SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

(Zimbabwe, Bulilima RDC, 06/11/2024 , Tryphine Tshuma)

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	BULILIMA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	CHIPO ZIMBUDZANA			
GENDER FOCAL PERSON	SIFISO DUBE			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	70%			
	Women	Men	Total	% Women
Council	10	19	29	34,5
Management	6	6	12	50
Council staff overall	13	25	38	34,2
Population served	85 600 (46 080 females, 39 520 males) Census 2022			
Key characteristics	Bulilima RDC is made up of 22 Wards, Women make up 53.83% of the total population, main source of livelihoods include livestock production and small grain farming. Population is also highly dependent on remittances from diaspora.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council has a gender policy which establishes a clear vision and commitments to guide the process of gender mainstreaming and women empowerment. An action plan is in place with areas of focus such as GBV, Climate change, Education and Training.
- It was adopted by the gender committee as gender mainstreaming tool







I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council participated in the Gender Responsive Budgeting Statement in Gwanda and contributed in the provincial preparatory meeting held in Umguza RDC.
- Hub and spoke activities are held quarterly, some of the activities are done over the phone.





II. GOVERNANCE

Detail

- The proportion of women's representation in council as councillors is 34,5%? (3 elected and 7 from quota)
- Council has 8 committees, with 2 chaired by women.
- Women/ Youth/ PWD participate in council consultations and decision-making through public meetings, complaints, correspondence, Peer support groups, Skills development groups.

Evidence





III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?
Provide examples.

- Women constitute 34% of the workforce , 13 out of 38 employees are women, with 6 women in middle and senior management positions.
- It has a 98 day provision for maternity leave as well as 21 days long provision for paternity leave.
- Youths constitute 36,8% of the Council workforce,7 youths 3 in middle management, 1 in senior management.
- The council does not have a sexual harassment policy but utilises the Public Service Sexual Harassment Policy. There is also an HIV and AIDS policy.



IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs e.g Apiculture, Market Stalls.
- 3 Market places designed and 100% of stands allocated to women, 0%men, 0%PWD and 0%youth on an equal opportunity basis.
- Through the gender policy women entrepreneurs maybe exempted from paying stand costs.
- Women's Bank gives waiver on administrative costs, and a grace period in the payment of loans.
- The council allocates tenders to women-owned businesses through the Public Procurement and Disposal of Public Assets Act.
- No tenders were allocated to women.
- 5,05% of the council budget is allocated to LED activities, which is $245 790





V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

Water and sanitation

- There are water point committees who are responsible for the management water points.
- Piped water scheme, nutrition gardens
- Pipe water schemes reduce distance travelled to fetch water. Increase availability of nutritious food, employment of youths and women.

Housing Allocations	Number	Proportion (%)
Women	83	45,1%
Men	101	54,9%
Total	184	100%

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	2944	268	333
Men	2218	528	463
Total	5162	796	796

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council in collaboration with other Health stakeholders hold SRHR campaigns and Educational sessions and outreach programs especially for adolescent girls.
- Women, men, people living with disability, and youth have equal access to treatment.
- Council ensured that health/SRHR facilities are more accessible to these groups by availing more health facilities, mobile clinics and use of VHWs.
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through training awareness campaigns, training of Tr's in collaboration with NAC, Plan etc





VII. GENDER BASED VIOLENCE

Key actions council has taken towards:

- Prevention –Trainings and education on GBV , promote women's empowerment, male involvement.
- Public awareness –Anti GBV campaigns, Community Dialogues.
- Response and coordination- Engagement of VFU, Provision of One stop Centre
- Support and empowerment- Provision of transport to survivors,





VIII. CLIMATE JUSTICE

- Guided by the National Policy, Bylaws, Council is yet to have a localised policy.
- Projects that prevent climate change- Kavango Zambezi Transfrontier Conservation Area (KAZA) project that looks at sustainable development and climate change.
- Solarisation of boreholes(Nutrition gardens), Construction of Water Troughs for Game Water Supply, Clean up Campaigns.
- Adaptation and Mitigation Strategies- Conservation Agric, Irrigation Schemes, Dam Rehabilitation, Gully Reclamation, Tree planting









