SADC PROTOCOL@WORK SUMMITS AND AWARDS

2024

BUBI RDC COE Template

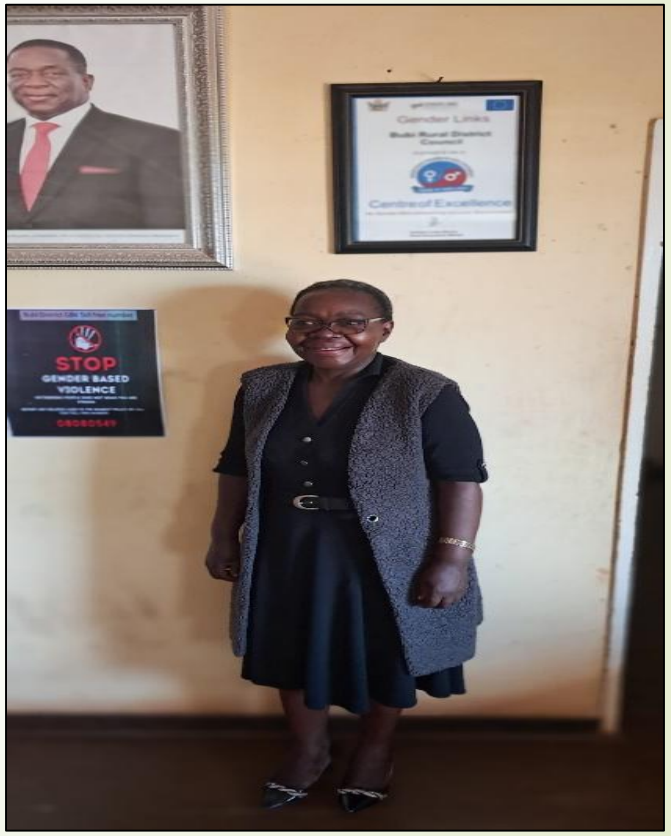
Zimbabwe, Bubi Rural District Council, 06112024, Charlotte. S. Maphosa

OVERVIEW

COUNTRY	**Zimbabwe**			
COUNCIL	Bubi Rural District Council			
GENDER CHAMPION	Councillor Sibongile Ndlovu			
GENDER FOCAL PERSON	Charlotte Siduduzile Maphosa			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? Spoke				
Latest score (year)				
	Women	Men	Total	% Women
Council	11	19	30	37%
Management	3	4	7	42,9%
Council staff overall	22	83	105	21%
Population served				
Key characteristics				

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council has a Gender and LED Policy adopted in Full Council - March 2024
- Councilor Sibongile Ndlovu is a dedicated Gender Champion and Chairperson of the Gender and Local Economic Development (LED) Committee. As a passionate advocate for women's empowerment.



Continuation

- She tirelessly promotes gender equality and inclusive community development.
- Through her leadership, Councilor S. Ndlovu fosters initiatives that support women's economic growth, social justice, and political participation.



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Nkayi RDC and Umguza RDC assisted Bubi Council in explaining the Council mandate in gender issues and how engage communities in addressing gender disparities(programs and activities)

II. GOVERNANCE

Detail

- Council has 37% proportion on women's representation in council as councillor and 7 Councillors are from quota
- Council has 7 committees
- 3 committees are chaired by women
- Council does not have committees are chaired by PWD

Evidence



BUBI RURAL DISTRICT COUNCIL

STAFF ESTABLISHMENT AS AT OCTOBER 2024

NO	NAMES	POSITION	GRADE	G
1	PATSON MLILO	CHIEF EXECUTIVE OFFICER	11	M
2	SIQUBUMTHETHO DUBE	E.O ADMINISTRATION	10	M
3	SINIKIWE DUBE	INTERNAL AUDITOR	10	F
4	VUYO NONGO	E,O SOCIAL SERVICES	10	M
5	NOBUKHOSI NYILIKA	ENGINEER	10	F
6	CHIPO MARECHA	PLANNING OFFICER	10	F
7	BHEKIMPILO NDEBELE	TREASURER	10	M
8	NONSIKELELO MPOFU	TECHNICIAN	9	F
9	NKOSILOMUSA MLILO	ENVIRONMENT TECHNICIAN	9	M

