SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

Category: INSTITUTIONAL COE

(Zimbabwe, Marondera RDC, 11-13 November 2024, Joyce Aritora)

"Any serious shift towards more sustainable societies has to include gender equality". Helen Clarke

OVERVIEW

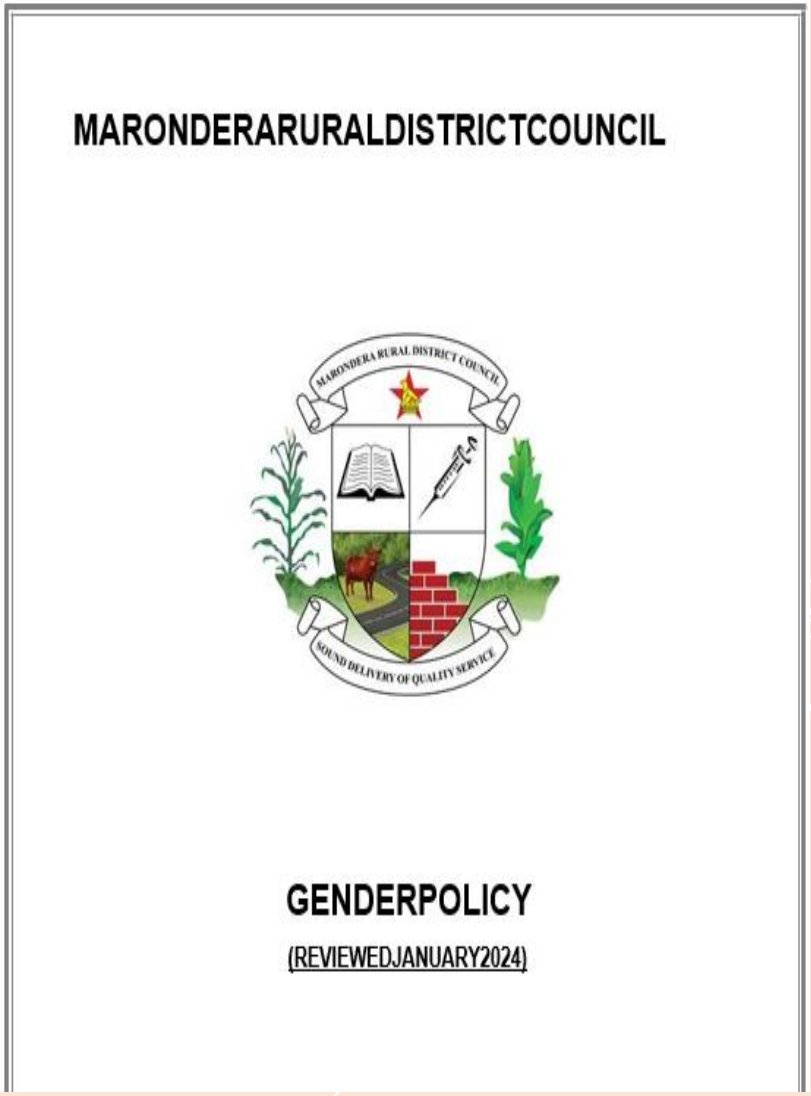
COUNTRY	**ZIMBABWE**
COUNCIL	**MARONDERA RURAL DISTRICT COUNCIL**
GENDER CHAMPION	**COUNCILLOR NETSAI MAKAMURE**
GENDER FOCAL PERSON	**MS JOYCE ARITORA**
THE COUNCIL IS A SPOKE COUNCIL	
Latest score (year)	69

	Women	Men	Total	% Women
Council	9	21	30	30
Management	5	8	13	38
Council staff overall	16	34	50	32
Population served	136 173 (Female 67 993 Male 68 180)			
Key characteristics	Marondera District covers approx, 3,4141km which boasts of its agriculture and mining economy. The appropriate climatic conditions, areas of natural and undisturbed woodland, perennial river systems, home to terrific archaeological sites as well as cultural and religious heritage sites enhances tourism investment			

"No country can truly develop if half its population is left behind"

