SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

INSTITUTIONAL COE

ZIMBABWE, RUNDE RDC, 11-13 NOVEMBER 2024,
CAROLINE NHOKWARA

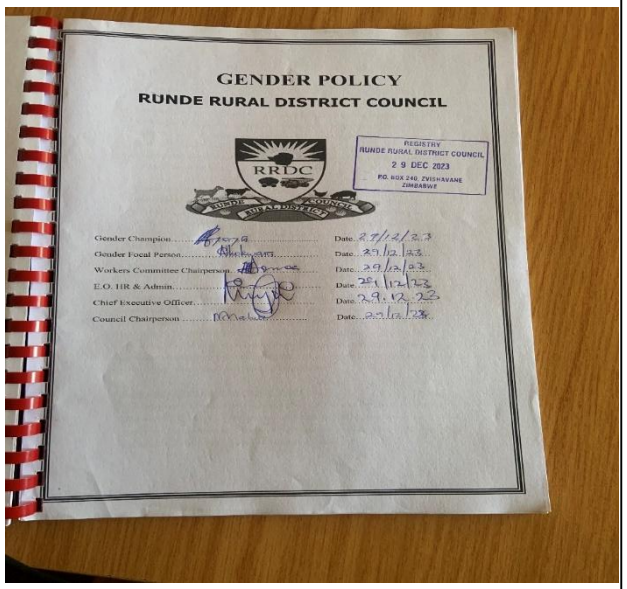
OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	RUNDE RURAL DISTRICT COUNCIL			
GENDER CHAMPION	SITHABILE MUTODZA			
GENDER FOCAL PERSON	CAROLINE NHOKWARA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE				
Latest score (year)	N/A			
	Women	Men	Total	% Women
Council	10	15	25	40
Management	4	10	14	28.57
Council staff overall	13	27	40	32.50
Population served	85 035			
Key characteristics	Runde RDC comprises of 19 wards covering 261 000 hectares of land. It was formed in 1993 as a result of demalgation of Mberengwa RDC into Runde RDC. Runde borders with Mberengwa in the South to East, Chivi in the North to East, Insiza in the West and Tongogara in the North West leaving the urban area of Zvishavane Town Council. The surrounded areas were then incorporated as Runde RDC but the district did not change the name from Zvishavane. Initially the council's head office was located at Mabasa near Runde River, hence the name Runde RDC. Therefore the council is known as Runde RDC but the geographical area is administratively referred to as Zvishavane District.			

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
- It is well known and has a high profile champion within the council.?
- YES

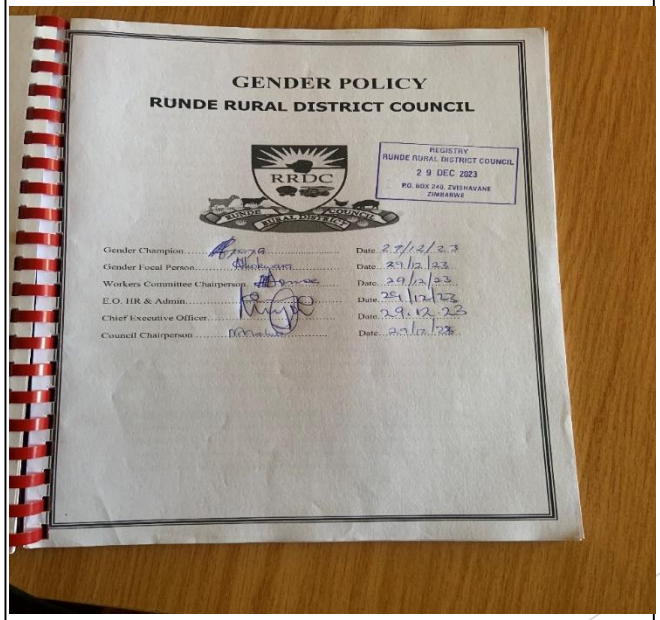
- GENDER POLICY



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?
- Through quarterly meetings, exchange visits and gender workshop trainings.
- How often are hub and spoke activities conducted by the council?
- Quarterly

