



People
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SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

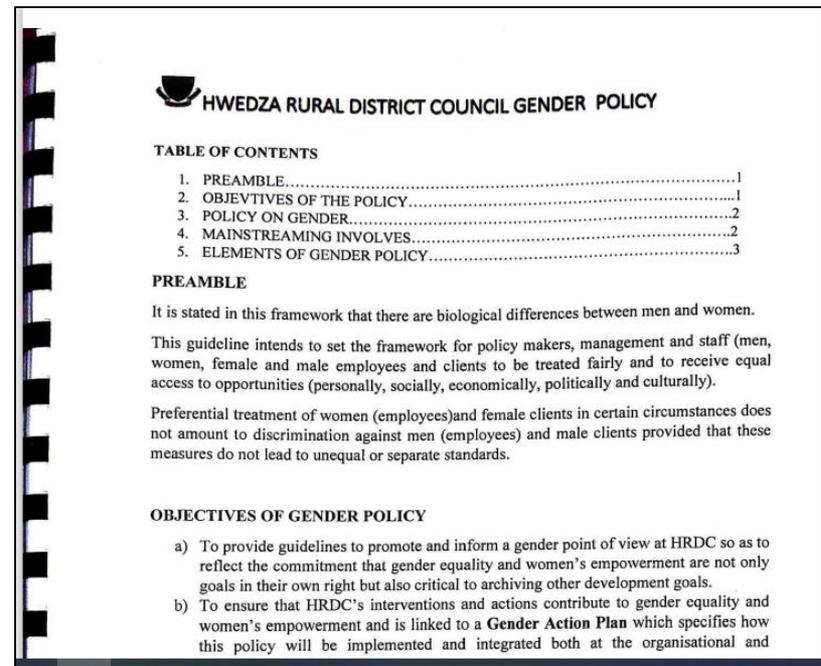
INSTITUTIONAL COE

Zimbabwe, Hwedza Rural District Council,
and Boozei Irene

COUNTRY	ZIMBABAWE			
COUNCIL	HWEDZA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	MRS YVONNE MUSHANGWE			
GENDER FOCAL PERSON	MS IRENE BOOZAI			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	93			
	Women	Men	Total	% Women
Council	8	12	20	40
Management	3	11	14	21
Council staff overall	8	30	38	21
Population served	187 131			
Key characteristics	Out of 15 wards 11 are communal and four are resettlements Agro-based economy with few mining activities			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Gender policy and action plan in place.
- Gender policy in place.
- Council Chairperson is a woman.
- Participation in gender awareness commemorations
- Gender focal person at managerial level and a Gender Champion in place.
- Functional Junior Council and 16 out of 20 of the councilors are females.
- Council conducts budget consultations in all the 15 wards.
- Construction and commissioning of Hwedza flea market.
- Construction of 2 classroom blocks .
- Council support RIDA in borehole rehabilitation works in all wards through provision of a vehicle and fuel.
- Water point committee trainings in all water points with women representation.
- Road maintenance works have been done and to date out of 504km, 428.75km are trafficable.





I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council has attended 3 hub and spoke meetings and hosting of the meetings are on rotational basis.
- The meetings have helped in exchanging of good practices.
- Hub Council provide support in coordinating quarterly Hub and Spoke meetings, mentoring the new Gender Focal person and providing moral support any time you call out for assistance.

- Photo of the Gender Policy

II. GOVERNANCE

Detail

- Council has 3 women elected Councillors while 5 are women quota councillors. In total women constitute 40% representation.
- Council is led by Mrs Sheila Mugabe a woman.
- Council has 6 Committees
- 1 committee is chaired by a woman-Social Services Committee.
- No Committee is chaired by PWD.
- Public participation is through public meetings conducted by Council i.e budget consultations in all 15 wards, engagement Special groups like A2 farmers, business community, miners groups vendors, engagement on infrastructure development like roads, education and health e.g ward 2 proposed closure of Numwa road consultation.

Evidence



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Provide examples.

- 16% of the workforce are women.
- Counselling and training has been held at the workplace with women.
- Council have no PWD at the work place.
- Sexual Harassment policy is in place.
- HR dept.- Disciplinary Hearings , counselling, follow ups

Evidence – Include photos and articles as evidence here.

IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.
- Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
- Specific fund for women known as Women Development fund by Ministry of women affairs
- Does the council allocate tenders to women-owned businesses? Yes
- What is the proportion of tenders allocated to women? 15.28
- **What proportion of the council budget is allocated to LED activities?**

Include photos, videos and articles or newspaper clippings here.

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Council keeps sex disaggregated data of land allocations for council & community beneficiaries. With 64 allocations to women and 100 to men
- Council also maintains Sex disaggregated data for housing allocations

Water and sanitation

- **Are there water committees?** We have 657 water committees within the district responsible for planning and management of water and sanitation.
- **Types of water and sanitation projects.**
- Borehole drilling , repair and maintenance, waste management
- **How gender-responsive are these.** Improving the walking distance to fetch water and provides clean water freeing up time for women and girls to engage in education, and waste management reduce the exposure of women and children to diseases as women are the primary caregivers their health is of great importance women are also employed to collect waste,

Housing Allocations	Number	Proportion (%)	
Women	61	41	
Men	87	59	
Total	148	100	

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	258	159	375
Men	399	498	282
Total	657	657	657

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- Participating in awareness compaigns
- Do women, men, people living with disability, and youth have equal access to treatment.
- Yes
- How has the council ensured that health/SRHR facilities are more accessible to these groups?

More health clinics being constructed

Waiting mothers shelter in all clinics, pregnant women and under 5 years do not pay clinic fees at Council clinics.

Walking distance to nearest clinic is less than 8km

- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

Participating in awareness compaign in schools



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- **Prevention**

Street lighting on streets and public spaces,
streets are named clearly

- **Public awareness**

GBV awareness campaigns every month.,
sensetisation GBV in all district gatehrings

- **Response and coordination**

GBV Cases are referred to the police

Council for plicy and legal route

Council with Vel in

Assisting with resources

- **Support and empowerment**
- **Counselling sessions through Hr department**
- **Reporting cases**



VIII. CLIMATE JUSTICE

- Council has a climate policy in place
- Mikoro savings and credit ward 1 with solarised borehole
- Dumbumuturo agro ecological garden
- Tienga community gardern
- How has the council adapted or mitigated against climate change?
- Climate change policy
- Council partned with NGOs ,
Action aid spearhead garden farming



IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- There is a gender policy, gender focal person, and gender champion
- Mainstreaming of gender issues in all committee

- Is the council Gender Action Plan aligned to the Council's strategic plan?
Answers Yes
- Gender is written into the job descriptions of key functionaries.
Answer: Yes
- How does the council monitor and evaluate gender?
- Through reports, management meetings committee meetings, strategic plan review every year, consultation meetings

• 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?

Participation

Mainstreaming gender issues in all council projects and services provided by council

Allocation of funds to health related

- Photo



GENDER LINKS
FOR EQUALITY AND JUSTICE



Sweden
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Template and Checklist for a Gender Responsive Budget Statement for
Local Government in Zimbabwe¹
Gender Budget Statement for Hwedza Rural District Council for the year
2024

I. SYNOPSIS

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by Hwedza Rural District Council in response to the Ministry of Finance Budget Directive.

Hwedza RDC has adopted the Gender Responsive Budgeting concept through focusing on Vision 2030 vision that call for the improvement of the standards of life and it emphasize on leaving no-one and no place is left behind. Vision 2030, is in line with the National Development Strategy - NDSI development approach. Council has strengthened sound policies and enforceable legislation for the promotion of gender equality through implementation of Legislation, By-Laws, equity policies and procedures. Hwedza Rural District Council has embraced an accommodative and participatory process throughout the budget cycle where men, women, boys and girls have been involved. The Hwedza population has different demographic elements that include age, sex, employment status, resource endowments and thus there is need for continuous engagements to ensure gender equity and equality principles. Service provision has been provided for in the budget, taking into account key tenets that include accountability with public funds, being responsive, client satisfaction, fairness

CHALLENGES

- What have been the main challenges? How have these been overcome?

Funding – continuous revenue mobilisation

By in of management -Mainstreaming of gender issues are being discussed in management

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?
- We need to have stand alone projects that we fund
- Waste management issues
- Financing of women and vulnerable groups
- How are these being applied?

Creating of work space

Linking women groups to finance houses

SUSTAINABILITY AND REPLICATION

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

Funding activities

Scaling up gender mainstreaming and advocating

Climate change

Waste management