SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

Sanyati Rural District Council
Zimbabwe
11-13 November
Blessing Chikomwe



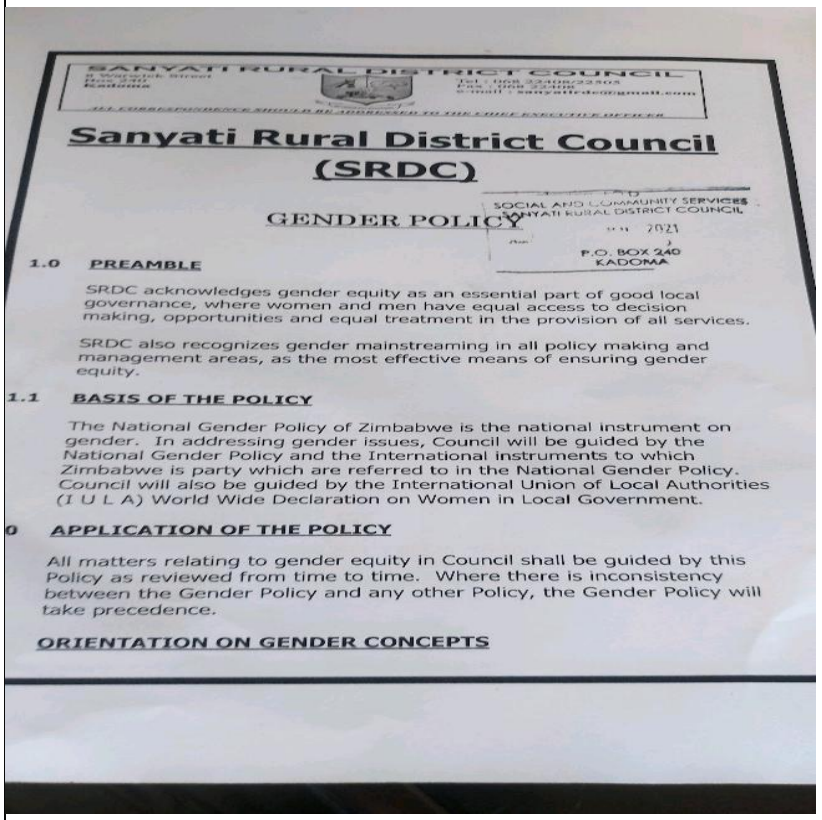
OVERVIEW

COUNTRY	**ZIMBABWE**			
COUNCIL	SANYATI RURAL DISTRICT COUNCIL			
GENDER CHAMPION	HON CLL R. SHAVA			
GENDER FOCAL PERSON	B. CHIKOMWE			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SRDC IS SPOKE COUNCIL				
Latest score (year)	DID NOT PARTICIPATE			
	Women	Men	Total	% Women
Council	8	14	22	36%
Management	2	7	9	22%
Council staff overall	11	43	54	20%
Population served	282 580			
Key characteristics	139 235 males and 143 345 females			

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? **YES SRDC has a Gender Policy in place and also a strategic plan/Action plan.**
- It is well known and has a high profile champion within the council.? **YES Hon Cllr Shava is the Gender Champion for the council**

SRDC GENDER POLICY



SANYATI RURAL DISTRICT COUNCIL

Sanyati Rural District Council (SRDC)

GENDER POLICY

SOCIAL AND COMMUNITY SERVICES
SANYATI RURAL DISTRICT COUNCIL
2021

P.O. BOX 240
KADOMA

1.0 PREAMBLE

SRDC acknowledges gender equity as an essential part of good local governance, where women and men have equal access to decision making, opportunities and equal treatment in the provision of all services.

SRDC also recognizes gender mainstreaming in all policy making and management areas, as the most effective means of ensuring gender equity.

1.1 BASIS OF THE POLICY

The National Gender Policy of Zimbabwe is the national instrument on gender. In addressing gender issues, Council will be guided by the National Gender Policy and the International instruments to which Zimbabwe is party which are referred to in the National Gender Policy. Council will also be guided by the International Union of Local Authorities (I U L A) World Wide Declaration on Women in Local Government.

0 APPLICATION OF THE POLICY

All matters relating to gender equity in Council shall be guided by this Policy as reviewed from time to time. Where there is inconsistency between the Gender Policy and any other Policy, the Gender Policy will take precedence.

