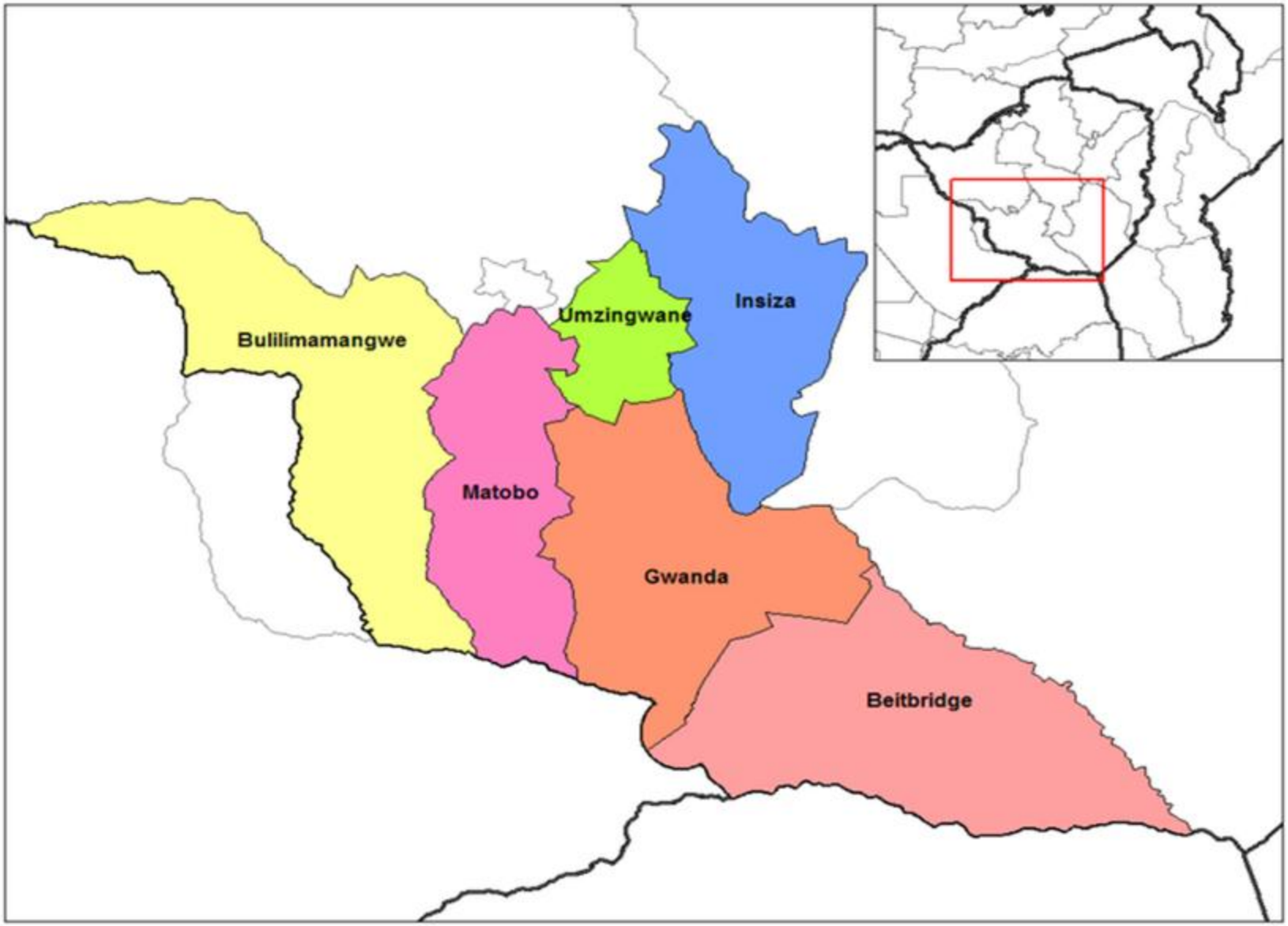
SADC PROTOCOL@WORK SUMMITS AND AWARDS

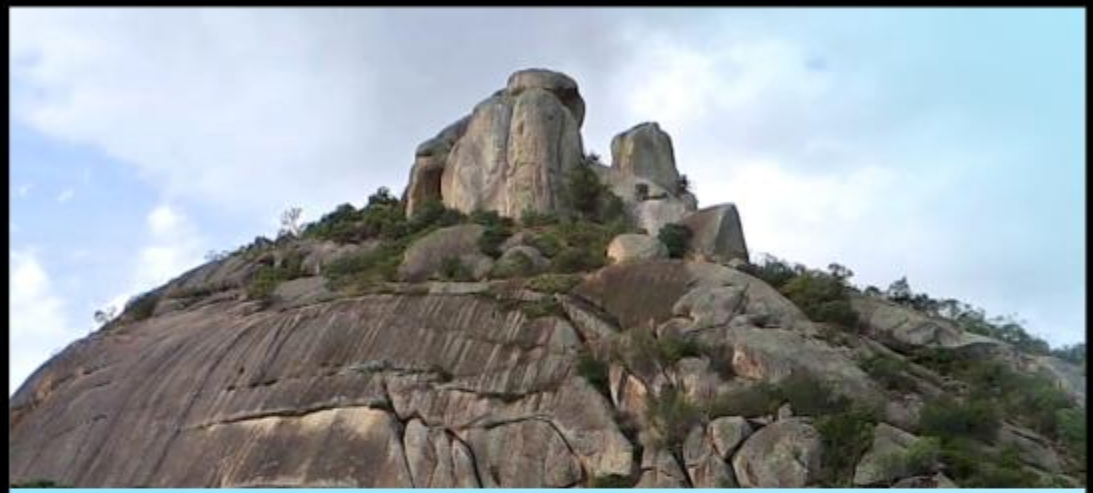
2024

INSTITUTIONAL COE Template

COUNTRY:	**ZIMBABWE**
PROVINCE:	**MATABELELAND SOUTH**
DISTRICT:	**UMZINGWANE RURAL DISTRICT COUNCIL**
DATE:	**30 OCTOBER 2024**
PRESENTER:	**HAYI MPOFU - GFP**