- Gender Policy



II. GOVERNANCE

Detail

- What is the proportion of women's representation in council as councillors? (how many are elected and How many from quota)
- 40% Women's representation
- 4 Elected & 6 Quota
- How many committees does the council have?
- 6
- How many committees are chaired by women?
- 1
- How many committees are chaired by PWD?
- N/A
- In what way do women/ youth/ PWD participate in council consultations and decision-making?
- Mobilising people for meetings
- Attending meetings and making contributions
- Chairing meetings

Evidence

Environment Monitors Chairpersons



RUNDE RDC JUNIOR COUNCILLORS





RRDC Women In Council's Management



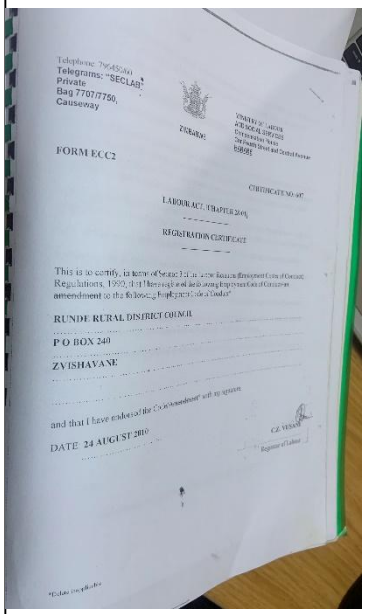
III. WORK PLACE POLICY AND PRACTICE

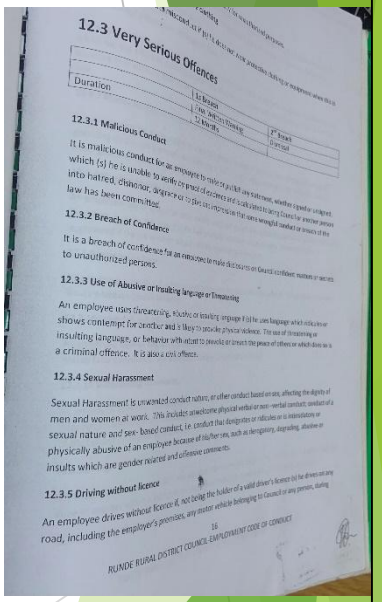
- How gender sensitive is the workplace?

Workplace Policies

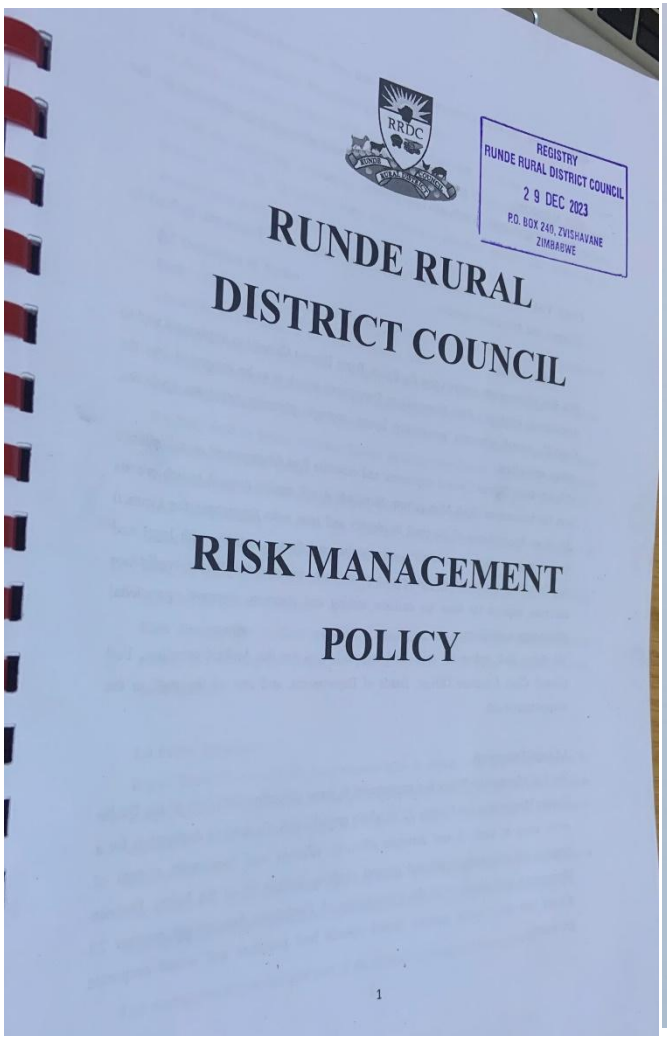
- Code Of Conduct
- Gender Policy
- Risk Management Policy
- What proportion of the workforce is women?
- 32.50%
- How is the council supporting women in the workplace so they are better placed to work?
- Council has a staff development policy and women are equally given study loans to further their education.
- With the Council Staff and Recruitment Policy, the Council can employ qualified women employees within the organization if higher positions arises without advertising the vacancy that is internal promotions.
- What is the proportion of youth and PWDs employed by the councils?
- 7.5%
- Does the council have a sexual harassment policy?
- No
- How are sexual harassment cases dealt with?
- through the use of Code of Conduct, Risk Management Policy however no cases have been reported

