SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

(MAKONI RURAL DISTRICT COUNCIL, ZIMBABWE)





ZIMBABWE #VOICEAND CHOICE SUMMIT 2024

OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	MAKONI RURAL DISTRICT COUNCIL			
GENDER CHAMPION	MRS. A.E. MURIGWA			
GENDER FOCAL PERSON	MS. T. MURINGANI			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? HUB				
Latest score (year)	76%			
	Women	Men	Total	% Women
Council	15	35	50	30%
Management	5	10	15	33%
Council staff overall	16	64	80	20%
Population served	288 441 (2022 census)			
Key characteristics	Arguably the second largest district in the country with Natural Ecological Regions: 2; 3 and 4. The gateway to the Eastern Highlands. SADC Corridor passes through the district.			

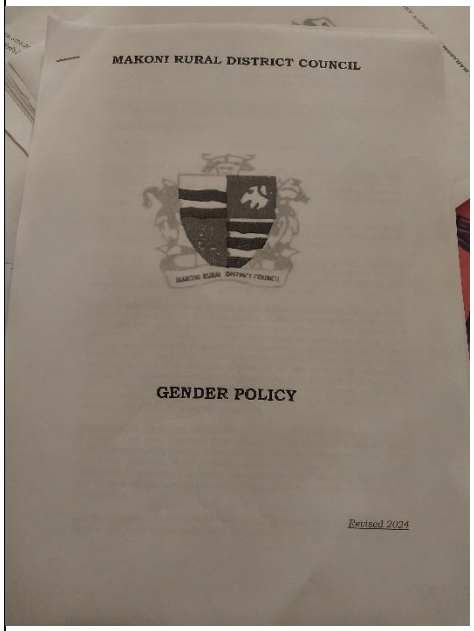
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

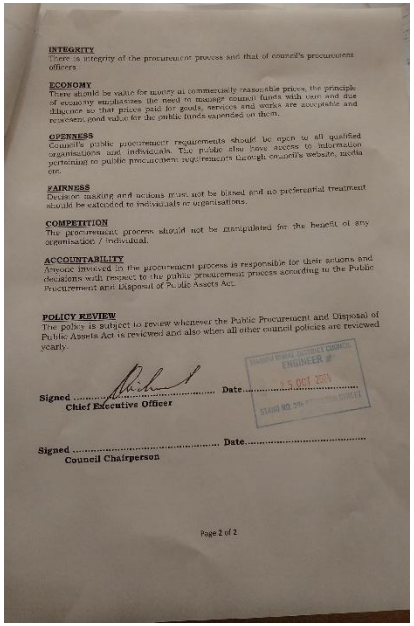
- Council has a gender policy and a Gender Action Plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets?

Council has Gender Policy and Action Plan.

Policy in line with SDG 5; 8.

- It is well known and has a high profile champion within the council.?
- Policies is known by staff, councillors and communities.
- Gender Committee chaired by Woman (Cllr. S. P. Mutsvangiri).
- Acting Council Chairperson is a Woman (Cllr. E. R. Hlanguyo).





- Photo of the Gender Policy

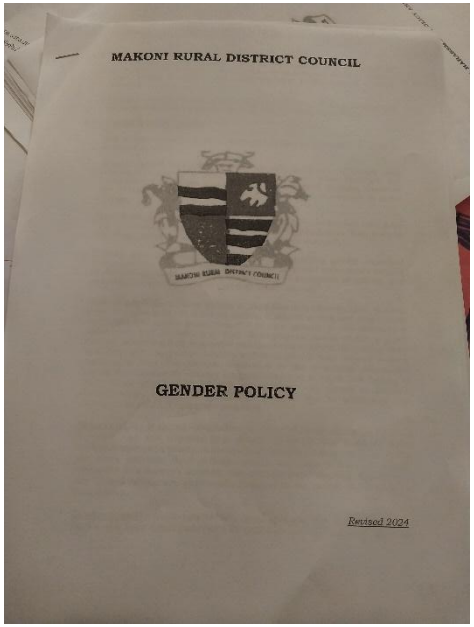
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- How has the council coordinated and contributed to the **hub and spoke** activities e.g. provincial strategy meetings?

Council Coordinated Provinincial Summit Preparatory Meetings.

