GENDER LINKS
FOR EQUALITY AND JUSTICE

People Change the World Diakonia

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SADC PROTOCOL @ WORK SUMMIT AND AWARDS 2024

INSTITUTIONAL COE



Zimbabwe,

Murewa Rural District Council

11-13 November 2024

Winnet Tambara Chitauro

RAISING HIGH THE FLAGS OF GENDER EQUALITY!

OVERVIEW

COUNTRY	ZIMBABWE
COUNCIL	MUREWA RURAL DISTRICT COUNCIL
GENDER CHAMPION	MAGARET GORORO
GENDER FOCAL PERSON	WINNET TAMBARA CHITAURO
IS THE COUNCIL A HUB OR SPOKE COUNCIL? HUB COUNCIL	
Latest score (year)	ABOVE 70%

	Women	Men	Total	% Women
Council	12	27	39	31
Management	7	12	19	37
Council staff overall	21	82	103	20.3
Population served	107 878 (2022 CENSUS)	97 654	205 432	53%
Key characteristics	Shares boundaries with UMP, Marondera, Goromonzi, Mutoko, Chaminuka and Makoni districts. Economy is agrarian based.			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Gender Policy upgraded to Gender Inclusivity and Wellness Policy.
- Well known in Council

GENDER, INCLUSIVITY & WELLNESS POLICY
2024 REVIEWED

GENDER, ACTION PLANS (REVIEWED, 2024)

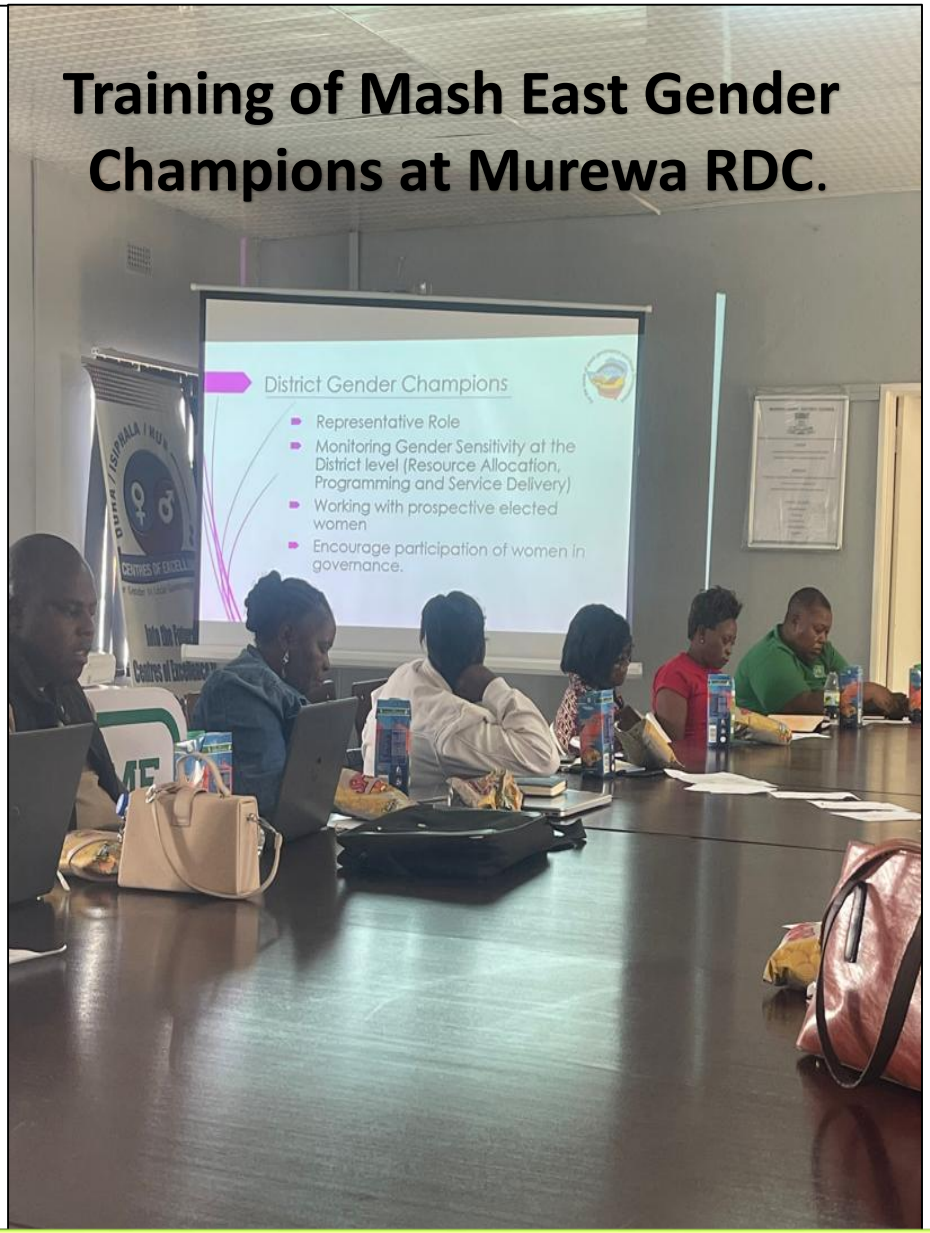
2021-2025 STRATEGIC PLAN (REVIEWED)

