



People
Change
the World

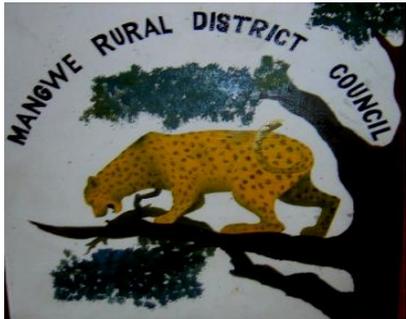
Diakonia



Sweden

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SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024



Presented by:

Sinenhlanhla Moyo – Gender Focal Person

Date: 11/11/24

INSTITUTIONAL COE

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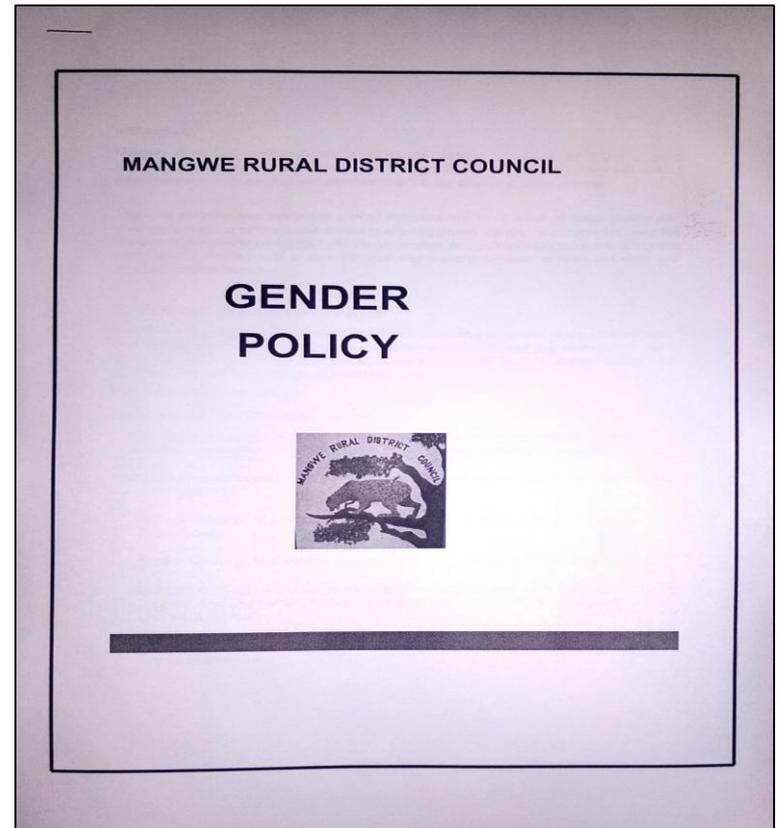
OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	MANGWERURA DISTRICT COUNCIL			
GENDER CHAMPION	BUHLE SIBANDA			
GENDER FOCAL PERSON	SINENHLANHLA MOYO			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	50 – 60			
	Women	Men	Total	% Women
Council	11	17	28	32.2%
Management	4	5	9	44%
Council staff overall	11	17	28	32.2%
Population served	Mangwe has a population of approximately 65 562 (31 067 males and 34 495 females). 53% of the district population are women, 42.2% are men.			
Key characteristics	<p>The district lies in Agro-ecological regions 4 and 5 characterized by poor erratic rainfall, which ranges between 450mm to 650mm leading to poor yields.</p> <ul style="list-style-type: none"> • Drought tolerant crops such millet, sorghum and cowpeas are produced • Diaspora community • Cattle ranching • Cultural Diversity that is combination of people(Tswana, Nguni, Kalanga and whites in commercial farms) • Amacimbi/Monane harvesting 			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

