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SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE Template

**(ZIMBABWE -UZUMBA MARAMBA PFUNGWE ZVATAIDA
RURAL DISTRICT COUNCIL, 11-13 NOVEMBER 2024 SEKAYI
M. TSIMBA)**

Grassroots Voices Are Key to Fighting Gender Oppression

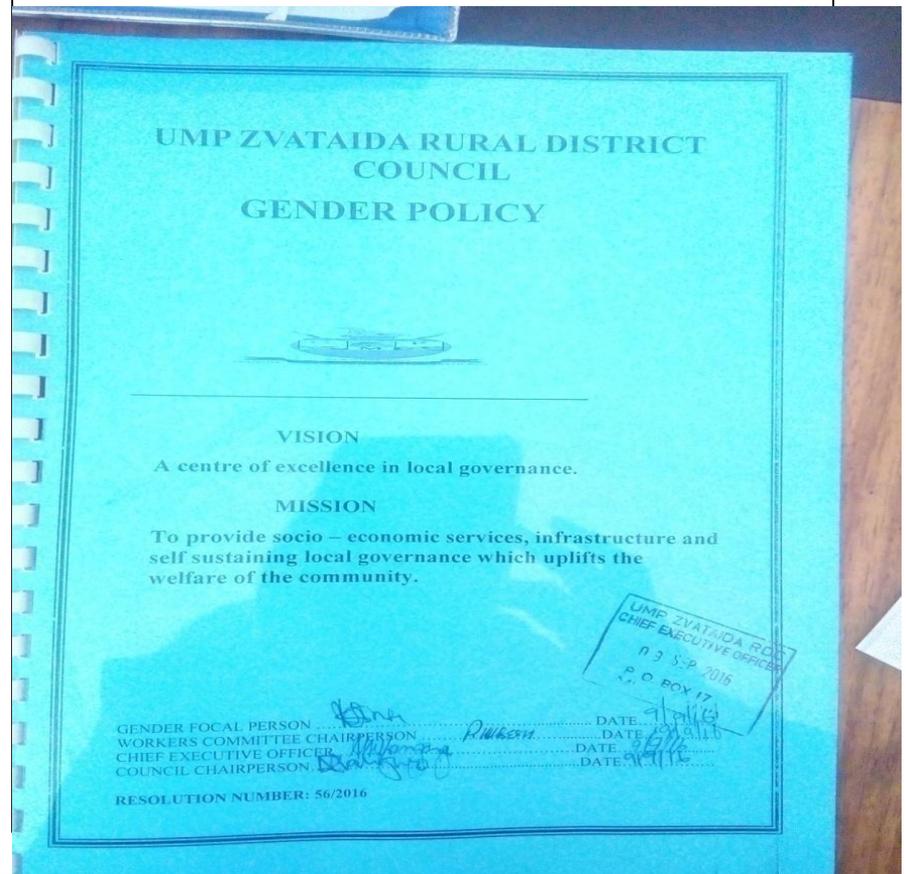
OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	UZUMBA MARAMBA PFUNGWE ZVATAIDA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	SITHULISILE NCUBE			
GENDER FOCAL PERSON	SEKAYI MEMORY TSIMBA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? - SPOKE				
Latest score (year)	70% - 2022			
	Women	Men	Total	% Women
Council	6	16	22	27%
Management	0	6	6	0%
Council staff overall	10	19	29	34%
Population served	M-59 944 F-64 281 TOTAL -124 225 (2022 Census)			
Key characteristics	The District is well furnished with mineral deposits and we have active miners in black granite, gold,gynite, limestone.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Yes Gender policy is in place that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets.
- It is well known and has a high profile champion within the council.?
- The policy is well known and has high profile Champion Councillor Ncube who has advocated for a stand alone budget for the Gender Committee.

Gender Policy



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?**

The Council attends hub and spoke quarterly meetings. Sharing of experiences and best practices with other COE proved to be fruitful as the Council has taken into account gender mainstreaming in all its activities/projects and prioritized the needs of women, girls, boys, men and PWD through various projects (construction of Science laboratory, clinics, borehole drilling).