GENDER RESPONSIVE BUDGET

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I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Hub strategy meetings.
- Host council inviteS its Gender Committee and stakeholders.
- Gender Responsive Budgeting Training
- Training of newly elected Gender Champions.



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II. GOVERNANCE

- 12/39 women Councillors=31%.
- 3 elected, 9 Quota
- 9 Council Committees, 2 chaired by women
- No PWD in Council
- Women, Youth, PWD give their opinions, proposals and even raise complaints during Council consultations.

Councillor Idah Jaravaza, Ward 12



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III. WORK PLACE POLICY AND PRACTICE

- Gender sensitive work place.
- 20% of Council employees are women.
- Gender sensitive workplace policies e.g. Staff development policy. Women encouraged to apply for advertised jobs.
- 21% of employees are youth.
- 1% of employees is represented by PWD.
- Council has a sexual harassment policy



IV. LOCAL ECONOMIC DEVELOPMENT

- **1.** Stand alone LED Committee
- **2.** Market places designed for women
- 3. Basic Entrepreneurship training
- 4. Goat pass on project for women
- 5. Gender Inclusive LED waste management for women, men, pwd, youth
- 6. Corner shops designed for youth, women, pwd
- 7. Crop and Livestock improvement centre for women, men
- 8. GBV Survivors ISALS

- Market places designed :
- 60% Women, 17% men, 22% Youth, 1% PWD

- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth
- 1. Murewa RDC Women empowerment loans
- 2. Revolving fund for women income generating projects
- 3. Fundraising facility for women 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?
- Council signed MOUs with development partners.

- 17% of tenders were allocated to women

- 13% of the council budget is allocated to LED activities



Beneficiary of the women empowerment loan- Ward 25 Group member

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

- There are 30 Ward Water and sanitation committees pus 1 district committee.
- Types of water and sanitation projects.
- Borehole drilling
- Piped water schemes
- Public Ablution facilities construction
- Schools ablution facilities construction
- The facilities are gender-responsive.

Housing Allocations	Number	Proportion (%)
Women	7473	72
Men	2878	28
Total	10351	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	167	19	18
Men	73	12	13
Total	240	30	31

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How the council promote SRHR:

1. SRHR Action plan reviewed.
2. ASRHR Action plan reviewed following the rapid assessment of Adolescent SRHR in Murewa.
3. Waiting mothers shelter
4. Construction of clinics
5. Dialogue with sex workers
6. Inclusion of condom supply in the 2025 budget.
7. Operationalisation of the GBV One stop centre and inclusion of the centre in the District Hospital site plan.
8. Drug abuse rehab centre at Mangwende's Youth Centre.
9. Traditional leadership engagement on Child marriage issues and criminalization of child marriages.
10. Primary Schools Public speaking competitions
11. 21 operational Rural Health Centres frOR Murewa RDC.
12. Moonlight meetings with sex workers.
13. Sanitary pads collection for the gi
14. Mensrual Health campaigns by Junior Council
15. Workplace sensitization meetings on SRHR issues.
16. Community SRHR sensitization meetings.
17. Research on child marriages.

Accessibility: Full day opening of clinics during weekends, commissioning of new clinics, establishment of mothers' shelter.

- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
- The Junior Council facilitated CSE in schools and this is also done in collaboration with Ministry of Primary and Secondary Education G and C lessons.