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

- Activities conducted twice annually



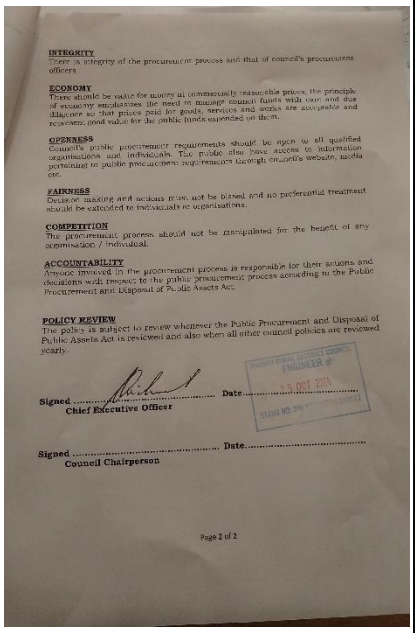


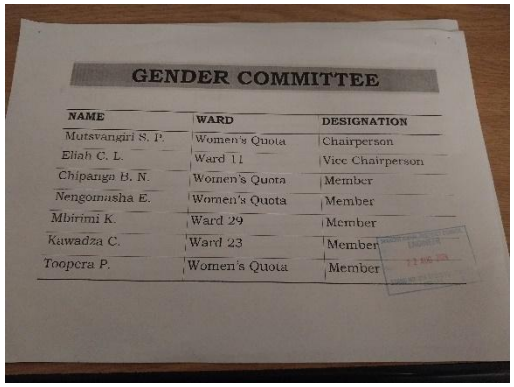
Photo of the Gender Policy

II. GOVERNANCE

Detail

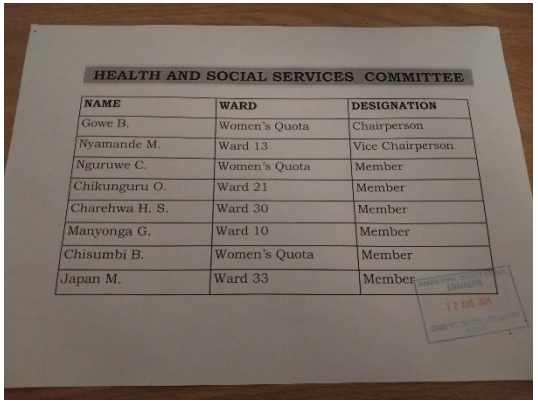
- Proportion of women councillors is **15:50.** Three elected, 12 from quota.
- Council has 7 committees.
- 3 Committees are chaired by women.
- No committee chaired by PWD.
- Budget consultations, Civic Engagements, Meetings and Valuation Roll

Evidence



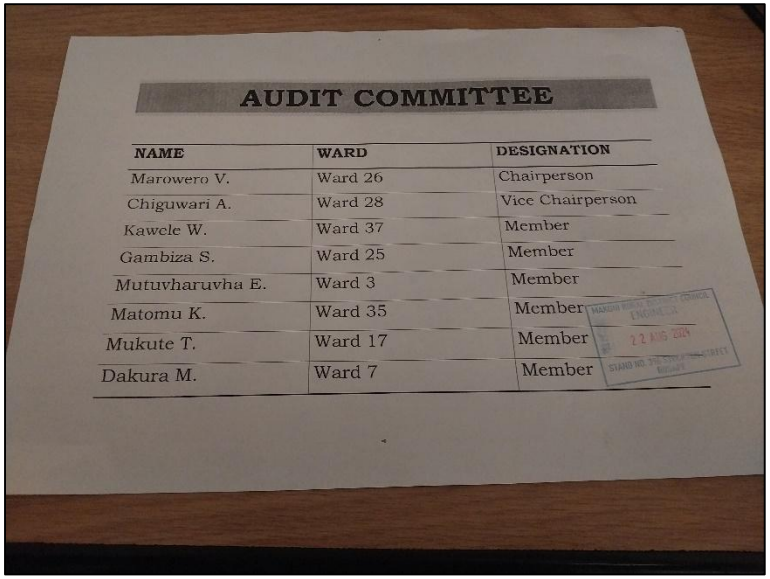
GENDER COMMITTEE

NAME	WARD	DESIGNATION
Mutsvangiri S. P.	Women's Quota	Chairperson
Eliah C. L.	Ward 11	Vice Chairperson
Chipanga B. N.	Women's Quota	Member
Nengomasha E.	Women's Quota	Member
Mbirimi K.	Ward 29	Member
Kawadza C.	Ward 23	Member
Toopcra P.	Women's Quota	Member