ORIENTATION ON GENDER CONCEPTS

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- How has the council coordinated and contributed to the **hub and spoke** activities. **By attending provincial strategy meetings and peer learning.**
- How often are hub and spoke activities conducted by the council? **Quarterly through Gender Committee meetings**

- Mandel Hub and Spoke meeting



II. GOVERNANCE

Detail	Evidence
• What is the proportion of women's representation in council as councillors? **8 Women Councillors and 14 Male Councillors of which 18 were elected and 4 are Proportional Representatives (PRs)** • (How many committees does the council have? **Seven (7)** • How many committees are chaired by women? **1 (one) Gender Committee** • How many committees are chaired by PWD**? 1 (one) Housing, Social and Community Services** • In what way do women/ youth/ PWD participate in council consultations and decision-making? **Through attending Budget consultation meetings, Budget review meetings, VIDCOs and WARDCOS**	• Ward 2 CLLR, Cllr Chifamba also deputy finance chairperson during a budget consultative meeting . 

III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Provide examples.

- Sex disaggregated HR information, housing waiting list, Gender Policy in place

- **What proportion of the workforce is women?**

- 11 Women and 43 Men (20.37% are women)

- **How is the council supporting women in the workplace so they are better placed to work?**

- Financial Support for educational/Professional advancement to all women and men.

- Adherence to labour Act requirements on Maternity leave provision.

- Provision of sexual Reproductive Health services- free condoms contraceptive pills, ARVS

- **What is the proportion of youth and PWDs employed by the councils?**

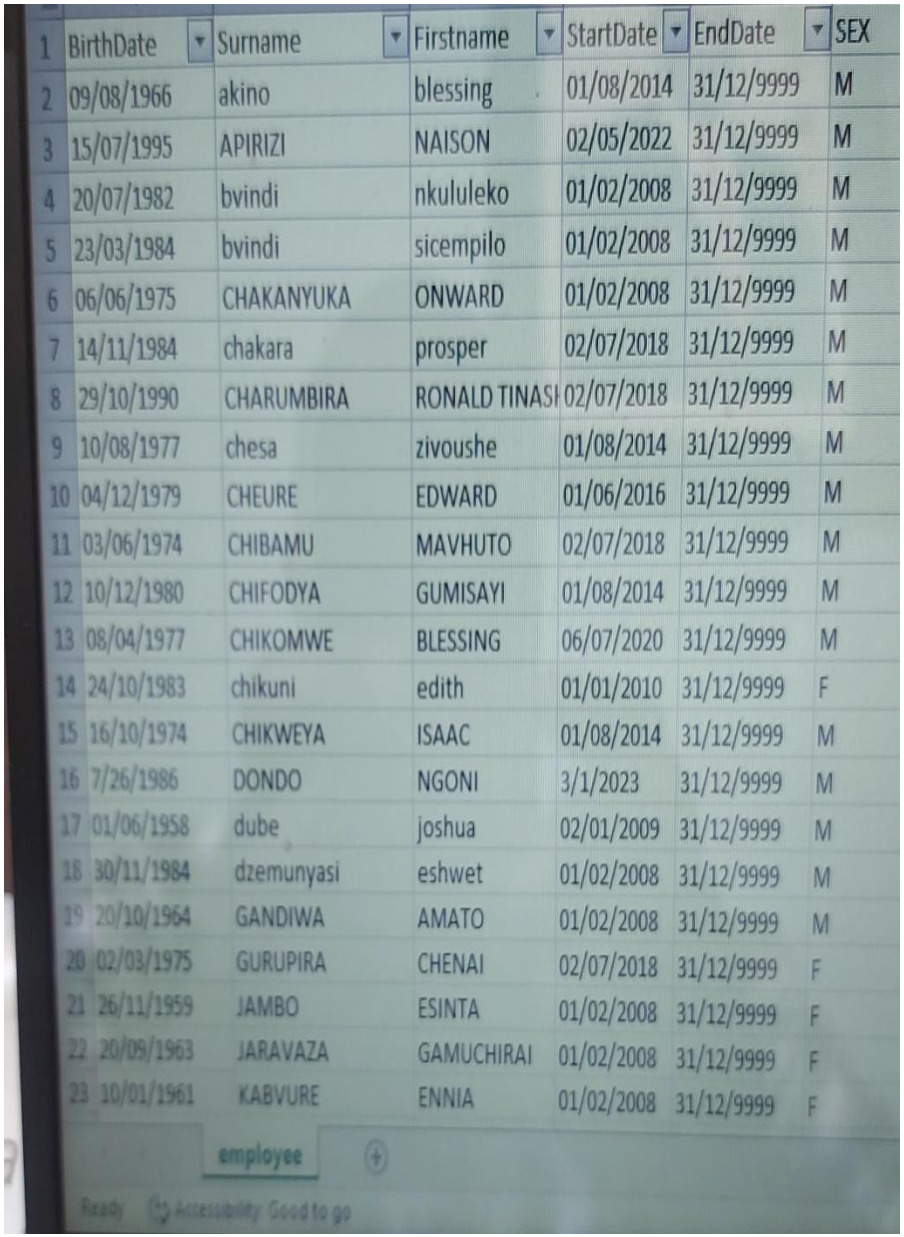
- 41% Youth and Nil PWDs

- **Does the council have a sexual harassment policy?**

-**Yes**

- **How are sexual harassment cases dealt with?**

Through Statutory Instrument 87 of 2017. Collective Bargaining Agreement: Rural District Councils