- **How often are hub and spoke activities conducted by the council?**

Activities are done on quarterly basis

Hub and Spoke look and learn to Murewa RDC LED Project



II. GOVERNANCE

Detail

- **What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota)**

Women direct election -1-

Women Quota Councillors – 5

Proportion – 6:16

How many committees does the council have?

Council has 6 committees and 1 subcommittee

- **How many committees are chaired by women?**

Full Council- the Vice Council chairperson is a women

Gender Committee

How many committees are chaired by PWD?

1 District committee chaired by PWD- District Peace Committee

In what way do women/ youth/ PWD participate in council consultations and decision-making.

Through budget consultation meetings, stakeholder engagements meetings, Full Council, By Laws formulation, Master Plan engagement meetings, entry point meetings with investors. Their needs are prioritized

Evidence

- **Photos or video of women leaders. (Vice Council Chairperson)**

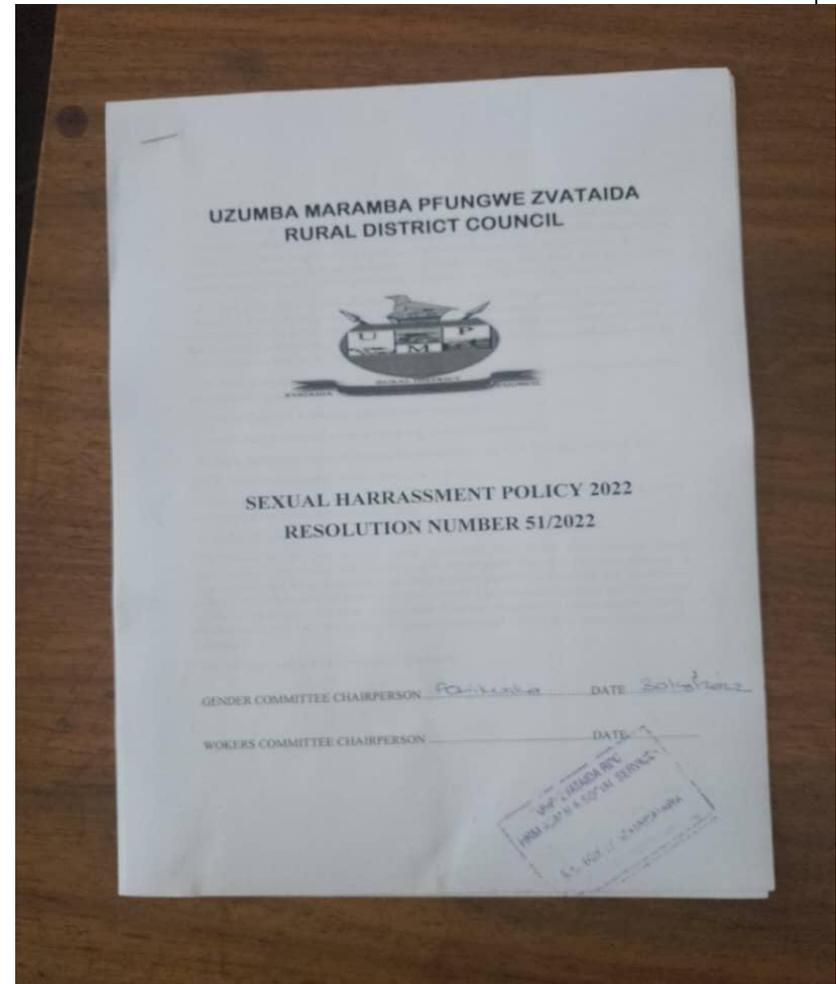


III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the work place?
Provide examples.

- Equal pay for equal work
- Employee development policy is in place and female employees are encouraged to go on study leave with full benefits. Currently two female employees are undertaking their first degrees,
- Maternity leave with pay is in place
- Job adverts encourage female employees to apply
- What proportion of the workforce is women?
- Women constitutes 34%
- What is the proportion of youth and PWDs employed by the councils?
- Youth & PWD constitutes 20%
- Does the council have a sexual harassment policy?
- Policy is now in place resolution no. 51/2022

Evidence – Include photos and articles as evidence here.