HEALTH AND SOCIAL SERVICES COMMITTEE

NAME	WARD	DESIGNATION
Gowe B.	Women's Quota	Chairperson
Nyamande M.	Ward 13	Vice Chairperson
Nguruwe C.	Women's Quota	Member
Chikunguru O.	Ward 21	Member
Charehwa H. S.	Ward 30	Member
Manyonga G.	Ward 10	Member
Chisumbi B.	Women's Quota	Member
Japan M.	Ward 33	Member



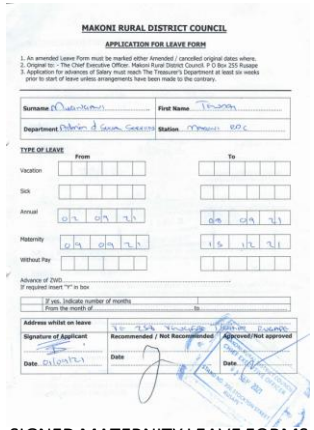
AUDIT COMMITTEE

NAME	WARD	DESIGNATION
Marowero V.	Ward 26	Chairperson
Chiguwari A.	Ward 28	Vice Chairperson
Kawele W.	Ward 37	Member
Gambiza S.	Ward 25	Member
Mutuvharuvha E.	Ward 3	Member
Matomu K.	Ward 35	Member
Mukute T.	Ward 17	Member
Dakura M.	Ward 7	Member

III. WORK PLACE POLICY AND PRACTICE

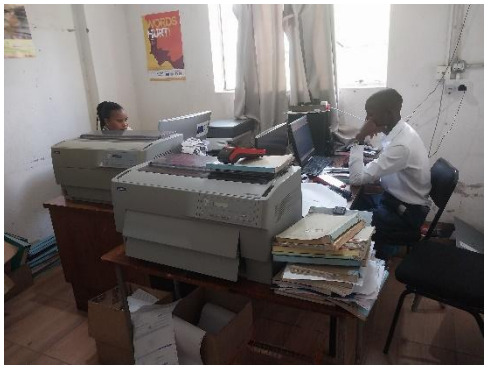
How gender sensitive is the workplace?
Provide examples.

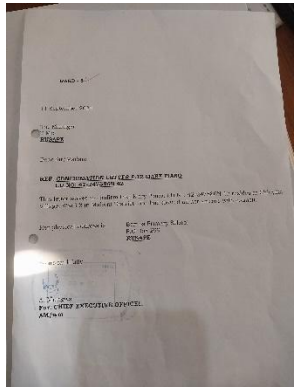
- What proportion of the workforce is women?
- Proportion of women over men is 14 women and 58 men.
- How is the council supporting women in the workplace so they are better placed to work?
- Council offer 98 day maternity leave.
- Council offer breast feeding hours for mothers.
- Sexual harassment, Wellness and gender policies in place.
- What is the proportion of youth and PWDs employed by the councils?
- 3 youths, 1 men and 2 women.
- Council has a sexual harassment policy
- Grievance procedure in Gender Policy.


MAKONI RURAL DISTRICT COUNCIL

APPLICATION FOR LEAVE FORM

SIGNED MATERNITY LEAVE FORMS


PICTURE OF ONE YOUTH IN OFFICE


CONFIRMATION LETTER

IV. LOCAL ECONOMIC DEVELOPMENT

- Council has project targeting special groups: Masvosva Green Hub, 39 community gardens targeting special groups.
- Cattle Business Centre project in Mayo targeting special groups.
- Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Market places at all Business Centres, RSCs and Growth Points.
- Women 65%, Men 5%, Youths 20% and PWDs 10%.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
- Women Bank giving loans to women.
- Start up kits by Restless Development and World Vision Zimbabwe.
- Land, inputs and borehole for gardens by council.

- 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?

Confirmation letters, coordinated meetings between project members and customers and suppliers and financiers.

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

Council allocates tenders to everyone.

- What is the proportion of tenders allocated to women? 0%
- What proportion of the council budget is allocated to LED activities?
- 10% budget allocated to women (USD28 502) in 2024.

CONFIRMATION LETTERS, pic of active garden, pic World Vision, pic of tender



Promoting non-academic skills through practical lessons at Chiunya Rabbit project. Children participate in feeding and watering of rabbits.