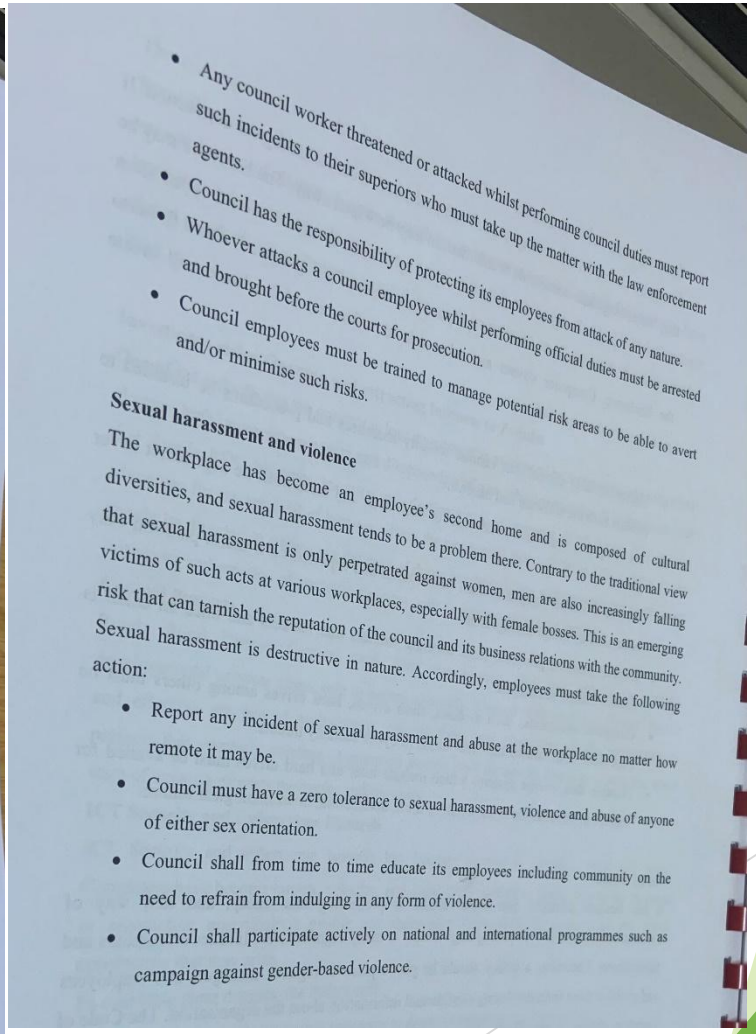
Runde RDC: Code of Conduct





Runde RDC: Risk Management Policy





- Any council worker threatened or attacked whilst performing council duties must report such incidents to their superiors who must take up the matter with the law enforcement agents.
- Council has the responsibility of protecting its employees from attack of any nature.
- Whoever attacks a council employee whilst performing official duties must be arrested and brought before the courts for prosecution.
- Council employees must be trained to manage potential risk areas to be able to avert and/or minimise such risks.

