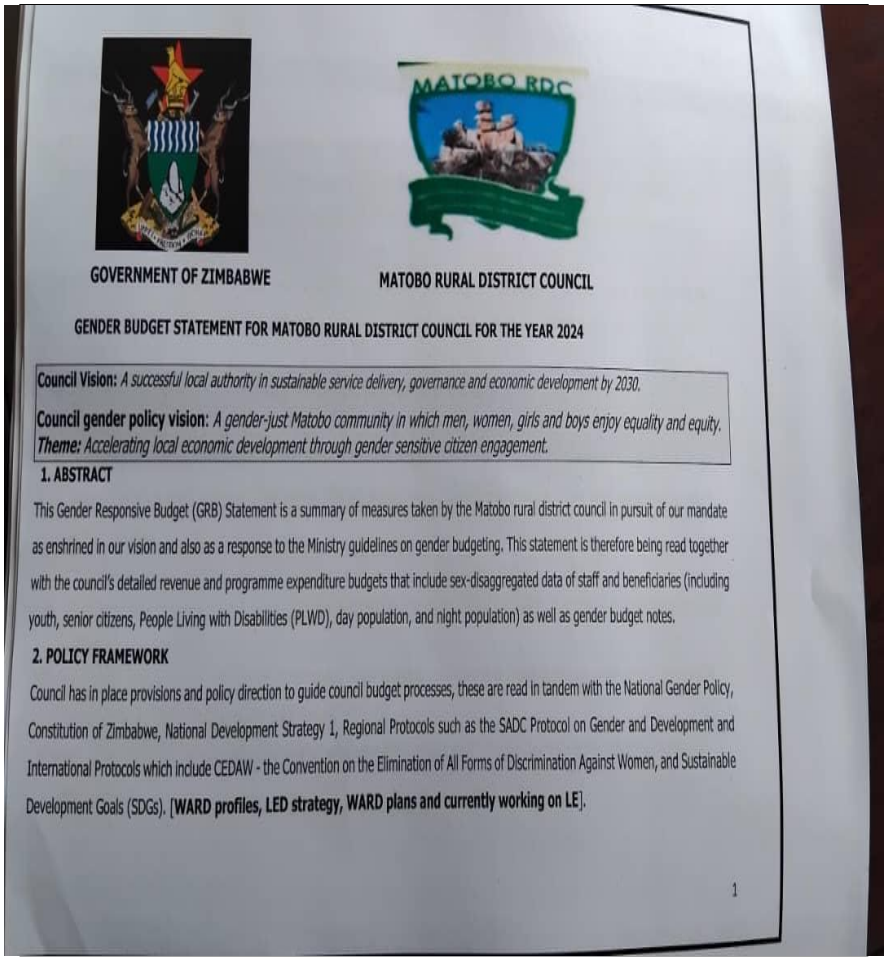
- No

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

- Yes it will be attached to the 2025 budget.

What are the key highlights?

- A need for the policy review that encompass
- Gender-specific programmes take about 3% of the budget
- We ensure that all the Council projects are mainstreamed except for gender-specific activities.
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GOVERNMENT OF ZIMBABWE

MATOBO RURAL DISTRICT COUNCIL

GENDER BUDGET STATEMENT FOR MATOBO RURAL DISTRICT COUNCIL FOR THE YEAR 2024

Council Vision: *A successful local authority in sustainable service delivery, governance and economic development by 2030.*

Council gender policy vision: *A gender-just Matobo community in which men, women, girls and boys enjoy equality and equity.*
Theme: *Accelerating local economic development through gender sensitive citizen engagement.*

1. ABSTRACT

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by the Matobo rural district council in pursuit of our mandate as enshrined in our vision and also as a response to the Ministry guidelines on gender budgeting. This statement is therefore being 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.

2. POLICY FRAMEWORK

Council has in place provisions and policy direction to guide council budget processes, these are read in tandem with the National Gender Policy, Constitution of Zimbabwe, National Development Strategy 1, Regional Protocols such as the SADC Protocol on Gender and Development and International Protocols which include CEDAW - the Convention on the Elimination of All Forms of Discrimination Against Women, and Sustainable Development Goals (SDGs). [**WARD profiles, LED strategy, WARD plans and currently working on LE**].

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CHALLENGES

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

- Low consideration of gender issues in council management was still noticed and to overcome this challenge there was a training of council management together with Gender Committee with the assistance of the hub council.
- The Gender committee is in place but not fully functional. The committee was trained and capacitated.

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
- Gender issues are not for one person but involvement of all staff, councillors and community.
- Young councillors are more passionate with gender issues.

How are these being applied?

- There are several trainings conducted

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- council to continue budgeting for the activities.
- To have a gender specific project in the district
- Have regular exchange visit between hubs and spoke.
- Continuous need for capacitation of council employees and councillors.
- Capacitate junior councillors in gender issues. Catch them young.
- Train councillors to be gender champions in their wards.
- Have GFPs in every department

SIYABONGA, TATENDA THANK YOU