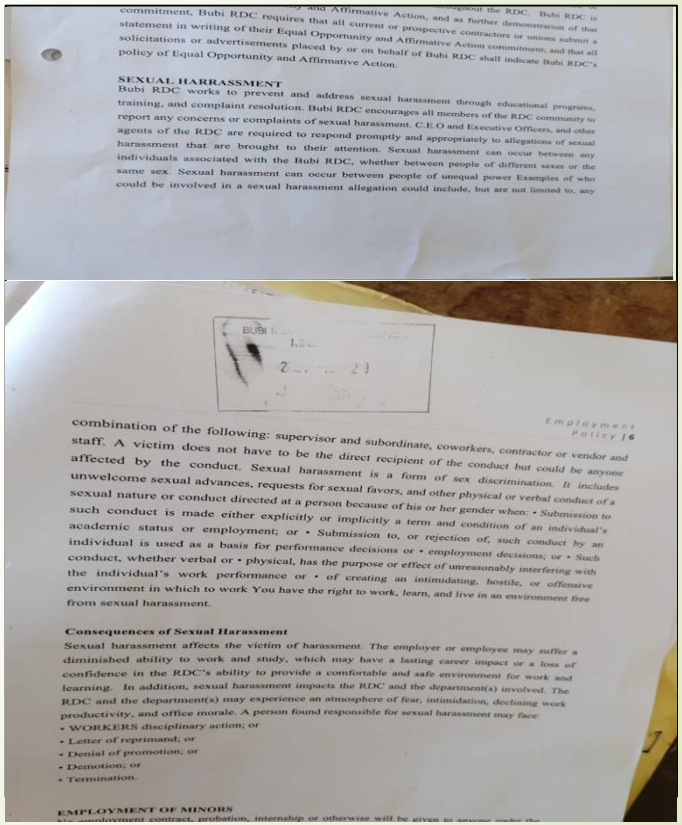
In what way do women/ youth/ PWD participate in council consultations and decision-making?

- Attending council meetings
- Participating in community initiatives such as ISALs training for women, beading for young women and girls, cobra making(Income generating and skills and economic empowerment)
- Budget consultations(ensuring inclusive resource allocation)
- Clean up campaigns(promoting pride and environmental stewardship)
- Community dialogues (encouraging open discussion and collaborative problem solving)



III. WORK PLACE POLICY AND PRACTICE

- 45% of employees are women in Full time and Part time category
- Only 9% of women are Casuals
- Most female employees are at middle management level where they are groomed for Managerial position
- 33% of the Council Staff are Youths (Council prioritizes youth development through graduate trainee programs and student attachments)
- Sexual Harassment Policy currently absent, but planned for implementation in 2025
- Sexual harassment issues are addressed at the HR's office, no reports have been made so far.



commitment, Bubi RDC requires that all current or prospective contractors or unions submit a statement in writing of their Equal Opportunity and Affirmative Action commitment; and that all solicitations or advertisements placed by or on behalf of Bubi RDC shall indicate Bubi RDC's policy of Equal Opportunity and Affirmative Action.

SEXUAL HARRASSMENT

Bubi RDC works to prevent and address sexual harassment through educational programs, training, and complaint resolution. Bubi RDC encourages all members of the RDC community to report any concerns or complaints of sexual harassment. C.E.O and Executive Officers, and other agents of the RDC are required to respond promptly and appropriately to allegations of sexual harassment that are brought to their attention. Sexual harassment can occur between any individuals associated with the Bubi RDC, whether between people of different sexes or the same sex. Sexual harassment can occur between people of unequal power Examples of who could be involved in a sexual harassment allegation could include, but are not limited to, any

combination of the following: supervisor and subordinate, coworkers, contractor or vendor and staff. A victim does not have to be the direct recipient of the conduct but could be anyone affected by the conduct. Sexual harassment is a form of sex discrimination. It includes unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual nature or conduct directed at a person because of his or her gender when: • Submission to such conduct is made either explicitly or implicitly a term and condition of an individual's academic status or employment; or • Submission to, or rejection of, such conduct by an individual is used as a basis for performance decisions or • employment decisions; or • Such conduct, whether verbal or • physical, has the purpose or effect of unreasonably interfering with the individual's work performance or • of creating an intimidating, hostile, or offensive environment in which to work You have the right to work, learn, and live in an environment free from sexual harassment.