III. WORK PLACE POLICY AND PRACTICE

- How are sexual harassment dealt with?

☐ Sexual harassment cases are treated as as an act of misconduct- disciplinary procedure is followed and depending with the gravity of the case, a police report is lodged.

Resolution approval sexual harassment policy

Committee	Date	Details	Committee
	31/10/22	<p>Resolution31/2022 Council resolved to increase salaries for Management by 95 % and allowances as negotiated in the HRM committee. Proposer Councillor T.Nyakabau Seconder Councillor V.Kamunda</p>	
	1/10/22	<p>Resolution number 32/2022 Council resolved to approve the payment of usd30 and usd50 to councillors and staff as part of their monthly and transport allowances respectively. Proposer Councillor P.Chagumaira Seconder Councillor F.B.Jack</p>	
	10/10/22	<p>SOCIAL SERVICES Resolution Number 33/2022 Council resolved to grant ECLF Authority to start a new project on peace building in the district. The organization will work in ward 9, 15, 2, and 16. Councillor Marowa volunteered to fund the training of ward 14 on conflict prevention and peace building. Proposer Councillor T.Nyakabau Seconder Councillor L.Matanhire</p>	
	10/10/22	<p>Resolution number 34/2022 Council resolved to grant authority to Zimbabwe Parents of Handicapped Children Association to operate in the District. NB The organization seeks to promote welfare and rights of children with disabilities through advocacy and lobbying for their rights especially in areas of education, health, clothing housing, food and recognition society.</p>	
	10/10/22	<p>Resolution number 50/2022 Council resolved to approve the social services 2023 Budget estimates Proposer Councillor L.Matanhire Seconder Councillor T.Nyakabau</p>	
lass two	10/10/22	<p>GENDER AND ENTREPRENEUR DEVELOPMENT Resolution number51/2022 Council resolved to adopt sexual harassment policy Proposer Councillor P.Chagumaira Seconder Councillor T.Nyakabau</p>	
hagumaira	10/10/22	<p>Resolution number53/2022 Council resolved to approve the 2023 Gender And Entrepreneur Development_Budget estimates Proposer Councillor L.Matanhire Seconder Councillor T.Nyakabau</p>	

IV. LOCAL ECONOMIC DEVELOPMENT

❑ Council has in place projects that target women, PWD and youth entrepreneurs – handcrafting – Mutungagore ward, Petroleum jelly, dishwash making – Marowe ward- Vegetable drying in ward 8.

• % of market stands allocated to women, men, PWD and youth on an equal opportunity basis.

❑ Women 47%

❑ Men 3%

❑ Youths 39%

❑ PWD 11%

• Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with

Exhibitions by Mukuruanopamaenza group



IV. LOCAL ECONOMIC DEVELOPMENT

- ❑ **Scheme is not in place right now but a budget is in place for the Empowerment projects**
- **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?**
- ❑ **Signed MOU with Welfare Trust is in place assisting PWD and Youth in income generating projects and capacity building programme - soap making, red cross, project training and support**
- ❑ **Partnership with Ministry of Women affairs assisted two poultry groups in ward 12 and ward 10**

Project management training by Welfare Trust in ward 12



IV. LOCAL ECONOMIC DEVELOPMENT

- **Does the council allocate tenders to women-owned businesses?**

Tenders are allocated but it is very difficult to know if the business is owned by a woman because both the husband and the wife are registered as directors

- **What is the proportion of tenders allocated to women?**

No statistics

- **What proportion of the council budget is allocated to LED activities?**

2%

Shalom group ward 10 – 5 women : 2 are GBV survivors



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

- Men – 120- 49%
- Women – 20%
- Youths – 20%
- PWD-23- 11%

- Sex disaggregated data for housing allocations

Water and sanitation

- Currently 140 water point committees are functional

- Types of water and sanitation projects.

-Borehole rehabilitation and maintenance in partnership with RIDA

-Piped water schemes

-Construction of Blair toilets in partnership with the community

How gender-responsive are these.

- Women as the primary users are taking the leading role.