	BirthDate	Surname	Firstname	StartDate	EndDate	SEX
2	09/08/1966	akino	blessing	01/08/2014	31/12/9999	M
3	15/07/1995	APIRIZI	NAISON	02/05/2022	31/12/9999	M
4	20/07/1982	bvindi	nkululeko	01/02/2008	31/12/9999	M
5	23/03/1984	bvindi	sicempilo	01/02/2008	31/12/9999	M
6	06/06/1975	CHAKANYUKA	ONWARD	01/02/2008	31/12/9999	M
7	14/11/1984	chakara	prosper	02/07/2018	31/12/9999	M
8	29/10/1990	CHARUMBIRA	RONALD TINASI	02/07/2018	31/12/9999	M
9	10/08/1977	chesa	zivoushe	01/08/2014	31/12/9999	M
10	04/12/1979	CHEURE	EDWARD	01/06/2016	31/12/9999	M
11	03/06/1974	CHIBAMU	MAVHUTO	02/07/2018	31/12/9999	M
12	10/12/1980	CHIFODYA	GUMISAYI	01/08/2014	31/12/9999	M
13	08/04/1977	CHIKOMWE	BLESSING	06/07/2020	31/12/9999	M
14	24/10/1983	chikuni	edith	01/01/2010	31/12/9999	F
15	16/10/1974	CHIKWEYA	ISAAC	01/08/2014	31/12/9999	M
16	7/26/1986	DONDO	NGONI	3/1/2023	31/12/9999	M
17	01/06/1958	dube	joshua	02/01/2009	31/12/9999	M
18	30/11/1984	dzemunyasi	eshwet	01/02/2008	31/12/9999	M
19	20/10/1964	GANDIWA	AMATO	01/02/2008	31/12/9999	M
20	02/03/1975	GURUPIRA	CHENAI	02/07/2018	31/12/9999	F
21	26/11/1959	JAMBO	ESINTA	01/02/2008	31/12/9999	F
22	20/09/1963	JARAVAZA	GAMUCHIRAI	01/02/2008	31/12/9999	F
23	10/01/1961	KABVURE	ENNIA	01/02/2008	31/12/9999	F

employee

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IV. LOCAL ECONOMIC DEVELOPMENT

- **The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.**

- Yes

- **Market places designed and 100% of Market stalls allocated to women, men, PWD and youth on an equal opportunity basis.**

- 2 Market Places at Arda Sanyati Township and Sanyati Nutritional Garden for the Vulnerable.

- **Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.**

- YES.

- **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?**

- PPPs with development partners such as MDP, CAMFED, CRAFT PROPERTIES AND ABDO

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

- Yes when they TENDER.

- What is the proportion of tenders allocated to women?

According to PPDA Act.

- What proportion of the council budget is allocated to LED activities?

2%

Sanyati clinic Nutritional garden for the vulnerable and two market places (Flea Market and Vegetable Market)



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

Yes-waiting list sex disaggregated, allocated also sex disaggregated.

- Sex disaggregated data for housing allocations. **Yes**

Water and sanitation

- Are there water committees? **Yes**
- Types of water and sanitation projects. **Borehole drilling projects, Public toilet construction WARD 2 Patchway**
- How gender-responsive are these. **Gender sensitive, 2 of the 3 Boreholes drilled passed capacity testing and are due for solarisation, Public toilet can be accessed by PLWD**

Housing Allocations	Number	Proportion (%)
Women	1	17
Men	5	83
Total	6	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	2	0	1
Men	5	1	0
Total	7	1	1

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- **How does the council promote SRHR?**

- Management and supervision of all its clinics,

- Training of healthcare providers on SRHR,
- Outreach programs for awareness
- Partnerships and collaboration with NGOs and Government
- Gender –based violence prevention efforts and support adolescent sexual health programs

- **Do women, men, people living with disability, and youth have equal access to treatment**

-Yes regardless of disability , we all deserve the respect

- **How has the council ensured that health/SRHR facilities are more accessible to these groups?**