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

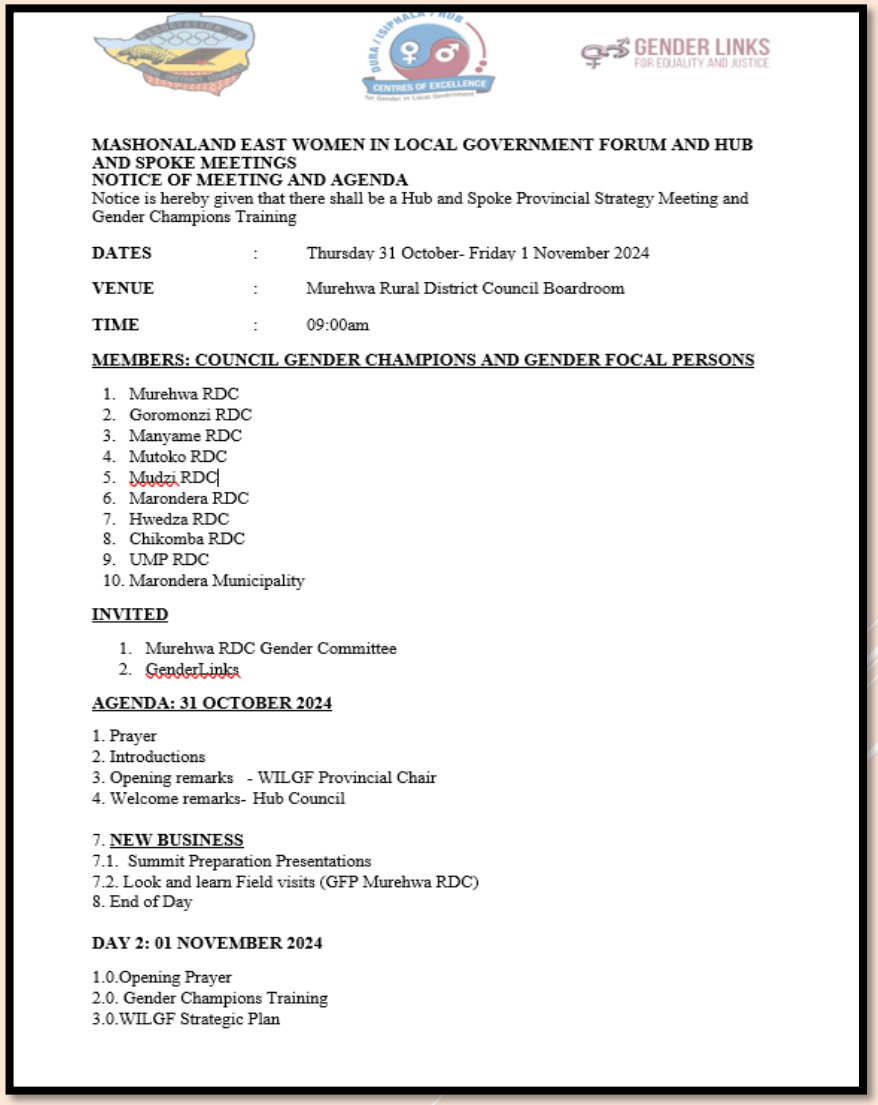
- Council has gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets
- The policy is well known and has 2 high profile champions Clr N Makamure who is the Gender Champion and Clr Gwanzura CLR Chairperson



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

Council has coordinated and contributed to the hub and spoke activities by:

- Attending all provincial WILGF and Hub and Spoke Chapter meetings
- Submitting Reports on the Spoke's quartely achievements
- Facilitating training of Gender Champions
- Hub and Spoke activities are conducted quartely



MASHONALAND EAST WOMEN IN LOCAL GOVERNMENT FORUM AND HUB AND SPOKE MEETINGS
NOTICE OF MEETING AND AGENDA
Notice is hereby given that there shall be a Hub and Spoke Provincial Strategy Meeting and Gender Champions Training

DATES : Thursday 31 October- Friday 1 November 2024

VENUE : Murehwa Rural District Council Boardroom

TIME : 09:00am

MEMBERS: COUNCIL GENDER CHAMPIONS AND GENDER FOCAL PERSONS

1. Murehwa RDC
2. Goromonzi RDC
3. Manyame RDC
4. Mutoko RDC
5. Mudzi RDC
6. Marondera RDC
7. Hwedza RDC
8. Chikomba RDC
9. UMP RDC
10. Marondera Municipality