Housing Allocations	Number	Proportion (%)	
Women	18	42	
Men	25	58	
Total	43		

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	100	80	20
Men	40	30	10
Total	140	110	30

Grassroots Voices Are Key to Fighting Gender Oppression

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Chitimbe Science Laboratory:
Improved access to science education



Chipfunde piped water scheme-
improved access to portable water



VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

• How does the council promote SRHR?

- SRHR activities are annually budgeted by the Gender committee. Annual activities to be done are also incorporated in the Gender annual workplan. Council has constructed waiting mothers home at each rural health centre. Waiting mothers are now being housed at the local clinics and this reduced maternal deaths. Council also provide fuel and vehicle for awareness campaigns conducted by sister departments.
- Brother to brother mentors and Junior Council is in place which spearhead issues of sexual reproductive
- Do women, men, people living with disability, and youth have equal access to treatment.
- No one is left behind in terms of access to health. 30 mobile clinics are done on monthly basis with the Ministry of Health .Council provide fuel for mobile clinics.
- How has the council ensured that health/SRHR facilities are more accessible to these groups?
- Partnership with Ministry of Health we provide fuel for mobile clinics
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
- In partnership with Ministry of Education and NAC conduct sessions on guidance and counselling with school health teachers who submit monthly reports to NAC. Council is there to coordinate and provide transport

• Informal requisition for fuel from Council for mobile clinics

UZUMBA MARAMBA PFUNGWE RURAL DISTRICT COUNCIL

All correspondence should be Addressed to the Chief Executive Officer & not individuals
P.O. BOX 17
MUTAWATAWA

TEL: 0773079040/0774179808
E.MAIL: UMPRDC@yahoo.com

PAYMENT VOUCHER
VOUCHER NO:

DATE: 27/09/24
PAYEE:
ADDRESS OF PAYMENT: UMP RDC
DEPARTMENT: Social Services

DETAILS OF PAYMENT	ACCOUNT NAME	ACCOUNT VOTE	AMOUNT
Being payment for fuel for mobile clinic for the month of September 2024 Mutema Matsenga as per the attached programme.	Treasury	Fuel	\$80-00
TOTAL			\$80-00

AMOUNT IN WORDS
Eighty dollars only

NB: PLEASE ATTACH ALL SUPPORTING DOCUMENTS TO THIS PV

Prepared by: P. Mutsaers Sign: Date: 27/09/24	Checked & Certified by: Accountant Sign: Date: 27/09/24	Authorized by: Treasurer Sign: Date: 27/09/24	Checked and certified not previously paid Sign: Date: 27/09/24	Audit (examined) Sign: Date:	Approved by: CEO Sign: Date: 27/09/24
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SHORT RECEIPT

I, received this day of 20.....

The sum of dollars cents

Signature..... I.D no..... \$.....

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Support – fuel for HIV testing services

UMP ZVATAIDA RDC

responsibility should be assigned to the Chief Executive Officer for individuals P.O. BOX 17 MUTAWATAWA

TEL: 0772219922/0773079040
E.MAIL: administration@umprdc.co.zw

417980@yahoo.co

INFORMAL REQUISITION FORM (Seek Authority)

DEPARTMENT HRM/S.S./2024

ITEM	QTY	UNIT PRICE	SIZE	TOTAL PRICE
Being request for fuel for third quarter monitoring support visit and mobile HTS (HIV Testing Services)	20L	\$1.69		\$33-00
				2
TOTAL				\$33-00

NAMES OF SUPPLIERS/CONTRACTORS AND ESTIMATED COST (if no quotations/ or attach 3 quotations)

TOTAL AMOUNTS 33-00 IN WORDS Thirty three dollars only

HEAD OF DEPARTMENT/ UNIT HEAD RECOMMENDED/ NOT RECOMMENDED

T. Zimisa DATE 27/08/24

CLAIMANT'S NAME [Signature] DATE 28/08/24

HOD/SUPERVISOR [Signature] DATE 28/08/24

APPROVED/NOT APPROVED [Signature] ACCOUNTANT DATE 28/08/24

APPROVED/NOT APPROVED [Signature] E.O. FINANCE DATE 28/08/24

APPROVED/NOT APPROVED [Signature] CEO DATE 28/08/24

- Support fuel for MDA programme

UMP ZVATAIDA RDC

responsibility should be assigned to the Chief Executive Officer for individuals P.O. BOX 17 MUTAWATAWA