Fish in a Tank exploring new technology. Fish farming at Matsika for food, nutrition, income generation and skills learning. Small area huge produce, at the same time addressing climate change effects

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?
- Well protection, borehole drilling and repairs, water committee trainings
- Address accessibility and gender balance issues.

Housing Allocations	Number	Proportion (%)
Women	63	49.2
Men	65	50.8
Total	128	100

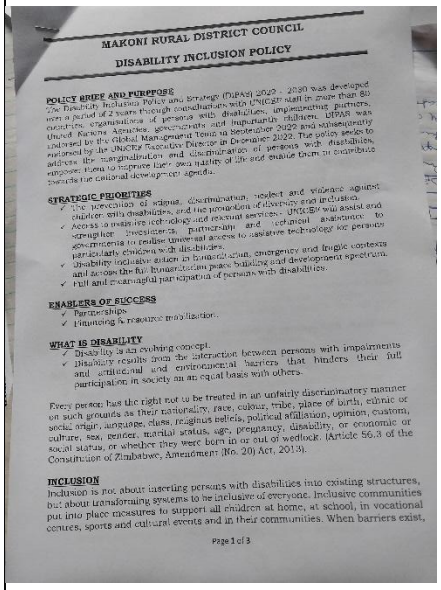
Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	6748	493	1048
Men	5061	1194	555
Total	11809	1687	1687

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- Waiting mothers homes,
- maternal health Care and Family Planning
- Immunisation Programmes, Anti Retroviral Counselling and therapy.
- Male medical circumcision, ANC services
- Do women, men, people living with disability, and youth have equal access to treatment.
- No segregation in service provision
- Maintain privacy
- Condoms accessible in clinics, council offices

- How has the council ensured that health/SRHR facilities are more accessible to these groups?
- Disability friendly facilities at schools, clinics and public places.
- Council has a disability policy in place.

- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
- Guidance and Counselling lessons in schools
- School Heath Clubs in place
- Trained School Health Masters



MAKONI RURAL DISTRICT COUNCIL

DISABILITY INCLUSION POLICY

POLICY BRIEF AND PURPOSE

The Disability Inclusion Policy and Strategy (DIPAS) 2020 - 2030 was developed over a period of 2 years through consultations with UNICEF staff in more than 80 countries, organisations of persons with disabilities, implementing partners, United Nations Agencies, governments and importantly children. DIPAS was endorsed by the Global Management Team in September 2020 and subsequently endorsed by the UNICEF Executive Director in December 2020. The policy seeks to address the marginalization and discrimination of persons with disabilities, purposes; how to improve their quality of life and enable them to contribute towards the national development agenda.

STRATEGIC PRIORITIES

- ✓ The prevention of stigma, discrimination, neglect and violence against children with disabilities, and the promotion of diversity and inclusion.
- ✓ Access to assistive technology and essential services. UNICEF will assist and strengthen investments, partnerships and technical assistance to governments to realise universal access to assistive technology for persons particularly children with disabilities.
- ✓ Disability inclusive action in humanitarian, emergency and fragile contexts and across the full humanitarian peace building and development spectrum.
- ✓ Full and meaningful participation of persons with disabilities.

ENABLERS OF SUCCESS

- ✓ Partnerships
- ✓ Financing is a resource mobilization.

WHAT IS DISABILITY

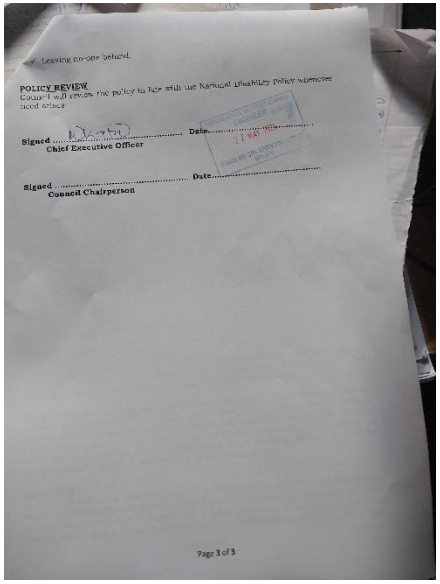
- ✓ Disability is an evolving concept.
- ✓ Disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full participation in society on an equal basis with others.