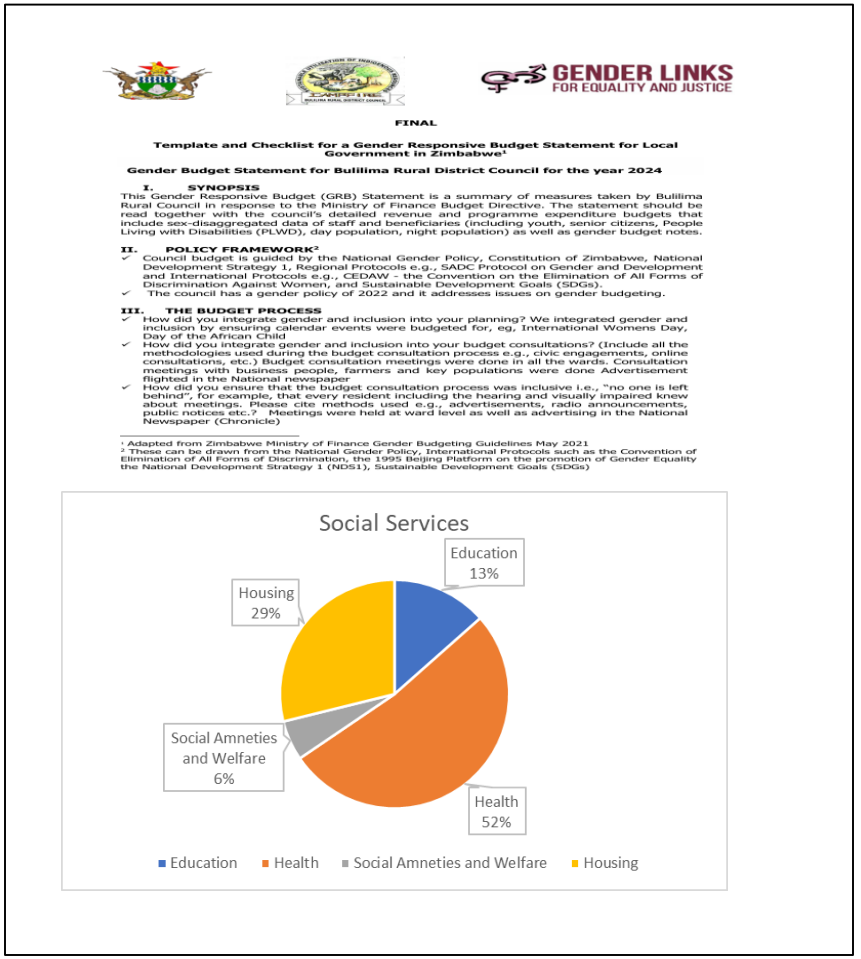
IX. GENDER MANAGEMENT SYSTEM

- Gender structures in council- Gender focal persons, gender committee, gender champion , junior council, departmental gender focal persons.
- Gender Action Plan is aligned to the Council's strategic plan.
- Gender is written into the job descriptions of key functionaries.
- The council monitors and evaluates gender through strategic planning review, Gender Summit, Peer reviewing, Online Engagements.



X. GENDER RESPONSIVE BUDGETING

- Council submitted an entry in the GRB category
- Council drew up a Gender Responsive Budget statement as per Ministry Guidelines.



GENDER LINKS FOR EQUALITY AND JUSTICE

FINAL

Template and Checklist for a Gender Responsive Budget Statement for Local Government in Zimbabwe[1]

Gender Budget Statement for Bulilima Rural District Council for the year 2024

I. SYNOPSIS

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by Bulilima Rural Council 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, night population) as well as gender budget notes.

II. POLICY FRAMEWORK[2]

- ✓ Council budget is guided by the National Gender Policy, Constitution of Zimbabwe, National Development Strategy 1, Regional Protocols e.g., SADC Protocol on Gender and Development and International Protocols e.g., CEDAW - the Convention on the Elimination of All Forms of Discrimination Against Women, and Sustainable Development Goals (SDGs).
- ✓ The council has a gender policy of 2022 and it addresses issues on gender budgeting.

III. THE BUDGET PROCESS

- ✓ How did you integrate gender and inclusion into your planning? We integrated gender and inclusion by ensuring calendar events were budgeted for, eg, International Womens Day, Day of the African Child
- ✓ How did you integrate gender and inclusion into your budget consultations? (Include all the methodologies used during the budget consultation process e.g., civic engagements, online consultations, etc.) Budget consultation meetings were done in all the wards. Consultation meetings with business people, farmers and key populations were done Advertisement flighted in the National newspaper
- ✓ How did you ensure that the budget consultation process was inclusive i.e., "no one is left behind", for example, that every resident including the hearing and visually impaired knew about meetings. Please cite methods used e.g., advertisements, radio announcements, public notices etc.? Meetings were held at ward level as well as advertising in the National Newspaper (Chronicle)

[1] Adapted from Zimbabwe Ministry of Finance Gender Budgeting Guidelines May 2021
[2] These can be drawn from the National Gender Policy, International Protocols such as the Convention of Elimination of All Forms of Discrimination, the 1995 Beijing Platform on the promotion of Gender Equality the National Development Strategy 1 (NDS1), Sustainable Development Goals (SDGs)

CHALLENGES

- Challenges in data collection, developed registers that capture disaggregated data, Use of ERP
- Understanding of gender mainstreaming and gender responsive budgeting- interactions with other councils through Hub and Spoke Meetings and collaboration with Stakeholders.
- Increasing Buy- Sensitization of local leaders and policy makers which has led to increased gender mainstreaming in budgeting and planning.

LESSON LEARNED AND INNOVATION

- Gender Responsive Budgeting, budget consultation process is cognisant of GRB statement, citizen engagement.
- Collaboration with Other departments and partners- Council is leveraging on the PPPs for its Gender Mainstreaming e.g. collaboration with line Ministries and development partners in the district.

SUSTAINABILITY AND REPLICATION

- Continued Capacity Building-training of Gender Champions, GFPs, Councillors, Junior Council, Officials on gender mainstreaming, and GRB.
- Robust Impact assessments.
- Quarterly Hub and Spoke Activities and reporting to track progress.
- Encourage Councillors and local leaders to be Gender Champions.