-Locating health facilities in central easily reachable areas (Msasa and Marimari clinics)

-Employing staff from local communities

-Offering free subsidized SRHR services(youth ,adolescent and disability

-Expanding health services to remote areas e.g. MSASA project and Mari Mari clinic

-Offering weekend services and youth friendly services

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

-Partnerships and or collaboration e.g. collaborated with NGOs (UNICEF , UNESCO) to provide resources, expertise and funding

-Traditional leaders and Councillors engagement with parents ,guardians in CSE awareness





VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- ***Prevention***

–Provided land for the establishment of a nutritional garden for women at the women in Action Centre in chakari in partnership with ABDO as well as at ARDA Sanyati clinic

- ***Public awareness***

–awareness meetings by councillors at ward level;

- distributed GBV information material (posters ,broachers) in collaboration with Min of Women affairs

- ***Response and coordination***

-coordinated with law enforcement agencies , partnered with Ministry of Women Affairs, Police VFU and developed GBV response protocols.

- ***Support and empowerment***

– deliberate encouragement of women to apply for stands on adverts as well as Tender adverts

-

Prevention strategy by Council



- Public awareness meeting on GBV held at Patchway



VIII. CLIMATE JUSTICE

- **Does council have a climate change policy?**

- YES

- **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.**

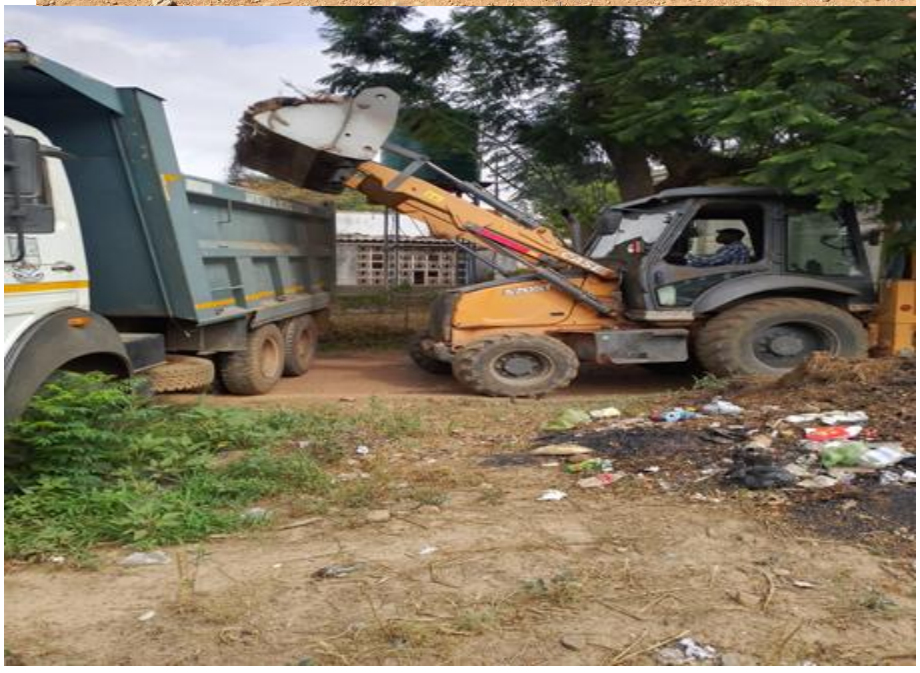
- Our organized dumping site converts waste into nutrient-rich organic manure ,empowering local youth and women to sustainably manage their family farms and gardens

- **How has the council adapted or mitigated against climate change?**

- Establishment of ward Environmental Management committees (Majengeta vhuu)

-Partnership with natural resources conservatists





IX. GENDER MANAGEMENT SYSTEM

- What Gender structures exist in council-

Gender Committee with seven councillors chaired by a lady, Gender focal person, and gender champion.

- Is the council Gender Action Plan aligned to the Council's strategic plan?

Yes it is aligned

- Gender is written into the job descriptions of key functionaries.

SRDC has made significant strides in integrating gender consideration into their operations. As part of equality the council has included gender roles and responsibilities in the job descriptions of key functionaries to ensure that gender is mainstreamed across all departments and levels of the organization

- How does the council monitor and evaluate gender?