Every person has the right not to be treated in an unfairly discriminatory manner on such grounds as their nationality, race, colour, tribe, place of birth, ethnic or social origin, language, class, religious belief, political affiliation, opinion, custom, culture, sex, gender, marital status, age, pregnancy, disability, or economic or social status, or whether they were born in or out of wedlock. (Article 56.3 of the Constitution of Zimbabwe, Amendment (No. 20) Act, 2013).

INCLUSION

Inclusion is not about inserting persons with disabilities into existing structures, but about transforming systems to be inclusive of everyone. Inclusive communities put into place measures to support all children at home, at school, in vocational centres, sports and cultural events and in their communities. When barriers exist,

Page 1 of 3



✓ Leaving no-one behind.

POLICY REVIEW

Council will review the policy in line with the National Disability Policy whenever need arises

Signed ..... Date.....

Chief Executive Officer

Signed ..... Date.....

Council Chairperson

Page 3 of 3

- DISABILITY POLICY

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention
- Council installed street lights (Nyazura and Headlands)
- Public awareness
- Council participated in International Women's Day.
- Participated in 16 Days of Activism against GBV.
- Response and coordination
- Police Base Camps at Council Clinics
- Suggestion boxes at institutions
- Police a member of Council Gender Committee.
- Council is a member of Civil Protection.
- Support and empowerment
- Local Economic Development Projects.
- Counselling services at Health Centres.



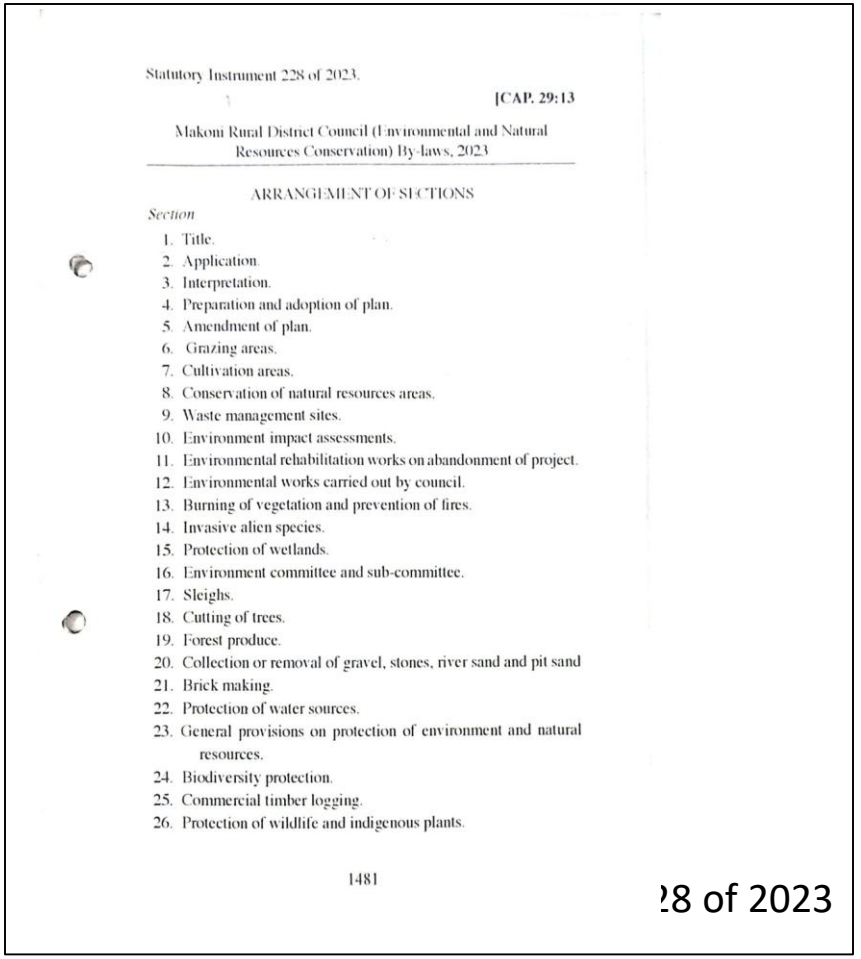
International Women's Day at Ruombwe Sec School, Ward 26 on 14/03/2024

VIII. CLIMATE JUSTICE

- Does council have a climate change policy?

Council has an environmental by-law S.I 228/2023.