TEL: 0772219922
E.MAIL: administration@umprdc.co.zw
UMPRDC@yahoo.com
WEBSITE: www.umprdc.org.zw

INFORMAL REQUISITION FORM (Seek Authority)

NAME OF DEPARTMENT HRM/S.S./2024

ITEM	QTY	UNIT PRICE	SIZE	TOTAL PRICE
Being request for fuel for hospital for the MDA Programme	20L	1.63		\$32-00
				2
TOTAL				\$32-00

NAMES OF SUPPLIERS/CONTRACTORS AND ESTIMATED COST (if no quotations/ or attach 3 quotations)

TOTAL AMOUNTS 32-00 IN WORDS Thirty two dollars only

HEAD OF DEPARTMENT/ UNIT HEAD RECOMMENDED/ NOT RECOMMENDED

T. Zimisa DATE 17/10/24

CLAIMANT'S NAME [Signature] DATE 19/10/24

HOD [Signature] DATE 19/10/24

APPROVED/NOT APPROVED [Signature] ACCOUNTANT DATE 19/10/24

APPROVED/NOT APPROVED [Signature] E.O. FINANCE DATE 19/10/24

APPROVED/NOT APPROVED [Signature] CEO DATE 19/10/24

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- **Prevention**
 - Partnership with VFU and Ministry of Women affairs conducted awareness campaigns to educate the public . Council provide fuel for campaigns. Supported two groups of GBV survivors – poultry projects.

- **Public awareness**
 - Provided fuel for the training of Traditional leaders and stakeholders on GBV.
 - In partnership with Plan International conducted road show on GBV.

- **Response and coordination**
 - Availed funding for the commemoration of 16 days.
 - Facilitate mobility of directly involved departments e.g. provided transport to ZRP VFU for age estimate for abused children

- **Support and empowerment**
 - Availed funds to Chibika group to participate in the District and Province cook out competition- two poultry groups in ward 10 and 12.
 - Ministry of Women Affairs, Health, Social Welfare offer counselling services

Support by Council – fuel for GBV awareness meeting

UMP ZVATAIDA RDC

TEL: 0772219922/0773077000
E.MAIL: administration@umprdc.co.zw

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to the Chief
: Officer
dividuals
OX 17
AWATAWA

INFORMAL REQUISITION FORM (Seek Authority)

DEPARTMENT Social Services
Gender Item 2024

BRIEF DESCRIPTION OF WHAT NEEDS TO BE DONE ITEM	QTY	UNIT PRICE	SIZE	TOTAL PRICE
<u>being request for</u> <u>fuel to purchase</u> <u>fuel for planting</u> <u>medicaments more</u> <u>contributions more</u> <u>GBV and child</u> <u>marriage needs</u> <u>second quarter</u> <u>as per approved</u> <u>Gender Budget</u>	<u>20L</u>	<u>\$1,65</u>		<u>\$33-00</u>
TOTAL				<u>\$33-00</u>

NAMES OF SUPPLIERS/CONTRACTORS AND ESTIMATED COST (if no quotations/ or attach 3 quotations)

TOTAL AMOUNTS 33-00 IN WORDS Thirty three dollar

HEAD OF DEPARTMENT/UNIT HEAD RECOMMENDED/ NOT RECOMMENDED

S. M. Bimba 10/06/24
CLAIMANT'S NAME DATE

[Signature] 10-6-24
HOD/SUPERVISOR DATE

APPROVED/NOT APPROVED [Signature] ACCOUNTANT DATE 10-06-24

APPROVED/NOT APPROVED [Signature] E.O. FINANCE DATE 10/6/24

APPROVED/NOT APPROVED [Signature] CEO DATE 10/06/24

VII. GENDER BASED VIOLENCE

- Support – fuel for 16 days commemorations

Support Fuel for commemoration of International Women's Day

UZUMBA MARAMBA PFUNGWE RURAL DISTRICT COUNCIL

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TEL: 0773079040/0774179808 E.MAIL: UMPRDC@yahoo.com