Sexual harassment and violence

The workplace has become an employee's second home and is composed of cultural diversities, and sexual harassment tends to be a problem there. Contrary to the traditional view that sexual harassment is only perpetrated against women, men are also increasingly falling victims of such acts at various workplaces, especially with female bosses. This is an emerging risk that can tarnish the reputation of the council and its business relations with the community. Sexual harassment is destructive in nature. Accordingly, employees must take the following action:

- Report any incident of sexual harassment and abuse at the workplace no matter how remote it may be.
- Council must have a zero tolerance to sexual harassment, violence and abuse of anyone of either sex orientation.
- Council shall from time to time educate its employees including community on the need to refrain from indulging in any form of violence.
- Council shall participate actively on national and international programmes such as campaign against gender-based violence.

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 % of stands allocated to women, men, PWD and youth on an equal opportunity basis.
- Women 11, 52.38%. Men 2, 9.52%. PWD 3, 14.29%. Youth 5, 23.81%
- Existence of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth.
- Yes, Council works with Ministry of Women Affairs & Youth that offers loans to Entrepreneurs. Ministry of Youth register youth companies and Council provides documents for use by entrepreneurs as collateral.
- 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 provide entrepreneurs with supporting documents so that they are allowed to access loans from banks.
- Does the council allocate tenders to women-owned businesses?
- N/A
- What is the proportion of tenders allocated to women?
- 0
- What proportion of the council budget is allocated to LED activities?
- 0

Siboza Market Place



V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

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

Water and sanitation

- Are there water committees?
- Yes
- Types of water and sanitation projects.
- Borehole drilling and maintenance, Marira Pipeline water project
- How gender-responsive are these.
- Women and girls are at risk of physical and sexual violence while collecting water from distant sources. However these Gender-responsive projects ensure that boreholes and water pipelines are located in safe areas, reducing these risks
- Access to clean water improves health outcomes for women and girls, reducing the incidence of water-borne diseases and improving overall well-being

Housing Allocations	Number	Proportion (%)
Women	1	16.67%
Men	6	83.33%
Total	7	100%

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3915	783	775
Men	1566	0	8
Total	5481	783	783

Marira Water Pipeline













Runde RDC: Borehole Drilling



VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- How does the council promote SRHR?
- through the provision of health care facilities for example Chirere Clinic
- Launching campaigns, 11&25 October, shared knowledge on access to health services(family planning, HIV testing, Prevention of Breast Cancer and counselling services.
- 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?
- All health facilities have special rooms to attend to all, for privacy.
- How does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?
- By supporting all Government initiatives on CSE in schools, assists with transport, refreshments where necessary





Chirere Clinic







Council Ambulance for Emergency Services



VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

- Prevention Launching Awareness Campaigns
- Public awareness Working with NGOs through Outreaches and sixteen days of activism
- Response and coordination NGOs facilitating
- Support and empowerment Council allocated land to NGO (LEAD Agency) that wants to construct a GBV Victims Centre







Runde RDC with Womandla Foundation Conducting a GBV Training in Ward 15 & 16









VIII. CLIMATE JUSTICE

- Does council have a climate change policy?
- No
- 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.
- Bee Keeping in ward 4 & 9
- Council partnered with Evolution Engineering and offered Space Pilot Project for the collection of waste
- Mhungu herbal garden and wetland
- How has the council adapted or mitigated against climate change?
- Clean-up Campaigns, Preserving wetlands, Nutritional Gardens and Tree Planting