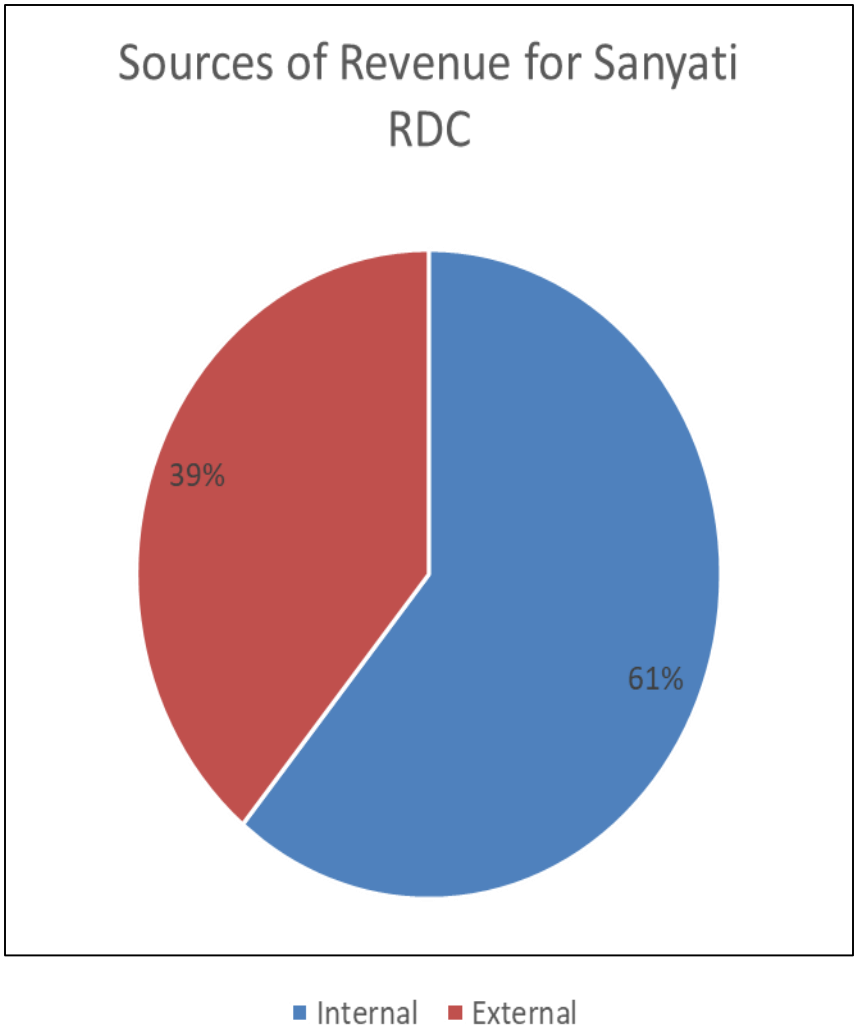
The Gender committee deliberates on Gender programs and projects from all the other committees of council. Boreholes drilled, stands for women and disabled, Gender responsive HR Policies , conducts regular focus groups surveys and key informative interviews and periodic gender audits

Gender Committee Chairperson CLL R. MANZVANDA



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? **Inclusiveness of the budget i.e. Women, Youth and the disabled participation, Internal and External funding**



CHALLENGES

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

Challenges

1. Limited resources and funding

2.Cultural and social barriers

3.Lack of capacity and skilled among staff

4. Resistance to change from some stakeholders

5.Limited access to education and information

6.Limited participation of women in decision making processes

Overcoming challenges

.1Resource mobilization partnered with international organization and NGOs

2.Conducted gender sensitization training for staff and stake holders and engaged community leaders

3.Capacity building programs for staff.

4.Stakeholders engagement

5. Conducted community outreach programs

6. Women economic empowerment initiatives

LESSON LEARNED AND INNOVATION

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

LESSON LEARNED

1.Stakeholders engagement ensures ownership and sustainability

2.Capacity building and training are crucial for effective implementation

3. strategic partnerships and collaboration enhance resources mobilization and expertise

4.Community participation ensures contextual relevance and acceptability

5.Intergration and mainstreaming gender considerations into existing policies and programs

Innovation .

1.Gender Focal Persons network established to promote gender equality advocacy

2.Gender mainstreaming toolkit developed to support gender integration in policies and programs

3.Innovative funding models explored to sustain COE initiatives

- **How are these being applied?**

1.Replicating successful COE models in other district

2. strengthened staff capacity through training

3.Partnership with new development partners to leverage resources

4.Knowledge sharing & disseminating experience through conferences

SUSTAINABILITY AND REPLICATION

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

Sustainability

-Develop comprehensive sustainability plan

-Secure funding commitments

-Build capacity of staff and stakeholders

-Institutionalize CEO within council structure

Replication

-Conduct training and capacity building programs

-Establish mentorship programs

-Document and share best practices