PAYMENT VOUCHER
VOUCHER NO:

DATE: 09/10/24
PAYEE: Mutawatawa
ADDRESS OF PAYMENT: UMP RDC
DEPARTMENT: Item

DETAILS OF PAYMENT	ACCOUNT NAME	ACCOUNT VOTE	AMOUNT
Being payment for fuel for the commemorations of the Day of the African Child at Borera	Treasury	Fuel	\$24.00
			2
TOTAL			\$24.00

AMOUNT IN WORDS
Twenty four dollars only

NB: PLEASE ATTACH ALL SUPPORTING DOCUMENTS TO THIS PV

Prepared by:	Checked & Certified by:	Authorized by:	Checked and certified not previously paid	Audit (examined)	Approved by: CEO
Sign: [Signature]	Sign: [Signature]	Sign: [Signature]	Sign: [Signature]	Sign: [Signature]	Sign: [Signature]
Date: 09/10/24	Date: 09/10/24	Date: 09/10/24	Date: 09/10/24	Date: 09/10/24	Date: 09/10/24

SHORT RECEIPT

I.....received this.....day of.....20.....

The sum of.....dollars.....cents

Signature.....I.D no.....\$.....

UMP ZVATAIDA RDC

TEL: 0772219922/0773079040 E.MAIL: administration@umprdc.co.zw

INFORMAL REQUISITION FORM (Seek Authority)

DEPARTMENT: HRM 2024

ITEM	BRIEF DESCRIPTION OF WHAT NEEDS TO BE DONE	QTY	UNIT PRICE	SIZE	TOTAL PRICE
	Being request for Payment to Purchase fuel for UMP women to attend International Rural Women's Day.	80L	1.50		120.00
TOTAL					120.00

NAMES OF SUPPLIERS/CONTRACTORS AND ESTIMATED COST (If no quotations/ or attach 3 quotations)

TOTAL AMOUNTS: 120.00 IN WORDS: one hundred and twenty dollars only

HEAD OF DEPARTMENT/ UNIT HEAD RECOMMENDED/ NOT RECOMMENDED

P. Muro CLAIMANT'S NAME DATE: 17/10/24

HOD/SUPERVISOR DATE: 17/10/24

APPROVED/NOT APPROVED ACCOUNTANT DATE: 17/10/24

APPROVED/NOT APPROVED E.O. FINANCE DATE: 17/10/24

APPROVED/NOT APPROVED CEO DATE: 17/10/24

VIII. CLIMATE JUSTICE

- Does council have a climate change policy?
 - Policy is in place
- 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.
- Examples of projects; Chibika and Chomazumba seedbanks – traditional grains that are climate resilience are kept in case of calamity farmers collect form the seedbanks.
- Seed fares exhibition were farmers exchange variety of small grains.
- How has the council adapted or mitigated against climate change?
 - Borehole drilling
- Nutritional gardens in partnership with CTDO
- Agroforestry nurseries in ward 12
- Small grains
- Tree planting
- Environment sub committees at ward level carrying out awareness campaigns.
- Embarked on irrigation schemes
- Pfumvudza

Seed fares



Grassroots Voices Are Key to Fighting Gender Oppression

VIII. CLIMATE JUSTICE

Nurseries agroforestry projects



Chibika seedbank



Grassroots Voices Are Key to Fighting Gender Oppression

IX. GENDER MANAGEMENT SYSTEM

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

Gender committee, GFP and Gender Champion in place

2. Is the council Gender Action Plan aligned to the Council's strategic plan?

Yes it is aligned

3. Gender is written into the job descriptions of key functionaries.

Yes for the GFP

4. How does the council monitor and evaluate gender?

By Collecting data that is disaggregated by gender during budget consultations, entry point meetings and stakeholder engagement meetings so as to identify disparities in terms of needs

Evaluation is done half yearly with the involvement of sister departments review is done on achievements, challenges and a way forward is made.