Tree Planting



Mhungu Wetland, Herbal Garden and Beekeeping Hombe Ward 4







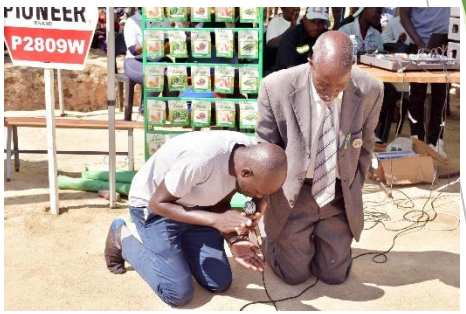




Runde RDC: District Field Day













Women showcasing at the World Environment day at Vugwi Ward 15



Runde RDC: Clean-up Campaigns











IX. GENDER MANAGEMENT SYSTEM

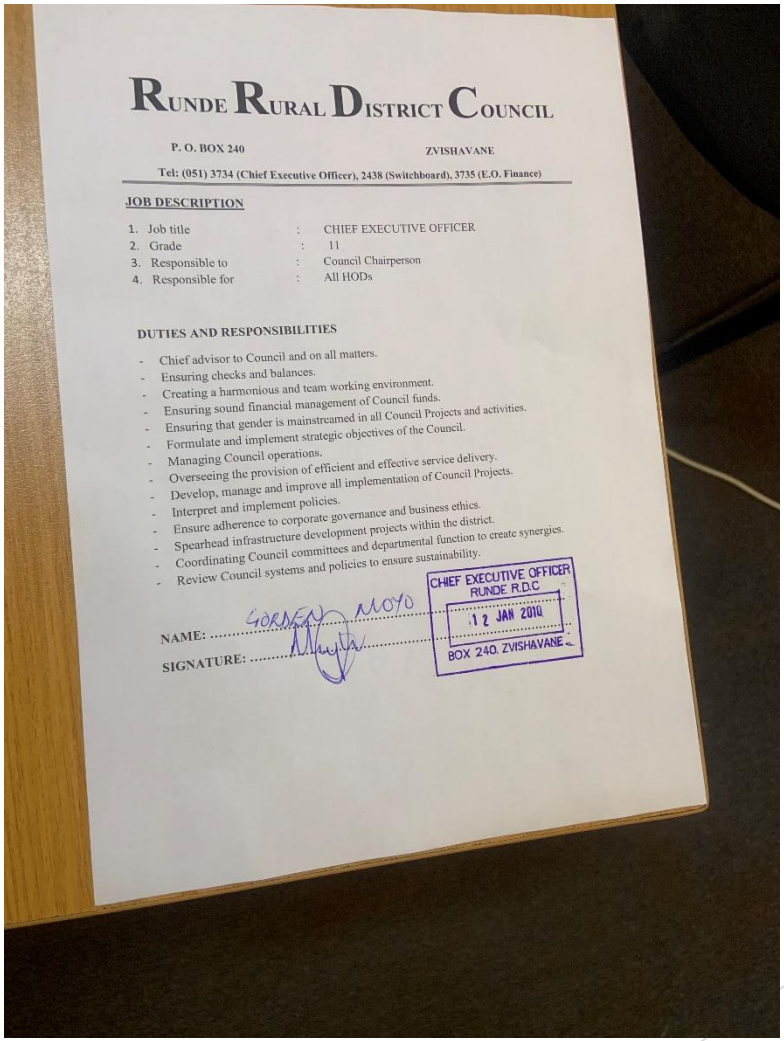
- What Gender structures exist in council- e.g. Gender focal persons, gender committee, gender champion?
- Council has Gender focal person and Gender Champion in place
- Council's Social Service Committee deals with gender issues
- Is the council Gender Action Plan aligned to the Council's strategic plan?
- Yes
- Gender is written into the job descriptions of key functionaries.
- Yes
- How does the council monitor and evaluate gender?
- Collecting and analyzing data disaggregated by gender helps the council understand the different impacts of its policies and services on women and men
- Engaging women and men in the decision-making process ensuring that their voices are heard and their needs are addressed. This is done through public consultations, focus group discussions.

Runde RDC Gender Focal Person at GRB Provincial Workshop





Job Description for Runde RDC's Chief Executive Officer



RUNDE RURAL DISTRICT COUNCIL

P. O. BOX 240 ZVISHAVANE

Tel: (051) 3734 (Chief Executive Officer), 2438 (Switchboard), 3735 (E.O. Finance)

JOB DESCRIPTION

1. Job title : CHIEF EXECUTIVE OFFICER
2. Grade : 11
3. Responsible to : Council Chairperson
4. Responsible for : All HODs

DUTIES AND RESPONSIBILITIES

- Chief advisor to Council and on all matters.
- Ensuring checks and balances.
- Creating a harmonious and team working environment.
- Ensuring sound financial management of Council funds.
- Ensuring that gender is mainstreamed in all Council Projects and activities.
- Formulate and implement strategic objectives of the Council.
- Managing Council operations.
- Overseeing the provision of efficient and effective service delivery.
- Develop, manage and improve all implementation of Council Projects.
- Interpret and implement policies.
- Ensure adherence to corporate governance and business ethics.
- Spearhead infrastructure development projects within the district.
- Coordinating Council committees and departmental function to create synergies.
- Review Council systems and policies to ensure sustainability.