Consequences of Sexual Harassment

Sexual harassment affects the victim of harassment. The employer or employee may suffer a diminished ability to work and study, which may have a lasting career impact or a loss of confidence in the RDC's ability to provide a comfortable and safe environment for work and learning. In addition, sexual harassment impacts the RDC and the department(s) involved. The RDC and the department(s) may experience an atmosphere of fear, intimidation, declining work productivity, and office morale. A person found responsible for sexual harassment may face:

- WORKERS disciplinary action; or
- Letter of reprimand; or
- Denial of promotion; or
- Demotion; or
- Termination.

EMPLOYMENT OF MINORS

IV. LOCAL ECONOMIC DEVELOPMENT

- Currently Council works with NGOs that offer Economic strengthening to Young Women, PWDs and Youth in the district. Examples include Goats rearing, poultry productions, detergent making, Cobra Making.
- In the Budget for 2025, Council has included the Women and Youth Development Fund to cater for projects.

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- ZimTTECH and PZAT offer economic strengthening services. Funding projects and offering entrepreneurship skills, In 2025 Budget Council has set aside a budget to fund projects for women, PWDs and Youth

- Council offers tenders to women-owned businesses, promoting economic inclusion

- 2024 achievement: One company was awarded a tender
- Our goal is to Increase allocation to 9%







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

- Water Committees are manned by Department of RIDA.
- Types of water and sanitation projects available are Community irrigation gardens
- Both men and women are involved in accessing the land

Housing Allocations	Number	Proportion (%)
Women	10	45%
Men	12	54%
Total	22	100%

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	696	55%	40%
Men	522	45%	60%
Total	1218	100	100

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- The council promotes SRHR through various initiatives:
- **Clinical Services**: Provision of clinical services at local clinics and one-stop centers, especially in hard-to-reach areas.
- **Accessibility**: Council clinics have Mother Shelters for those living far from clinics, and ramps for wheelchair users, ensuring equal access to services.
- **Health Awareness**: Regular school visits to raise awareness on health issues, with all schools now having a Guidance and Counseling (G&C) Teacher and room.



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- **Comprehensive Services**: Availability of services at local clinics, mobile one-stop centers, and community cadres, including:
- Village health workers
- Gender justice champions
- SASA! Together champions
- DREAMS Program Nurses
- Guidance and counseling programs in every school
- In-school youth awareness programs (e.g., GBV, drug substance abuse)

These initiatives demonstrate the council's commitment to promoting SRHR and ensuring accessible, inclusive healthcare services for all.



VII. GENDER BASED VIOLENCE

key actions council has taken towards

1. **Prevention** :

Provision of clinical services even to ha
reach areas, availability of health care
workers in communities

2. **Public awareness** :

Awareness Campaigns on GBV, Substa
and drug abuse

3. **Response and coordination**:

Toll free number 08080549, Formation c
Gender responsive Committee, Comm
Gender justice champions from COWC
SASA! Together Champions, Victim Frie
Unit, referrals to department of Social
Development

- Include evidence here



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4. Support : referrals to Musasa for the safety of victims, legal assistance and Counselling, Council does coordination of GBV stakeholders through meetings (Gender steering committee, GBV coordination committee)

5. Empowerment: ISALS training, Reusable Pads manufacturing, poultry, goat rearing, beading and cobra making





VIII. CLIMATE JUSTICE

Climate Change policy is planned for in 2025

- Council recently held a waste management launch, zero waste
- A group of women doing recycling was discovered (decorative strings made from paper and bottle necks, use of bottle to decorate homesteads)
- Mitigation measures:
- Council is part of the carbon credit program, currently awaiting confirmation and licence from the government(to reduce carbon emission in the atmosphere through drilling of solarised boreholes)