INVITED

1. Murehwa RDC Gender Committee
2. GenderLinks

AGENDA: 31 OCTOBER 2024

1. Prayer
2. Introductions
3. Opening remarks - WILGF Provincial Chair
4. Welcome remarks- Hub Council

7. **NEW BUSINESS**
7.1. Summit Preparation Presentations
7.2. Look and learn Field visits (GFP Murehwa RDC)
8. End of Day

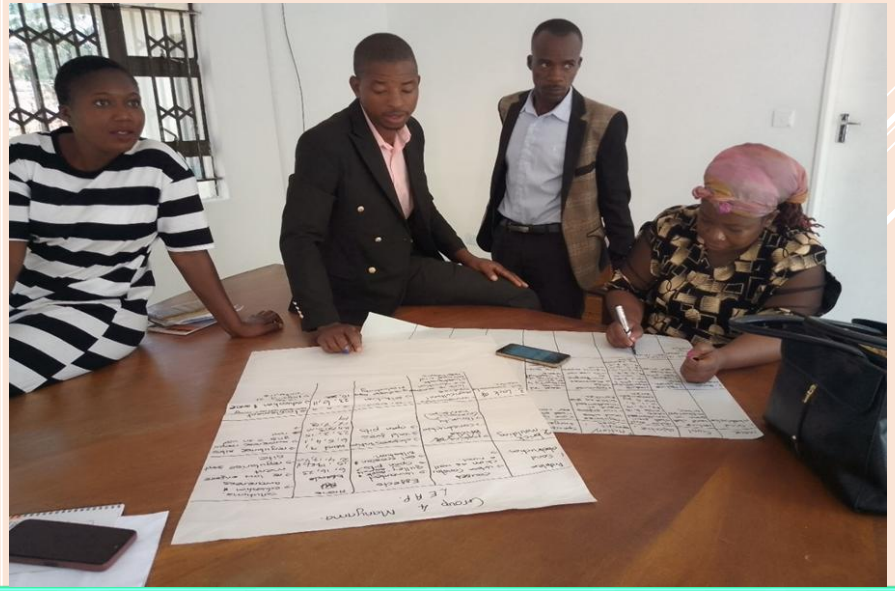
DAY 2: 01 NOVEMBER 2024

1.0.Opening Prayer
2.0. Gender Champions Training
3.0.WILGF Strategic Plan

II. GOVERNANCE

- **30% are women councillors (2 being elected and 7 quota)**
- **Council has 7 committees**
- **2 committees are chaired by women**
- **No committees are chaired by PWD**
- **Women/ youth/ PWD participate in council consultations and decision-making through** Correspondence, Participation in public meetings and payments of rates





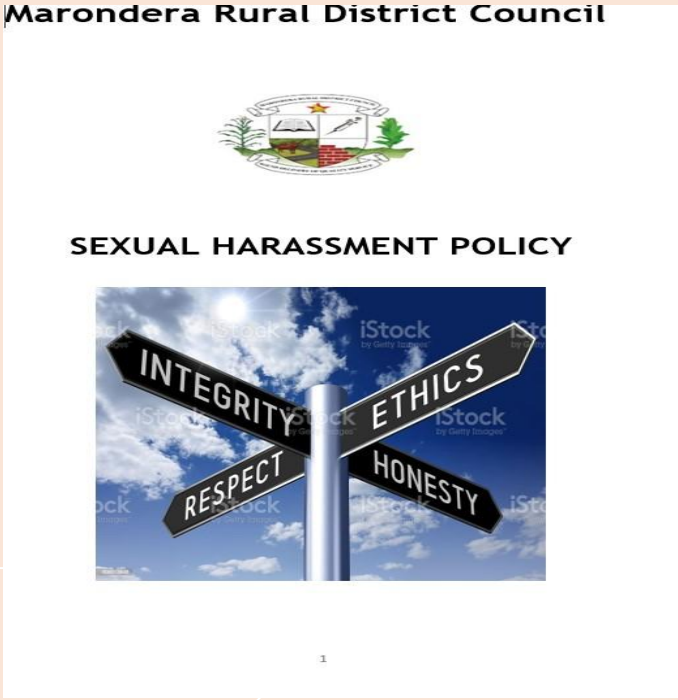
"Women belong in all places where decisions are being made.It shouldn't be tha