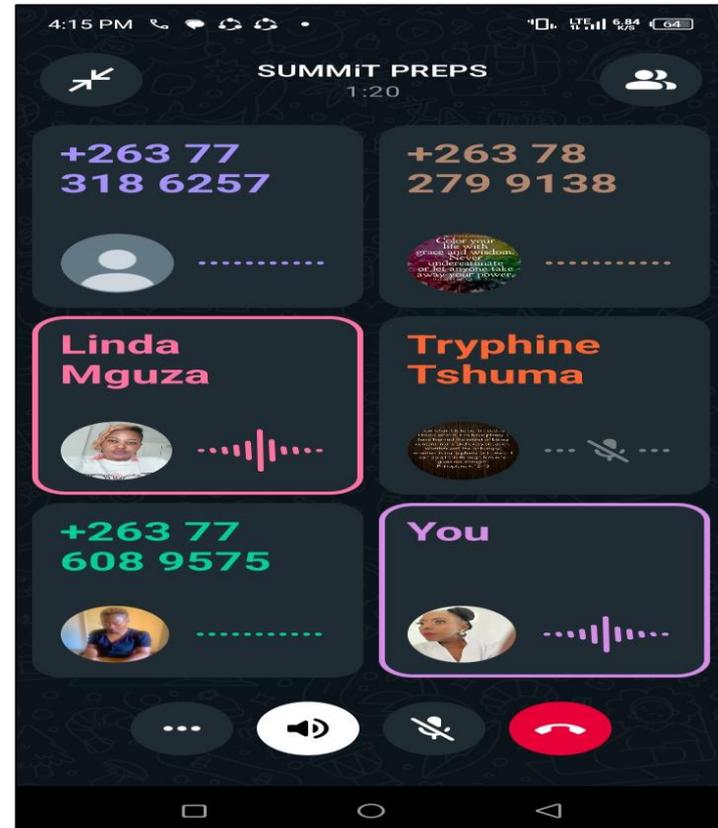
- Mangwe RDC has a Gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets. This policy
- Yes Council has a Gender policy and It is well known and has a high profile champion within the council

- **Photo of the Gender Policy**



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- council attended a provincial strategy meeting with Hub Council Umguza Rural District Council for **hub and spoke** activities.
- A total of **3** meetings and look and learn visits conducted at Umguza Rural District Council
- A summit preparatory meeting was also held at Umguza RDC .
- Got support through coaching, telephone conversation and wassup platform.



II. GOVERNANCE

Detail

- Mangwe RDC Women's Directly Elected Councillors representation is 18.18% while women quota councillors represent 22.72%
- Council has 7 committees
- 3 committees are chaired by women. These are Gender Committee, Social Services and
- No committee is chaired by PWD
- Women/ youth/ PWD participate in council consultations and decision-making through budget consultations, water point committees

Evidence



III. WORK PLACE POLICY AND PRACTICE

Mangwe RDC workplace is gender sensitive.

Infrastructure

- Provision of Ramps to adhere to the needs of PWD
- Girl Friendly ablutions
- workforce is women proportion is 32.2%
- Council is supporting women in the workplace so they are better placed to work through its Travel and Subsistence Policy. There is provisional Travelling and Subsistence allowance for a child and the mother as long as the child is less than 1year 6 months and breastfeeding.
- 0% proportion PWDs is employed by the councils
- Council has a sexual harassment policy
- Sexual harassment cases are reported to the ZRP Victim friendly unit



IV. LOCAL ECONOMIC DEVELOPMENT

- Yes Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.
- Available Market places at Ingwizi Growth Point -stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Zimbabwe women's bank giving communities loans through ministry of Women Affairs, Small and medium scale enterprises
- The Zimbabwe Women's bank, It is an entrepreneurship finance scheme linked to council that benefit women, men, people living with disability, and youth.
- Women and men benefiting from entrepreneurship loans
- youth projects assisted by Partners such as SNV and Empretec Zimbabwe
- The provision of council to allocate tenders to women-owned businesses is available. Council uses Procurement Act section 22.23
- 0% proportion of tenders allocated to women.