IX. GENDER MANAGEMENT SYSTEM

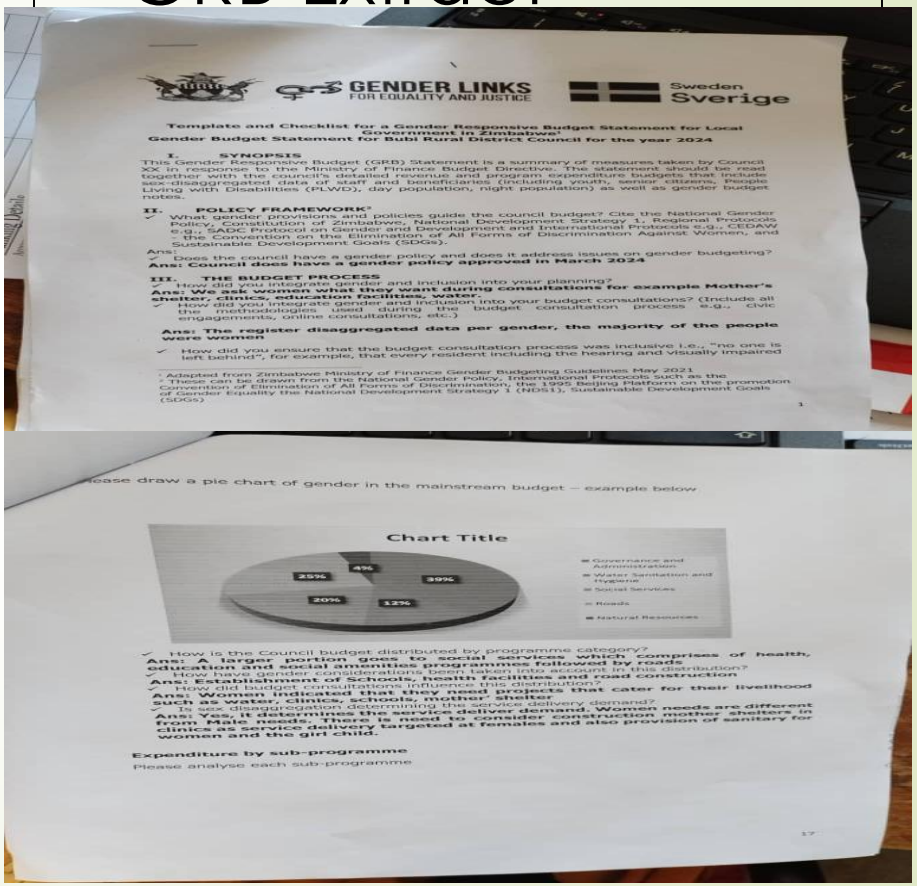
- Gender structures in Council include :Gender focal person, Gender and LED Committee, Gender Champion, Gender steering Committee, GBV coordination Committee
- Council recently included Gender Inclusion in the strategic Plan.
- The Gender and LED committee has terms of reference clearly stating its functions. GFP has Job description also functions
- Evaluation is done through Gender and LED Committee quarterly meetings, GBV coordination meetings, GBV steering Commitees meetings, RDDC meetings where reports are presented by stakeholders



X. GENDER RESPONSIVE BUDGETING

- Council submitted an entry in the GRB.
- Council is currently working on the 2025 Gender Responsive Budget statement
- Key highlights on the gender responsive budget 2025
- Dedicated development fund to support women, PWDs and Youth projects.
- Specific budget allocation for exhibitions and market fares for local products.

- GRB Extract



CHALLENGES

- Lack of capacity and training on gender equality
- Insufficient resources and funding

Overcoming Strategies

- **Capacity Building:**

Engaging partners who champion gender issues to assist in training and capacity building

- **Resource Mobilization:**

Regularly holding awareness campaigns and conducting one-stop services

LESSON LEARNED AND INNOVATION

1. Collaboration and Partnerships:

- Effective collaboration with NGOs, community organizations, and stakeholders is crucial for promoting gender equality, economic empowerment, and SRHR.

2. Capacity Building:

- By Investing in training and capacity building programs for council staff, community leaders, and partners will enhance gender sensitivity and equality.

3. Inclusive Decision-Making:

- Active participation of women, youth, and PWDs in council meetings and decision-making processes ensures inclusive governance.

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5. Community Engagement:

- Regular school visits, awareness programs, and community outreach initiatives fosters a culture of health awareness and SRHR.

6. Accessibility and Inclusivity:

- Infrastructure adaptations (e.g., ramps) and equal access to clinical services promote inclusivity for marginalized groups throughout the district.

7. Empowerment through Economic Strengthening:

- Initiatives like goat rearing, poultry production, and entrepreneurship skills development empower women and youth economically

8. Policy Development:

- Developing policies (e.g., Sexual Harassment Policy) and allocating budgets for gender equality initiatives demonstrate council commitment.

SUSTAINABILITY AND REPLICATION

- Though inclusive Budgeting Council caters for all group in the society leaving no one and no place behind.