III. WORK PLACE POLICY AND PRACTICE

Marondera RDC is quite Gender sensitive. Women are included in all workplace policies and practices as evidenced by equal earnings, paid maternity leave, junior council in place

- **32% of the workforce are women, 68 % are youth and Council is yet to employ PWDs**
- **Council is supporting women in the workplace so that they are better placed to work through equal earnings, equal opportunities for all posts, giving them acting posts, provision of paid study leave, training and development.**
- **Council has a sexual harassment policy**
- **Procedure- Written Statement to superior, Investigation done by the supervisor, based on the findings the case is referred to the police and Disciplinary Committee**
- **A vault platform is availed for anonymity**





"Gender equality is not about women, and it is not about men - it is about making workplaces work for everyone. Together, we can fix work, not women." - Michelle King,

IV. LOCAL ECONOMIC DEVELOPMENT

- **Council has projects that target women, PWD, and youth entrepreneurs.**
- **Council has 4 Market places namely Tenmiles, Igava, Landos and Mahusekwa Business Centres .**
- **79,07% of market stands were allocated to women, 4.65% men, 4.65% PWD and 11.63% youth on an equal opportunity basis.**
- **Council has Development Partners like World Vision , Piggad , Women and Land with entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.**
- **Currently no 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 allocate tenders to women-owned businesses**
- **20% tenders were allocated to women in 2023**
- **1.7% of the council budget was allocated to LED activities**





"Empower women, empower humanity"

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

LAND AND HOUSING

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

WATER AND SANITATION

- **520 water committees**
- **Types of water and sanitation projects:-** Ten Miles and Landos B/C 9 seater flush system ablutions , Nyembanzvere Clinic piped water scheme, boreholes maintenance and rehabilitation, PPHE,
- **These projects are gender-responsive through:- reducing walking distance to water points , safe lightning provisions, easy maintenance and cleanliness**

Land Allocations	Number	Proportion (%)
Women	7	7.78%
Men	83	92.22%
Total	90	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	312	65	11
Men	208	39	45
Total	520	104	104

"Too many girls and women miss out on opportunities to improve their lives

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council Promote SRHR through various programmes and provision of affordable quality health care
- Women, men, PLWDs, and youth have equal access to treatment.
- Council ensured that health/SRHR facilities are more accessible to these groups through free maternal deliveries and contraceptives, non payment of consultation fees for chronic illness ,HIV and AIDS, PLWDs and above 65, mobile clinic ,road maintenance , inclusion in the HCC, wheel chair ramps , designated rooms for SRHR,
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through:-
  - partnering with ZICHIRE in programs like DREAMS and DAC B2B programs
  - Menstrual hygiene awareness in schools and sanitary wear donations
  - Funding school health clubs with refreshments





"All people deserve accurate sexual health care." Marcia Garber

VII. GENDER BASED VIOLENCE

Key actions council has taken towards:

- **Prevention**
  - Empowering women through Income generating projects, safe spaces , keeping girls in school
  - Develop an action plan
  - Including women in decision making
- **Public awareness**
  - Conduct 16 Days Campaigns
  - Commemorating International Days e.g Women's Day, Family Day
  - Advertising on social media platforms and road shows
- **Response and coordination**
  - Provide transport for victims
  - Provide fuel to Police
  - Link Victims with VFU
- **Support and empowerment**
  - Engaging male allies during public consultations
  - Income generating Projects
  - Providing psychosocial support at all clinics







"Empower Women, End Violence"

VIII. CLIMATE JUSTICE

- **Council have a climate change policy**
- **Marondera RDC women, PWD, and youth are equally involved in projects that prevent climate change projects include**
  - Materera Poultry ward 15
  - Rakata Gardens ward 3
  - Mudzimurema Irrigation (Youth bean production)
  - Chionana Irrigation(Youth Market Gardening)
  - Gukuta Piggery and Biogas Ward 12
  - Solar Lanterns (Namene Solar)
  - Woodlots (Chihota Communal Area)
  - Green jobs
- **Council adapted or mitigated against climate change through:**
  - DRRM training for WADCOs
  - Partnering with Development Partners with Climate Change thematic area
  - Maintenance of Woodlots
  - Awareness campaigns
  - Use of solar