Sanitary pad Collection



Male Condom demo During a workplace sensitization meeting

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VII. GENDER BASED VIOLENCE



PREVENTION





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GENDER BASED VIOLENCE









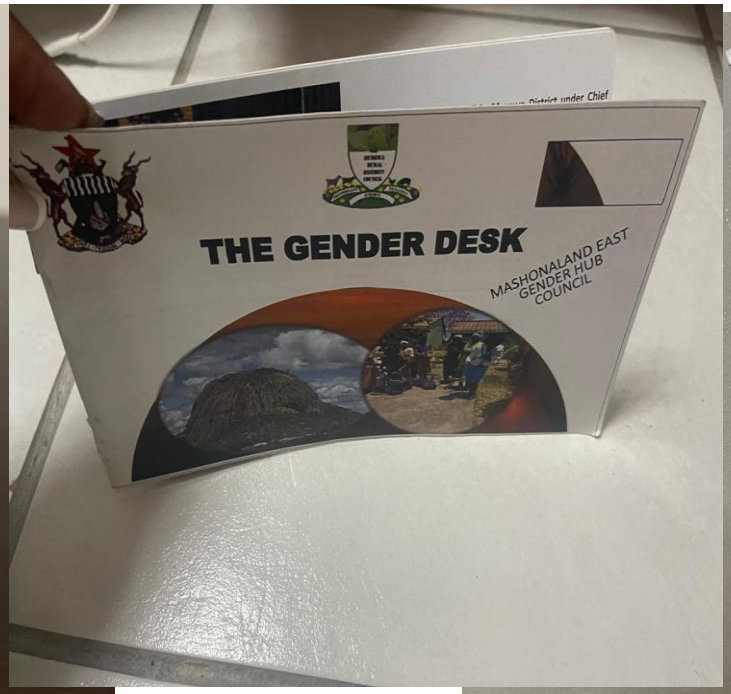
PUBLIC AWARENES

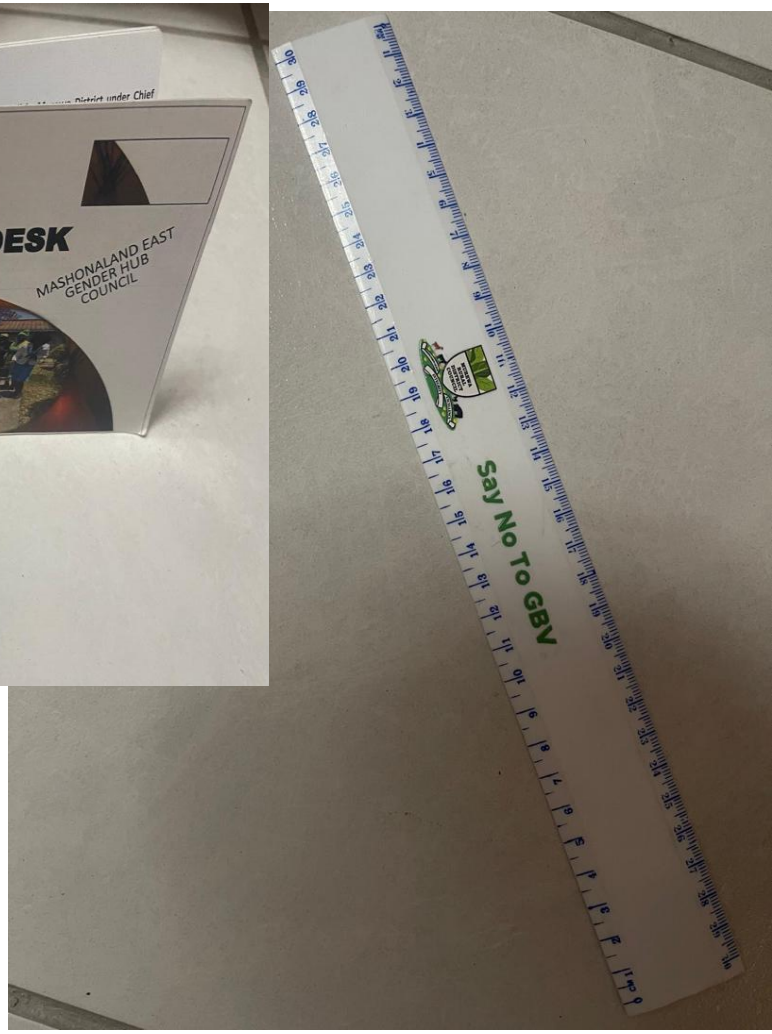
GENDER BASED VIOLENCE PUBLIC AWARENESS



GENDER BASED VIOLENCE PUBLIC AWARENESS







GENDER BASED VIOLENCE



RESPONSE
&
COORDINATION



- ✓**Establishment of a one stop GBV victim friendly centre**
- ✓**Safe Shelter**
- ✓**The Council Gender Committee**
- ✓**Establishment of police posts around the district**
- ✓**Review and Implementation of the GBV action plan**
- ✓**Chief's by-laws on criminalization of Child marriages in Murewa**

GENDER BASED VIOLENCE

- **SUPPORT AND EMPOWERMENT**
- **-**Entrepreneurship training, financial assistance
- -Toll free lines administered by the GFP (platform for GBV survivors)
- - Free space offered for Education and training centre for survivors
- Safe shelter
- Nhanga sessions for girls



In the Nhanga with the girls

VIII. CLIMATE JUSTICE

- Council adopted a Climate change Policy.