- 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.
- Apiary project in Nyazura by Dr Mtisi a Development Partner.
- By-products used to make candles, cookies, wine.
- Afforestation projects by Maungwe Investments Council Subsidiary.
- Nyaradzo group of Companies
- Solarised Piped Water Schemes.
- IDBZ solarising Nyazura Water Works.
- How has the council adapted or mitigated against climate change?
- Afforestation projects
- Apiary projects
- De-siltation projects
- Fireguards
- Awareness Campaigns



Statutory Instrument 228 of 2023.

[CAP. 29:13

Makoni Rural District Council (Environmental and Natural Resources Conservation) By-laws, 2023

ARRANGEMENT OF SECTIONS

Section

1. Title.
2. Application.
3. Interpretation.
4. Preparation and adoption of plan.
5. Amendment of plan.
6. Grazing areas.
7. Cultivation areas.
8. Conservation of natural resources areas.
9. Waste management sites.
10. Environment impact assessments.
11. Environmental rehabilitation works on abandonment of project.
12. Environmental works carried out by council.
13. Burning of vegetation and prevention of fires.
14. Invasive alien species.
15. Protection of wetlands.
16. Environment committee and sub-committee.
17. Sleighs.
18. Cutting of trees.
19. Forest produce.
20. Collection or removal of gravel, stones, river sand and pit sand
21. Brick making.
22. Protection of water sources.
23. General provisions on protection of environment and natural resources.
24. Biodiversity protection.
25. Commercial timber logging.
26. Protection of wildlife and indigenous plants.

1481

28 of 2023

IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- Council Gender Focal Persons
- Departmental Gender Committee.
- District Gender Council
- Provincial Gender Committee
- WADCO
- Child Protection Committee
- Civil Protection Committees
- School Development Committees
- Is the council Gender Action Plan aligned to the Council's strategic plan?
- Yes
- Gender is written into the job descriptions of key functionaries.
- Yes (Gender Focal person) and C.E.O and HoDs and Deputies as a cross cutting issue.

- How does the council monitor and evaluate gender?

Monitor and Evaluate gender through gender focal persons.