NAME: GORDEN MOYO

SIGNATURE:

CHIEF EXECUTIVE OFFICER RUNDE R.D.C 12 JAN 2018 BOX 240, ZVISHAVANE

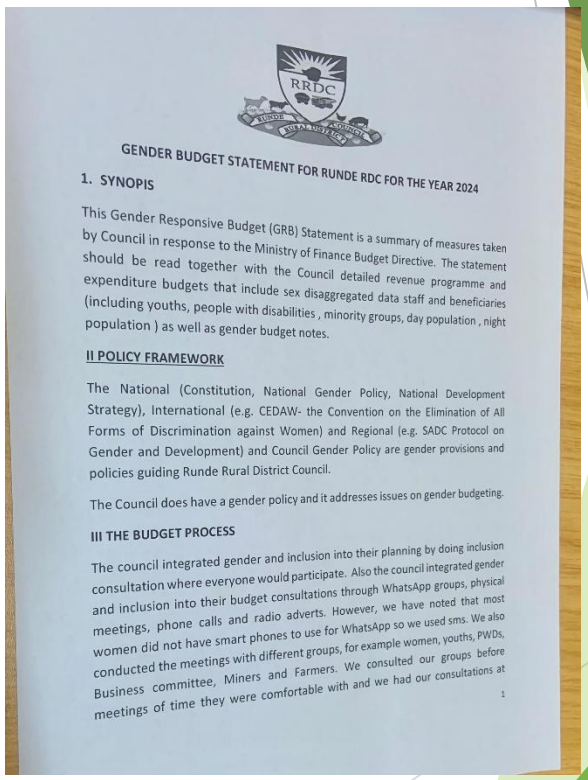
Women in Focus Group Discussions



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?
- It includes Gender Management System, Employment Expenditure (Human Capital Expenditure), Gender Mainstreaming and Gender Specific

Gender Budget Statement For Runde RDC



GENDER BUDGET STATEMENT FOR RUNDE RDC FOR THE YEAR 2024

1. SYNOPIS

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by Council in response to the Ministry of Finance Budget Directive. The statement should be read together with the Council detailed revenue programme and expenditure budgets that include sex disaggregated data staff and beneficiaries (including youths, people with disabilities , minority groups, day population , night population) as well as gender budget notes.

II POLICY FRAMEWORK

The National (Constitution, National Gender Policy, National Development Strategy), International (e.g. CEDAW- the Convention on the Elimination of All Forms of Discrimination against Women) and Regional (e.g. SADC Protocol on Gender and Development) and Council Gender Policy are gender provisions and policies guiding Runde Rural District Council.

The Council does have a gender policy and it addresses issues on gender budgeting.

III THE BUDGET PROCESS

The council integrated gender and inclusion into their planning by doing inclusion consultation where everyone would participate. Also the council integrated gender and inclusion into their budget consultations through WhatsApp groups, physical meetings, phone calls and radio adverts. However, we have noted that most women did not have smart phones to use for WhatsApp so we used sms. We also conducted the meetings with different groups, for example women, youths, PWDs, Business committee, Miners and Farmers. We consulted our groups before meetings of time they were comfortable with and we had our consultations at

1

CHALLENGES

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

1. Gender issues are not being taken seriously especially by the Council's Management

- The CEO has greater appreciation on Gender issues and continuous engagement is being done.

2. Council is allocating few resources and funds towards Gender Specific Programs

- Improving allocation of resources and funds towards Gender Specific Programs in future budgets.

3. People still have a perspective that Gender issues are for women and girls

- Continuous sensitization awareness programs

LESSON LEARNED AND INNOVATION

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

- How are these being applied?
- Through exchange visits and quarterly meetings

SUSTAINABILITY AND REPLICATION

- How can the COE, hub and spoke work be sustained within your organisation?
- More exchange visits and workshops
- Sustained through financial support