Bulilimamangwe
Umzingwane
Insiza
Matobo
Gwanda
Beitbridge

UMZINGWANE RURAL DISTRICT COUNCIL







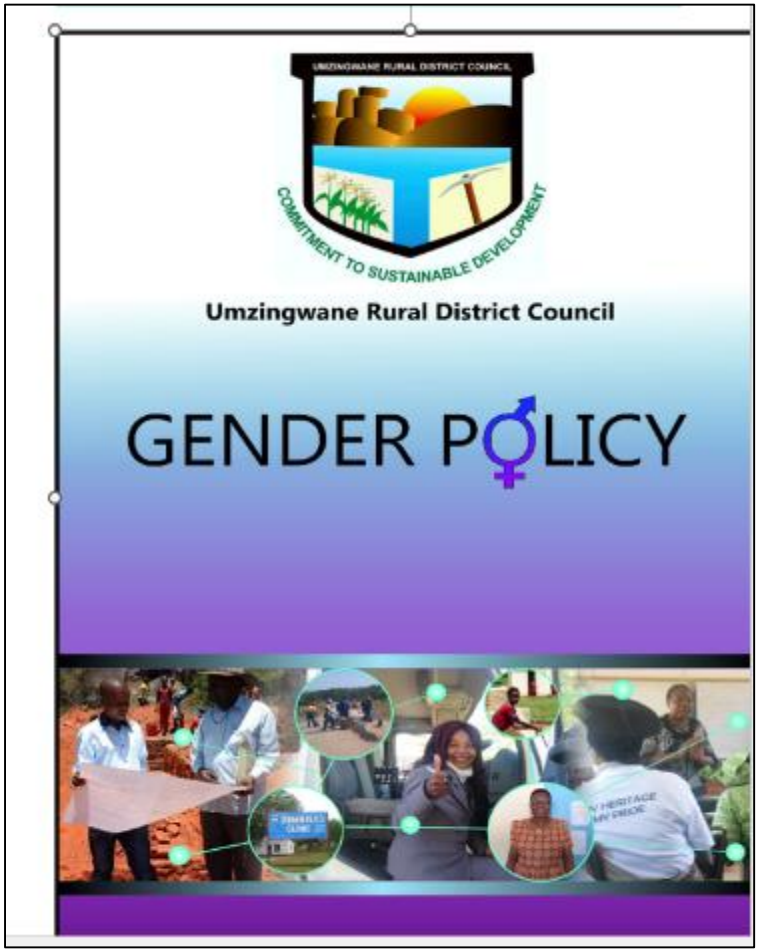
COMMITMENT TO SUSTAINABLE DEVELOPMENT

OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	UMZINGWANE RURAL DISTRICT COUNCIL			
GENDER CHAMPION	EURIDICE NCUBE			
GENDER FOCAL PERSON	HAYI MPOFU			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	60% - 2022			
	Women	Men	Total	% Women
Council	10	18	28	35.71
Management	3	3	6	50
Council staff overall	13	35	48	27.08
Population served	71680			
Key characteristics	FEMALE CHIEF EXECUTIVE OFFICER. FEMALE TRADITIONAL CHIEF, ONLY DISTRICT IN THE COUNTRY WITH ORBICULAR GRANITE AND NUMBER ONE COUNTRY-WIDE IN CULTURE AND HERITAGE TOURISM			

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Is there a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets?
- Action Plan reviewed 2024 SADC Gender Protocol and SDGs compliant
- Gender policy in place
- Crafted by the Gender Committee and adopted by the Full Council – well known
- It is well known and has a high profile champion within the council



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

- Attended provincial meeting called by the Hub Council on Gender Budgeting
- Preparation for 2024 Summit
- Budget lines for the hub and spoke activities exist
- Moral support from hub mentor during Hlanganani Tourism Expo

HUB AND SPOKE SUMMIT PREPARATIONS AND ACTION PLAN



GOVERNANCE

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Responsibilities									
strategic objectives: to ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.									
[illegible]	[illegible]	By 2015 ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.	Percentage of women councillors in local government 50% Proportion of women councillors who are council committee chairpersons or deputy chairpersons*	Female Child Councillors All female councillors in the district Hub Council Political parties	By 2015 50/50 campaign through development partners with relevant line local authority – one in each area Gender Committee to advocate for more women in leadership at all levels Solicit support by peers with female chairpersons	All hard 50-50/50 campaign meetings held	Councillors and Executive Mayor	By 31 August 2023	4000

* Proportion of women councillors who are council committee chairpersons or deputy chairpersons=Number of women who are chairpersons of council or committees/Total number of councillors in the council)

II. GOVERNANCE

Detail

- What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota)
- How many committees does the council have?
- How many committees are chaired by women? How many committees are chaired by PWD?
- In what way do women/ youth/ PWD participate in council consultations and decision-making?

- 35,71% women representation in council
- 4 elected and 6 Proportional Representation
- Council has 7 committees -One committee chaired by a woman -zero committees chaired by a PWD
- Women, youths and PWD positively contribute in meetings such as budget consultations and strategic planning meetings
- Women chair waterpoint committees

Evidence

FAR LEFT CHIEF EXECUTIVE OFFICER AND ALL FEMALE COUNCILLORS



III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?
Provide examples.

- What proportion of the workforce is women? How is the council supporting women in the workplace so they are better placed to work?
- What is the proportion of youth and PWDs employed by the councils?
- Does the council have a sexual harassment policy?
- How are sexual harassment cases dealt with?

- Women workforce is 27.8%
- 3 months maternity leave, breastfeeding hours, and Conditions of service
- Youths are 20,83% , 0% PWD
- Council has a Sexual Harassment Policy
- Council deals with harassment issues using Acts such as the Criminal Law (Codification And Reform) Act Chapter 9:23





IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs. Yes
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
- 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?
- Does the council allocate tenders to women-owned businesses?
- What is the proportion of tenders allocated to women? What proportion of the council budget is allocated to LED activities?