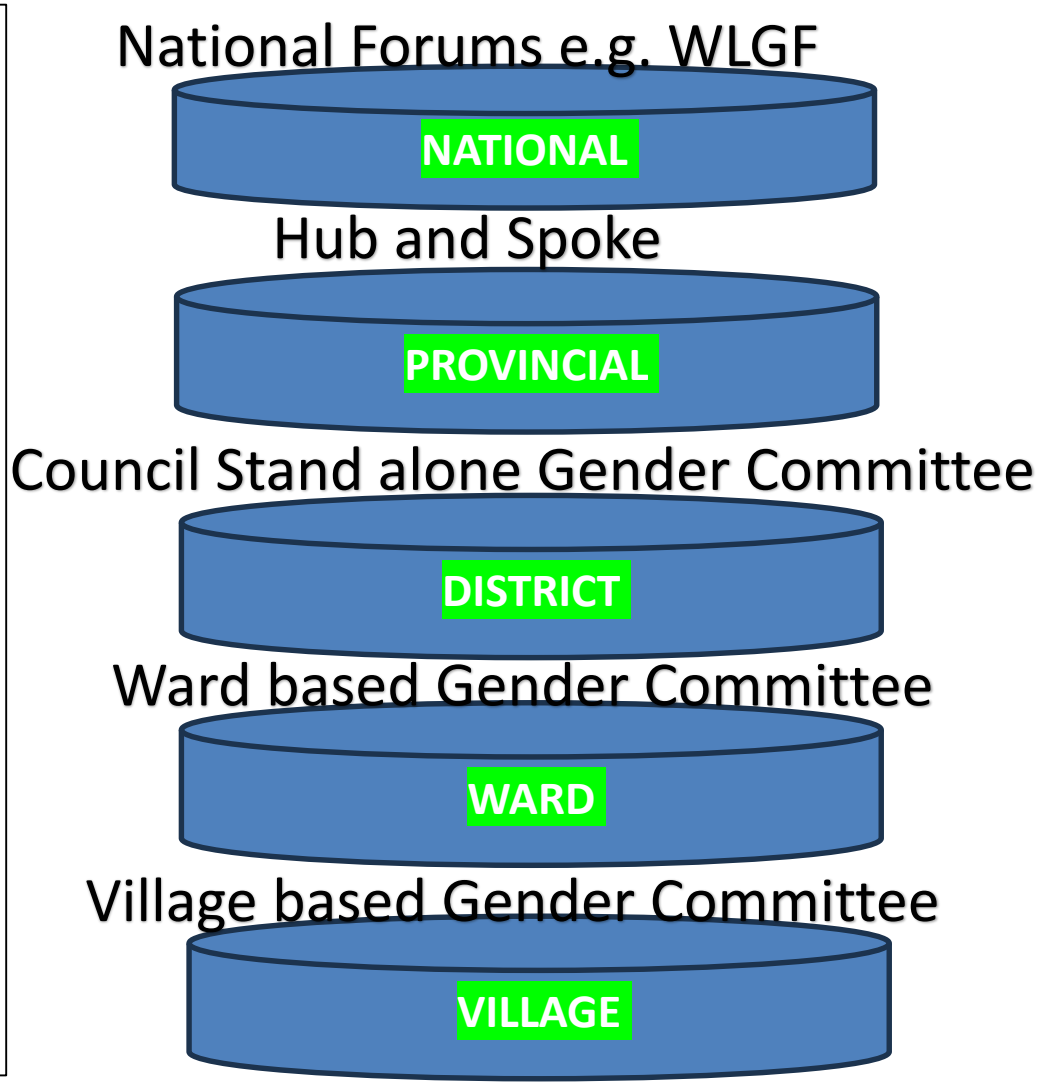
1. Youth involved through School woodlot competitions to create carbon sinks.
2. Council nursery for production of seedlings.
3. Adoption of the green city concept.
4. Waste management centre for recycling on non biodegradable waste such as plastic
5. Research on production of indigenous species which are endemic to Murewa.
6. Commemoration of World wetlands day
7. Provision of funds for rehabilitation of wetlands for sensitive ecological services.
8. Permits of extraction of sand from clogged water sources.
9. Harnessing of solar energy by farmers as a result of awarenesses
10. Natural resource conservation by-laws
11. The Council biogas project