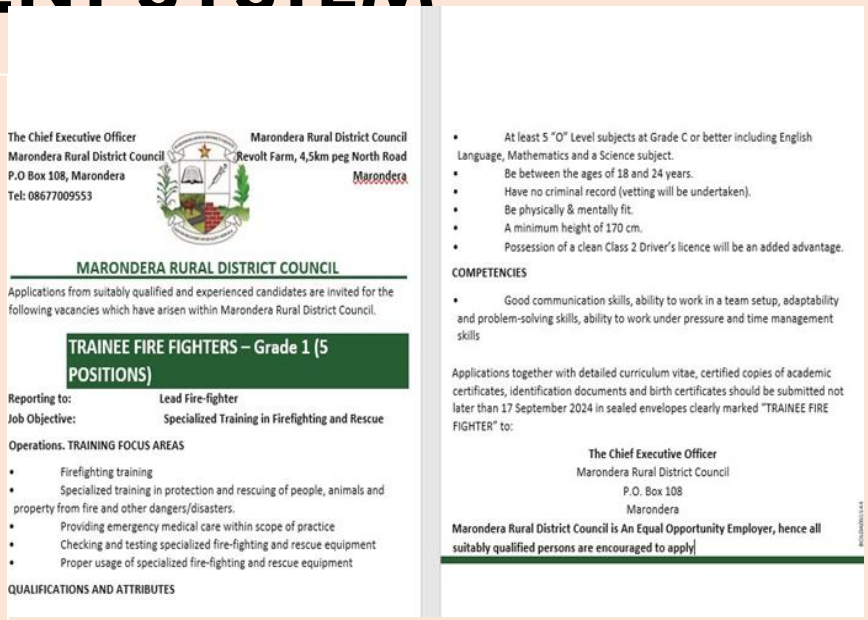




"A sustainable future for all is not possible without gender

IX. GENDER MANAGEMENT SYSTEM

- **Council has a Gender focal person, Gender Committee and Gender Champion**
- **The Council Gender Action Plan is aligned to the Council's Strategic Plan**
- **Gender is written into the job descriptions of key functionaries.**
- **Council monitor and evaluate gender through**
  - WGMOS which has inclusivity as a subprogram,
  - quarterly reviews of annual plan and
  - CEOs Performance Contract



The Chief Executive Officer
Marondera Rural District Council
P.O Box 108, Marondera
Tel: 08677009553

Marondera Rural District Council
Revolt Farm, 4,5km peg North Road
Marondera

MARONDERA RURAL DISTRICT COUNCIL

Applications from suitably qualified and experienced candidates are invited for the following vacancies which have arisen within Marondera Rural District Council.

TRAINEE FIRE FIGHTERS – Grade 1 (5 POSITIONS)

Reporting to: Lead Fire-fighter
Job Objective: Specialized Training in Firefighting and Rescue

Operations. TRAINING FOCUS AREAS

- Firefighting training
- Specialized training in protection and rescuing of people, animals and property from fire and other dangers/disasters.
- Providing emergency medical care within scope of practice
- Checking and testing specialized fire-fighting and rescue equipment
- Proper usage of specialized fire-fighting and rescue equipment

QUALIFICATIONS AND ATTRIBUTES

- At least 5 "O" Level subjects at Grade C or better including English Language, Mathematics and a Science subject.
- Be between the ages of 18 and 24 years.
- Have no criminal record (vetting will be undertaken).
- Be physically & mentally fit.
- A minimum height of 170 cm.
- Possession of a clean Class 2 Driver's licence will be an added advantage.