  - Market places designed and 56.47% of stands allocated to women, 11,76 % men,3,52% PWD and 28.23% youth on an equal opportunity basis.
  - Through the Ministry of Youth and Women Affairs and development partners that have MOUs with the council
  - Follows Procurement Act and regulations and only awards to those that meet the set criteria
  - 15% for catering and accommodation facilities only
- % allocated to LED activities











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? Yes
- Types of water and sanitation projects.

  Water point committees are available for water point and stand pipes

  - Types of WASH projects include Piped water schemes, Boreholes, blair toilets, pot-racks and rubbish pits for different materials WASH in schools, I.C.E Materials and mensuration hygiene
  - How gender-responsive are these?

    86,26% waterpoint committees chaired by women

Housing Allocations	Number	Proportion (%)
Women	87	40.65
Men	127	59.35
Total	214	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	628	364	264
Men	100	0	100
Total	728	364	364

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- Do women, men, people living with disability, and youth have equal access to treatment?
- How has the council ensured that health/SRHR facilities are more accessible to these groups?
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
  - Council signed MOUs with partners in SRHR issues
  - Council commissioned a clinic to carter for all groups
  - The district through Ministry of Education in CSE is working with partners – PLAN International, CAMFED, and Young People's Network



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention
- Public awareness
- Response and coordination
- Support and empowerment

- Member of District Anti GBV committee
- Road shows with partners
- Allocated farmhouse for a safe shelter

  Budget line on GBV prevention
- MOUs with Partners for income

  generating projects
- Gender Focal Persons at village level



VIII. CLIMATE JUSTICE

- Does council have a climate change policy?
- 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.
- How has the council adapted or mitigated against climate change?

- Council has no climate change policy at the moment
- Communities in all the rural wards embraced the intwasa/pfumvudza programme
- Dula Seedbank in place
- Wetland rehabilitation and conservation programme to commence
- Mitigation measures on negative effects of climate change through
  - Water efficient irrigation schemes in place
  - Boreholes using green energy being utilised in water lifting devices

Pfumvudza/intwasa
Village Business Units
Livestock feed
Irrigation schemes
Bushmeal production



DULA SEEDBANK



DULA SEEDBANK (WARD 11)

IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion? **Yes**
- Gender is written into the job descriptions of key functionaries.
- How does the council monitor and evaluate gender?

  - The CEO's Job description and performance contract as well as the GFP's job description
  - Council used the district monitoring tool crafted by the Monitoring Sub-Committee under the RDDC
  - The Gender Committee also monitors the Council Plans and Policies during its regular meetings
  - The structure is in place.
  - Gender Action Plan aligned with the Council's strategic plan







X. GENDER RESPONSIVE BUDGETING

- Did the Council submit an entry in the GRB category? No
- Has the Council drawn up a Gender Responsive Budget statement as per Ministry Guidelines? YES
- What are the key highlights?

- Council Produced a Gender Responsive budget
- 1636 people consulted face to face
- 8% PWD, 34% Youths,58% adults, male, females
- Gender mainstream proposed in all wards –trafficable road network, piped water schemes, weirs
- Yes CEO and Gender Focal Person







CHALLENGES

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

  - Planned meetings for hub and spoke usually fail due to financial constraints
  - WhatsApp platforms have partly solved the problem

LESSON LEARNED AND INNOVATION

- What lessons have been learned in the COE, hub and spoke process?

Two is better than one - Ideas from others assist in injecting new developmental ideas in the COE

- How are these being applied?

Implementable plans are crafted hence resulting in improvement in programming and executing engended interventions

SUSTAINABILITY AND REPLICATION

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

- Strengthen financial capacity -quarterly disbursements of funds be budgeted for the hub and spoke activities
- Hub and spoke activities be done at least quarterly within the local authority with all departments represented
- Hub and spoke activities be part of the terms of reference for the Gender Committee
- Gender Committee achievements be measured by hub and spoke work activities