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Council keeps Sex disaggregated data of land allocations for council & community beneficiaries.
- Council does not allocate houses to Mangwe residents
- **Water and sanitation**
- Council has pipe water schemes with functional water committees.
- Types of water and sanitation projects include nutritional gardens, brick moulding projects and poultry.
- Council has constructed piped water systems under water and sanitation projects. These are gender-responsive in that distance travelled is reduced. There is equal representation of men and women and youth including PWD in water points committees

Housing Allocations	Number	Proportion (%)	
Women	5	20%	
Men	20	80%	
Total	25		

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	4		
Men	3		
Total	7		

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- council promote SRHR by construction of clinics, school, bridges.
- Mobile clinics are conducted twice a month to reach out to women, men, people living with disability, and youth to have equal access to treatment. These also reduce distances travelled by communities to access health services.
- Council Clinics have established ward based community led monitoring volunteers. Their role is to educate and encourage communities to get access to health services
- Multi stakeholder approach is used on outreach programmes.
- council has ensured that health/SRHR facilities are more accessible to these groups by ensuring that there are trafficable roads, construction of waiting mother shelter and construction of bridges
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through working in collaboration with development partners that focuses on in school education.



VII. GENDER BASED VIOLENCE

- **Prevention-** Council has adopted the GALS method in addressing GBV in communities. This encourages households to have the same vision and walk together vision journey. Council through ward councilors play a critical role by being a referral point and also coordinate all awareness activities at ward level. Councilors are also members of protection committees
- **Public awareness** Capacity Building trainings conducted to leadership an raising awareness through road shows.
- Engagement with Community leaders on the GBV Referral Pathway
- **Response and coordination** – use of mobile one stop centres in designated locations in the wards and community flash engagements.
- **Support and empowerment** –council with help Ministry of Women Affairs Small and Medium Scale Enterprises and development partners conduct income savings and lending (ISAL) training . This promote financial independence and resilience among women. It provides an avenue for economic empowerment reducing the vulnerability of women to financial abuse and exploitation.





VIII. CLIMATE JUSTICE

- Mangwe RDC has a climate change policy
- Junior Councillors involved in Presidential clean up campaign at Ingwizi Growth Point
- Maninji community recycling plastic containers into broom.
- council adapted or mitigated against climate change through raising awareness on conservation farming, Dam construction and tree planting.





IX. GENDER MANAGEMENT SYSTEM

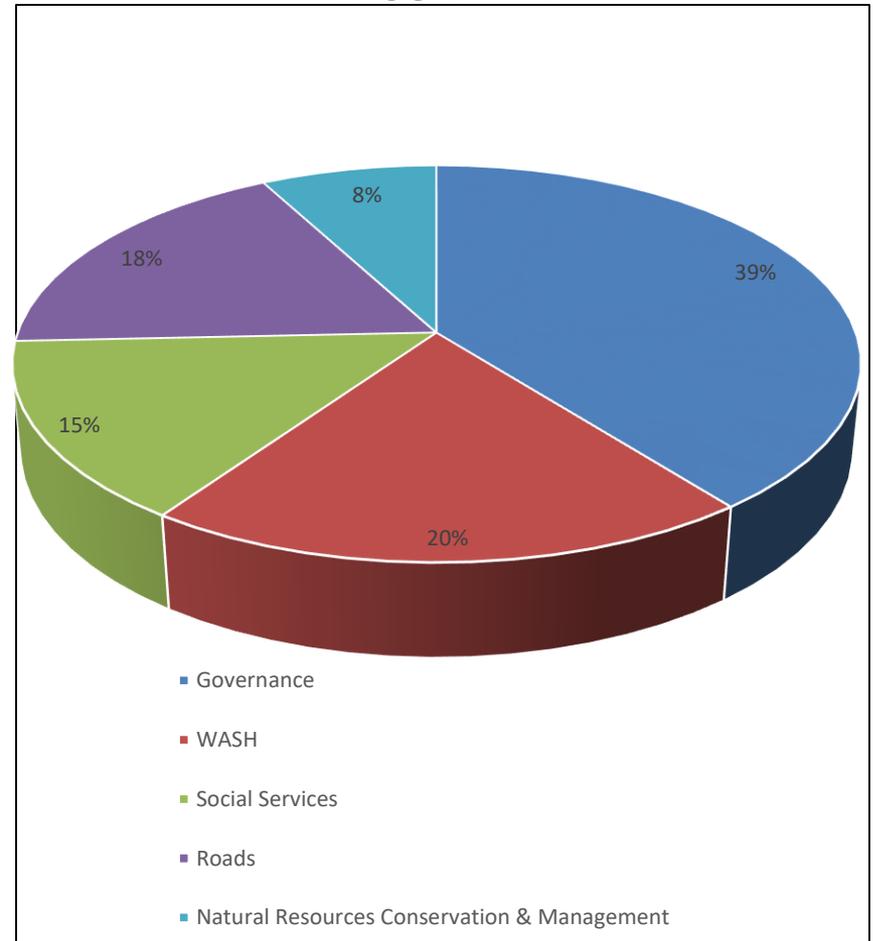
- Council has Gender focal person, gender committee, gender champion in place
- Council Gender Action Plan aligned to the Council's strategic plan
- Gender is written into the job descriptions of key functionaries. Every HOD in council is mandated to mainstream gender in sub programmes of council.
- council monitors and evaluate gender through performance contract assessments reviews of Hods.