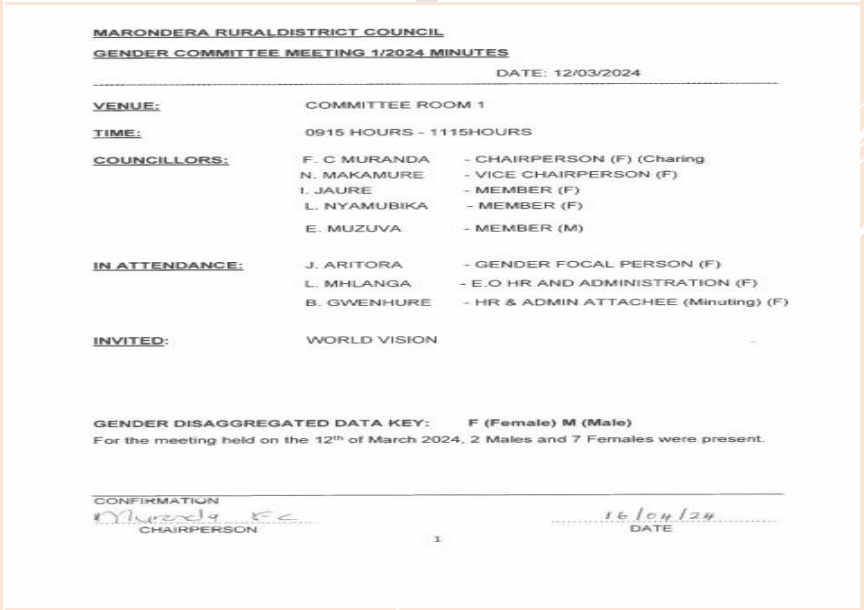
COMPETENCIES

- Good communication skills, ability to work in a team setup, adaptability and problem-solving skills, ability to work under pressure and time management skills

Applications together with detailed curriculum vitae, certified copies of academic certificates, identification documents and birth certificates should be submitted not later than 17 September 2024 in sealed envelopes clearly marked "TRAINEE FIRE FIGHTER" to:

The Chief Executive Officer
Marondera Rural District Council
P.O. Box 108
Marondera

Marondera Rural District Council is An Equal Opportunity Employer, hence all suitably qualified persons are encouraged to apply



MARONDERA RURALDISTRICT COUNCIL
GENDER COMMITTEE MEETING 1/2024 MINUTES

DATE: 12/03/2024

VENUE: COMMITTEE ROOM 1

TIME: 0915 HOURS - 1115HOURS

COUNCILLORS:
F. C MURANDA - CHAIRPERSON (F) (Charing
N. MAKAMURE - VICE CHAIRPERSON (F)
I. JAURE - MEMBER (F)
L. NYAMUBIKA - MEMBER (F)
E. MUZUVA - MEMBER (M)

IN ATTENDANCE:
J. ARITORA - GENDER FOCAL PERSON (F)
L. MHLANGA - E.O HR AND ADMINISTRATION (F)
B. GWENHURE - HR & ADMIN ATTACHEE (Minuting) (F)

INVITED: WORLD VISION

GENDER DISAGGREGATED DATA KEY: F (Female) M (Male)
For the meeting held on the 12th of March 2024, 2 Males and 7 Females were present.