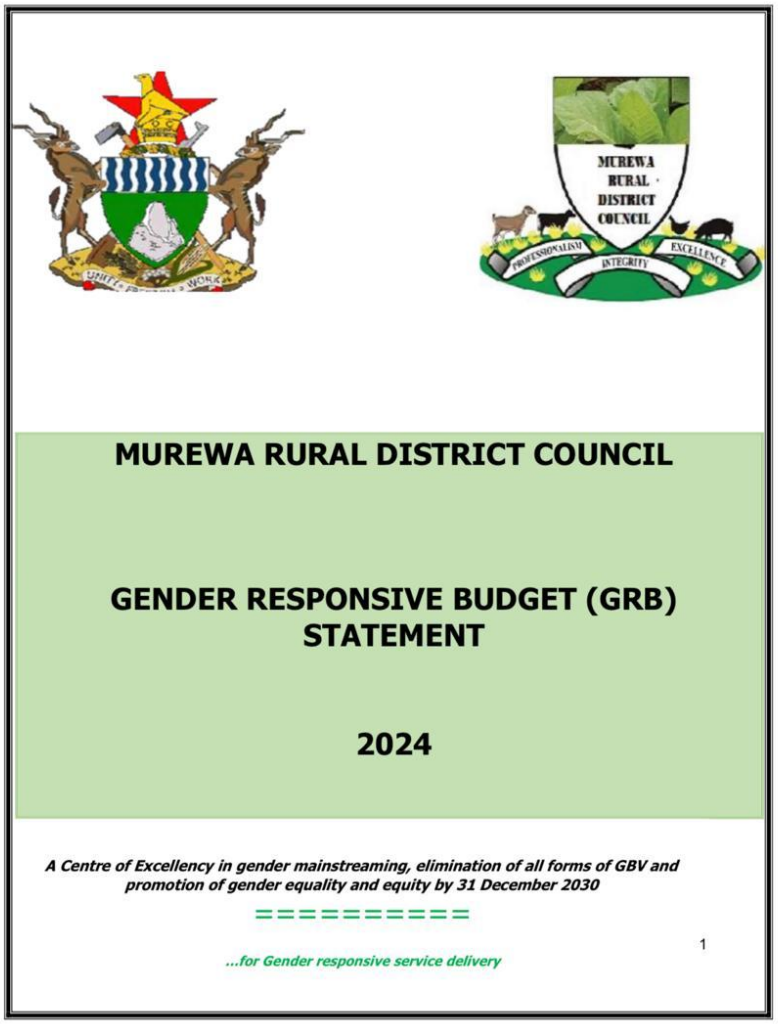


IX. GENDER MANAGEMENT SYSTEM

- Gender Focal Person and Champion in place.
- Council Action plan aligned to strategic plan.
- Gender is written into the job descriptions of key functionaries.
- Monitoring and evaluation done using the M and E framework during half year reviews.



IX. GENDER RESPONSIVE BUDGETING



- Council submitted an entry in the GRB category.
- Council drew up a Gender Responsive Budget statement as per Ministry Guidelines.
- Council can produce GRB reports by a click of a button and Gender responsive service is being delivered as a result of GRB.

CHALLENGES

CHALLENGES	MITIGATORY MEASURES
Limited resources for Gender specific programming	Increasing allocation in 2025 and partenrships in implementing gender work.
Male dominance in developmental structures	Women empowerment campaigns.

LESSON LEARNED AND INNOVATION

1. The Gender Links Hub and Spoke programme is an opportunity for Councils to grow and to fully own the COE program for sustainability.
2. SRHR issues must be discussed and prioritised because these have a role to play in developmental issues.
3. The Gender Responsive budget allows Council to provide Gender responsive service delivery
4. Partnership is significant in achieving the gender agenda.
5. Team work is key in achieving set goals and targets.
6. Changing the mindset of the people is a process.
7. Multi-stakeholder approach is the secret to success

SUSTAINABILITY AND REPLICATION

- Hub and spoke provisions in the budget.
- Learning visits on best practices.
- Presentations during summits.
- Gender specific programming.

I conclude with a Documentary Song-

- MUREWA RURAL DISTRICT COUNCIL CENTRE OF EXCELLENCE IN GENDER MAINSTREAMING


THANK
YOU