• Gender Champion



IX. GENDER MANAGEMENT SYSTEM

Job description for GFP

UMP ZVATAIDA RURAL DISTRICT COUNCIL

JOB DESCRIPTION

TITLE: ASSISTANT E.O. HRM ADMINISTRATION & SOCIAL SERVICES

ACCOUNTABLE TO: E.O. HRM & SOCIAL SERVICES

DUTIES

1. Maintenance of files for the Social Services Section.
2. Maintenance of staff personal records and updating same.
3. Processing application for schools, clinics, crèches, churches etc.
4. Supervision of Guards.
5. Ensuring that subordinates are appraised
6. Providing Secretarial Services in the Department.
7. Ensuring that administration bills for the Council Head Office are met (electricity, water, internet, telephone)
8. Ensure that monthly payroll is run.
9. Ensuring that monthly returns are submitted (NSSA, PENSION, PAYEE, ZIMDEF, Nyaradzo, CIMAS)
10. Responsible for submission of clinic returns and collection of monthly paysheet.
11. Process funeral assistance.
12. Process PENSION for employees leaving the organization.
13. Monitoring the movement of assets and ensuring documentation is in place.
14. Sourcing of quotations.
15. Stores management.
16. To act on instructions or advise from E.O. HRM and Social Services and keep him informed.
17. Coordinating gender issues
18. Management of gender projects and programmes
19. Gender policy formulation and implementation
20. Gender research
21. Management of Council Gender Committee issues
22. Any other duties assigned.

Acknowledgement of reading and understanding the job description.

Name: Sekani M. Tsimba

Signature: [Signature]

Date: 02/01/2020

SUPERVISOR

I have read the above job description to the incumbent and he has understood the contents of the document.

Name: [Signature]

Signature: [Signature]

Date: 02/01/2020

Gender committee workplan

GENDER & ENTREPRENEUR DEVELOPMENT SUB COMMITTEE 2024 WORKPLAN

Vision
A centre of excellence in gender mainstreaming, elimination of Gender based Violence and promotion of gender equality and equity by 31 December 2030

Mission
To provide inclusive and equitable socio-economic, gender responsive service delivery to Uzumba Maramba Pfungwe Community.

MEMBERSHIP			
NAME	WARD	DESIGNATION	
S. Ncube	Nhakiwa	Committee chairperson	F
J. Babys	Chiunze 1	Member	F
D. Chiota	Chiunze 2	Member	F
T. Kapfudza	Chigonda	Member	M
M. Kowo	Maramba 1	Member	F
E. Munhenga	Mukuruanopamaenza	Member	F
S. Zimowa	Nhakiwa	EX- Officio Council Chairperson	M

GENDER FOCAL PERSON: Tsimba S.M. F

SECTOR MINISTRIES AND NGOs

Ministry of Local Government, DAAC, DDF, Min of Health, Ministry of Women Affairs, AGRITEX, ZRP, Min of Youth, Registry, CTDO, Better Life Foundation, Justice, Education, PWD- representative, ZPS, Rozaria, SMEs, National Housing, Information

2.0 THE COMMITTEE'S TERMS OF REFERENCE

1. To consider and recommend to Full Council all matters relating to Gender Mainstreaming, equality, equity and social inclusion in service delivery and budgeting.
2. To promote equal access to education for boys and girls and their retention at all levels of education and to promote access to training opportunities for men and women, to make possible their equal participation in the workplace, marketplace and in governance structures.
3. To reduce all forms of Gender Based Violence in the District.
4. To increase gender responsiveness of the environment and natural resources management strategies and in climate change adaptation and mitigation initiatives.
5. To promote equality and equity in access to economic opportunities for men and women in UMP District.
6. To promote gender sensitivity in health service delivery.
7. To ensure that the constitutional and legislative provisions on gender justice are implemented and gender equality targets set in the District, national, regional and international protocols are achieved.