X. GENDER RESPONSIVE BUDGETING

- Mangwe RDC did not submit an entry in the GRB category?
- Yes Council drew up a Gender Responsive Budget statement as per Ministry Guidelines
- Key highlights are
- Accessible learning facilities
- Accessible health facilities
- Accessible learning facilities
- Accessible potable water
- Trafficable roads
- Access to sanitation and hygiene

EXPENDITURE ALLOCATION PER PROGRAMME



2023 Projects Implemented

Project	Work Done	Cost
Mzila Primary School	2*F14 teachers cottage and 2*classroom block constructed.	ZW\$19 309 710.24
Grey stone Primary School	Construction of 2*classroom blocks and 1*F14 Teachers Cottage. Outstanding works include painting of the structures, tubing and electrification.	ZW\$20 521 462.91
Izimnyama Clinic	Construction of clinic main structure and two staff cottages. The clinic was commissioned and opened in August 2023.	ZW\$133 155 623.28
Makorokoro Clinic	Roofing and plastering of main clinic structure. Outstanding works include tubing, plumbing, painting and furnishing. The clinic also needs staff houses for it to be opened.	ZW\$16 406 623.21
Makorokoro Secondary School	2 classroom blocks and 2 *F14 staff houses have been constructed. Third staff house is at box level.	ZW\$17 391 700.52
Mambale Clinic	Construction of septic tank. Works are on-going.	ZW\$8 262 674.26
Marula Clinic waiting mother home	Plumbing works done.	ZW\$1 506 553.22
Marula Secondary School	Construction of 1*F14 teachers cottage done up to roof cover level.	ZW\$11 254 333.48

CHALLENGES

- Council has challenges of limited resources
- Shortage of personnel to fully document gender issues.
- Council officials feel Gender documentation is an added job

LESSON LEARNED AND INNOVATION

- It is important that council disseminate information on gender to council and communities
- These can be applied through establishing a gender desk within council

SUSTAINABILITY AND REPLICATION

- The COE, hub and spoke work can be sustained within Mangwe RDC through establishment of departmental Gender focal persons. Each department will have gender lens and also document all gender issues.
- Council visibility – Gender messages should be visible in council office, Banners, Mission and Vision statements, Flyers
- Establishment of a Gender Unit within council. The department should have adequate staff with clear job descriptions.
- Council should invest in WhatsApp chatbot which allows the local authority to be in touch with ratepayers (men, Women, Youth, PWD from anywhere across the world.
- Council should recruit Gender Focal person on a full time basis

THANK YOU