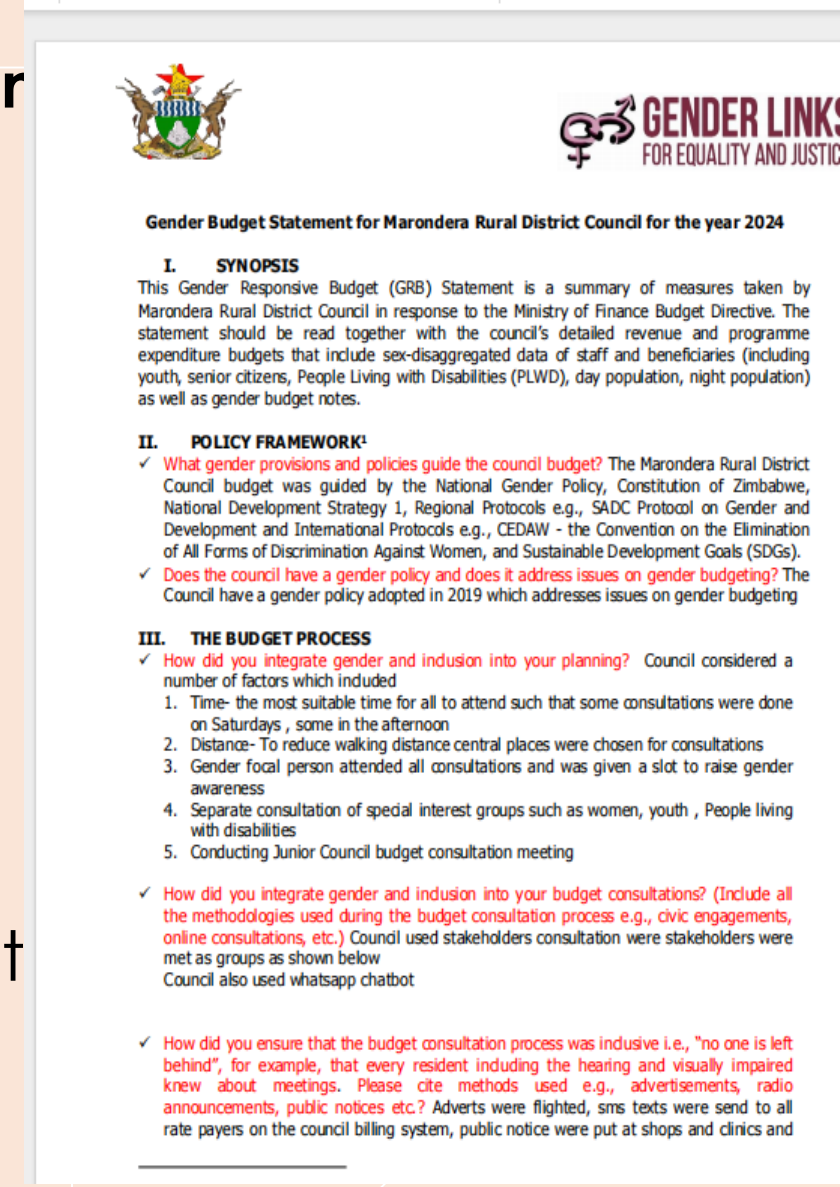
CONFIRMATION
CHAIRPERSON
16/04/24
DATE

1

"Equality Knows No Gender"

X. GENDER RESPONSIVE BUDGETING

- **Council did not submit an entry ir the GRB category**
- **Council has drawn up a Gender Responsive Budget statement as per Ministry Guidelines**
- **GRB Key highlights:-**
  - Inclusion and integration of gender in budget process
  - Gender Disaggregated data during citizen engagement
  - Budget prioritisation based on views from men and women
  - Gender in mainstream budget
  - Budget cross-subsidisation analysis



GENDER LINKS
FOR EQUALITY AND JUSTIC

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

I. SYNOPSIS

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

II. POLICY FRAMEWORK[1]

✓ What gender provisions and policies guide the council budget? The Marondera Rural District Council budget was 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).

✓ Does the council have a gender policy and does it address issues on gender budgeting? The Council have a gender policy adopted in 2019 which addresses issues on gender budgeting

III. THE BUDGET PROCESS

✓ How did you integrate gender and indusion into your planning? Council considered a number of factors which included

1. Time- the most suitable time for all to attend such that some consultations were done on Saturdays , some in the afternoon
2. Distance- To reduce walking distance central places were chosen for consultations
3. Gender focal person attended all consultations and was given a slot to raise gender awareness
4. Separate consultation of special interest groups such as women, youth , People living with disabilities
5. Conducting Junior Council budget consultation meeting

✓ How did you integrate gender and indusion into your budget consultations? (Include all the methodologies used during the budget consultation process e.g., civic engagements, online consultations, etc.) Council used stakeholders consultation were stakeholders were met as groups as shown below
Council also used whatsapp chatbot

✓ How did you ensure that the budget consultation process was indusive i.e., "no one is left behind", for example, that every resident induding the hearing and visually impaired knew about meetings. Please cite methods used e.g., advertisements, radio announcements, public notices etc.? Adverts were flighted, sms texts were send to all rate payers on the council billing system, public notice were put at shops and clinics and

"Diversity drives innovation"

CHALLENGES

- **Limited Financial Support**
- **Divergent views and interests of women**
- **Resistance to change**
- **Cultural Values**
- **Religious Values**

LESSONS LEARNED AND INNOVATION

- **Lessons learned in the COE, hub and spoke process**
- Gender specific programming
- Training of Gender Champions
- Establishments and training of Junior Council
- Implementation of LED projects
- Encouraging Allyship
- **How are these being applied**
- Functional Junior Council and Gender Committee
- Gender Responsive Budget
- Setting up Local Community Management to run projects
- Advocacy and Awareness

"Gender equality is not a women's issue, it is a human issue.

SUSTAINABILITY AND REPLICATION

- Sustainability of COE, hub and spoke work within Council:-
- Partnering with Development partners
- Setting up LCM to run projects
- Setting up a Gender Desk
- Effective Gender Committee
- Financial Budget