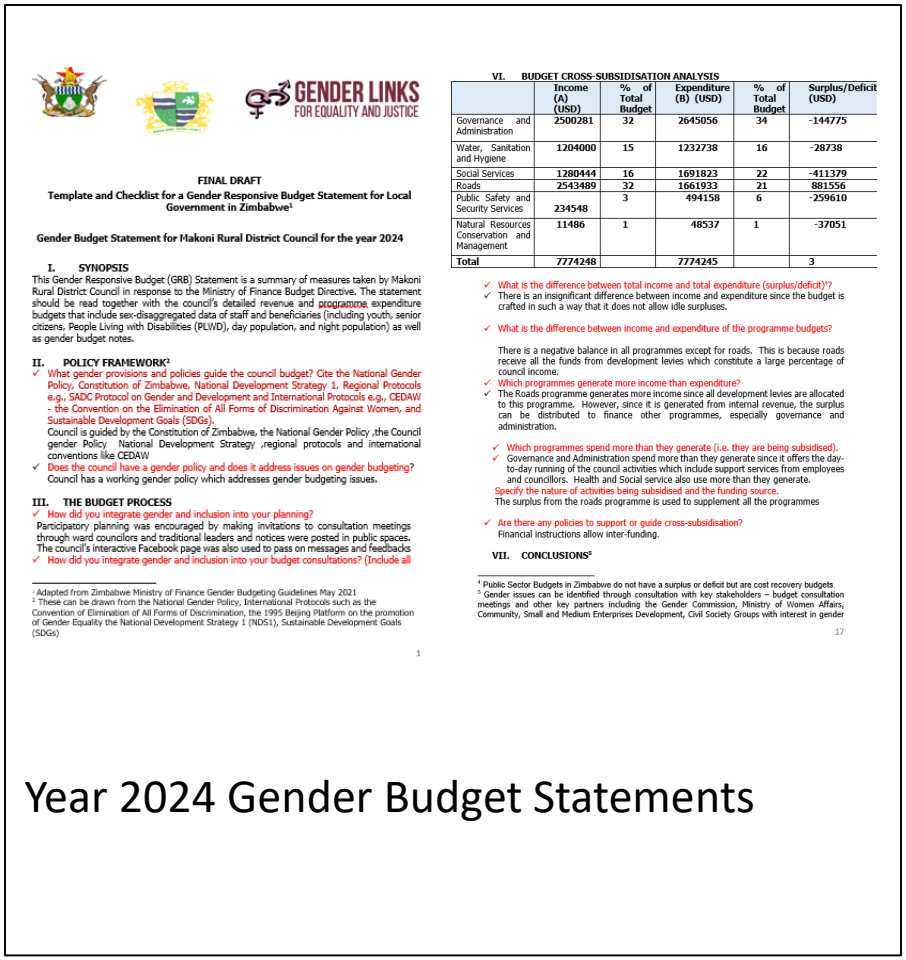
Cancer Day Photo

X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category?
- Yes
- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines?

Yes

- What are the key highlights?
- Staff remuneration
- Disaggregated statistics on staff.
- Budget towards gender programming
- Local Economic Development projects in the budget



GENDER LINKS FOR EQUALITY AND JUSTICE

FINAL DRAFT

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

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

I. SYNOPSIS

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

II. POLICY FRAMEWORK[2]

✓ What gender provisions and policies guide the council budget? Cite 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).

Council is guided by the Constitution of Zimbabwe, the National Gender Policy ,the Council gender Policy National Development Strategy ,regional protocols and international conventions like CEDAW

✓ Does the council have a gender policy and does it address issues on gender budgeting?

Council has a working gender policy which addresses gender budgeting issues.

III. THE BUDGET PROCESS

✓ How did you integrate gender and inclusion into your planning?

Participatory planning was encouraged by making invitations to consultation meetings through ward councilors and traditional leaders and notices were posted in public spaces. The council's interactive Facebook page was also used to pass on messages and feedbacks

✓ How did you integrate gender and inclusion into your budget consultations? (Include all

[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)

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VI. BUDGET CROSS-SUBSIDISATION ANALYSIS

	Income (A) (USD)	% of Total Budget	Expenditure (B) (USD)	% of Total Budget	Surplus/Deficit (USD)
Governance and Administration	2500281	32	2645056	34	-144775
Water, Sanitation and Hygiene	1204000	15	1232738	16	-28738
Social Services	1280444	16	1691823	22	-411379
Roads	2543489	32	1661933	21	881556
Public Safety and Security Services	234548	3	494158	6	-259610
Natural Resources Conservation and Management	11486	1	48537	1	-37051
Total	7774248		7774245		3

✓ What is the difference between total income and total expenditure (surplus/deficit)?

✓ There is an insignificant difference between income and expenditure since the budget is crafted in such a way that it does not allow idle surpluses.

✓ What is the difference between income and expenditure of the programme budgets?

There is a negative balance in all programmes except for roads. This is because roads receive all the funds from development levies which constitute a large percentage of council income.

✓ Which programmes generate more income than expenditure?

✓ The Roads programme generates more income since all development levies are allocated to this programme. However, since it is generated from internal revenue, the surplus can be distributed to finance other programmes, especially governance and administration.

✓ Which programmes spend more than they generate (i.e. they are being subsidised).

✓ Governance and Administration spend more than they generate since it offers the day-to-day running of the council activities which include support services from employees and councillors. Health and Social service also use more than they generate.

Specify the nature of activities being subsidised and the funding source.

The surplus from the roads programme is used to supplement all the programmes

✓ Are there any policies to support or guide cross-subsidisation?

Financial instructions allow inter-funding.

VII. CONCLUSIONS[5]

[4] Public Sector Budgets in Zimbabwe do not have a surplus or deficit but are cost recovery budgets.

[5] Gender issues can be identified through consultation with key stakeholders – budget consultation meetings and other key partners including the Gender Commission, Ministry of Women Affairs, Community, Small and Medium Enterprises Development, Civil Society Groups with interest in gender

17

Year 2024 Gender Budget Statements

CHALLENGES

- What have been the main challenges? How have these been overcome?
- Financial Challenges – engagement of PPPs
- Sustainability – Continued engagement.
- Resistance to change by some stakeholders – continued education
- Economic instability – using other investment strategies.

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
- Teamwork is key
- Continuous learning and adaptation.(exchange visits)
- Documentation (what is not written has not been done)
- Statistics for informed decision making.
- How are these being applied?
- Coordination, inclusion, communication, adoption.

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?

Prioritization of budget towards gender activities

Rotation of Focal Persons to create continuity.

Cascading of gender agenda to grassroots.