Key Result Areas

- Social services delivery
- Good Corporate Governance

X. GENDER RESPONSIVE BUDGETING

1. Did the Council submit an entry in the GRB category?

Submission was done

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

The statement was done as per the Ministry however disaggregated data in some sections could not be captured since it was not available. Efforts are being made to have the data in place year

3. What are key highlights?

Major highlights are on the budget allocation on following programmes;

Governance and administration

Water sanitation and hygiene

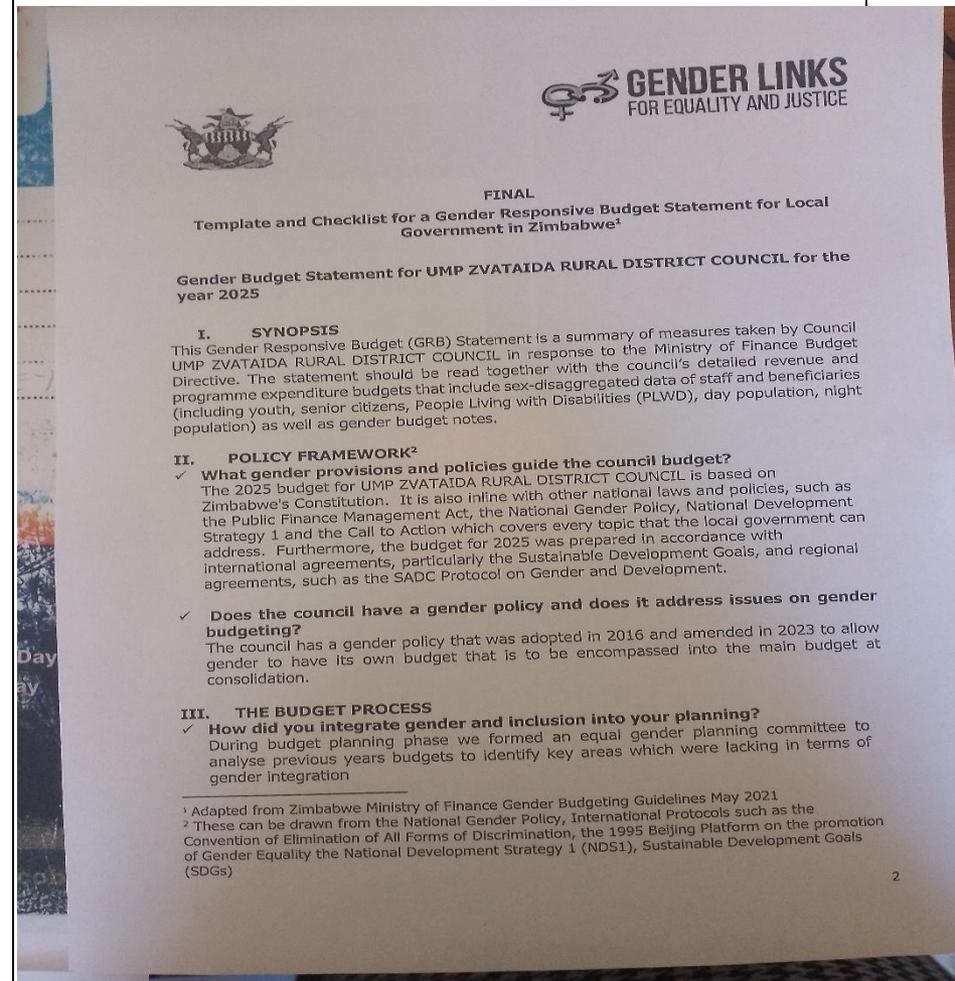
Social services

Roads

Public safety and security services

Natural resources conservation and management

• GRB Statement



Grassroots Voices Are Key to Fighting Gender Oppression

CHALLENGES

- What have been the main challenges? How have these been overcome?
- Institutional Resistance: resistance within the local authority to prioritize and availing funds for gender issues
- Overcoming: Training sessions and workshops have been implemented to raise awareness and build capacity among staff about the importance of gender considerations.

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
 - Sharing of experiences and best practices with other Councils in the Province.
- How are these being applied?
 - Dissemination to key stakeholders through Council platform – Gender Committee, public consultation meetings and Full Council

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
 - Availing funds for Gender activities.
 - Maintaining visibility by empowering more groups.
 - Setting up a revolving fund