



People
Change
the World



SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

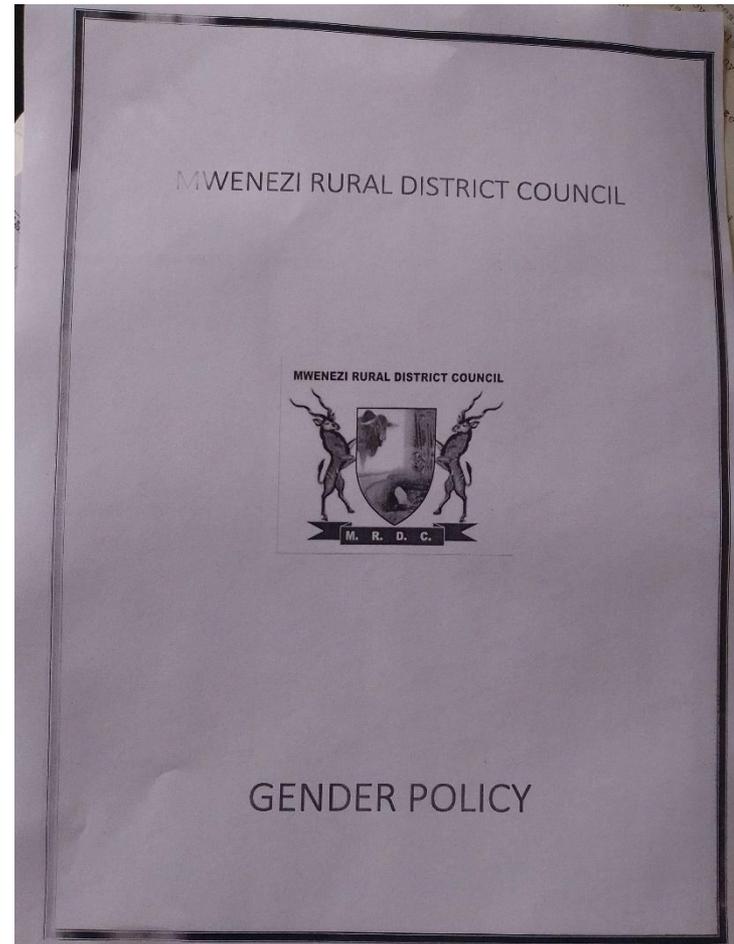
(ZIMBABWE, MWENEZI RDC, 30 OCT 2024, CHIEDZA CHIBAYA)

OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	MWENEZI RURAL DISTRICT COUNCIL			
GENDER CHAMPION	MS HAPPINESS SINGO			
GENDER FOCAL PERSON	MS CHIEDZA CHIBAYA			
IS THE COUNCIL A HUB OR SPOKE COUNCIL? SPOKE COUNCIL				
Latest score (year)	GREEN CATEGORY (51-60%)			
	Women	Men	Total	% Women
Council	5	18	23	21.7
Management	0	6	6	0
Council staff overall	13	35	48	27
Population served	89458	76 805	166 263	
Key characteristics	The Local Authority with Marula plant, vegetation suitable for cattle ranching and wild life management and growing of drought tolerant crops			

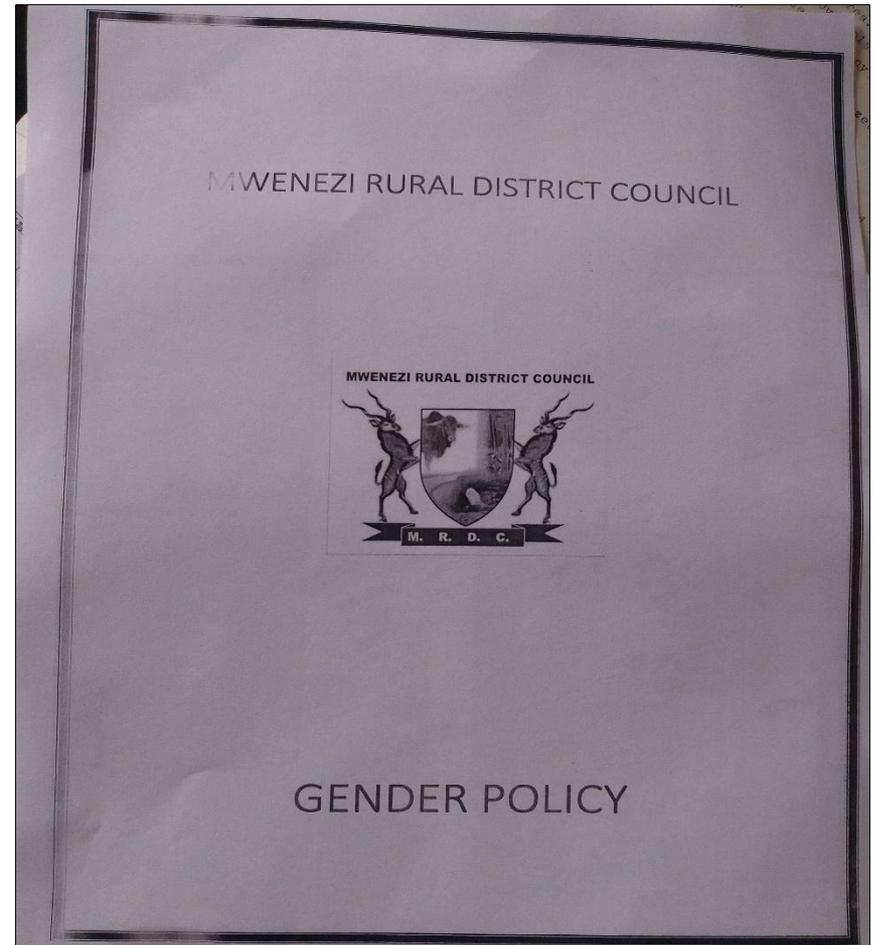
I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Approved Gender Policy is in place
- Gender Action Plan is in place



I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council has managed to attend the provincial strategy meetings
- Provincial strategy meetings are conducted on quarterly basis



II. GOVERNANCE

Detail

- Council have 23 councillors – 18 men councillors and 5 women councillors and all are quota councillors . 0 elected women councillor. Percentage of women's representation – 21.74%
- Council have 7 committees and 6 committees are chaired by men.
- 1 committee is chaired by women?
- 0 committees are chaired by PWD?
- Women, youth, PWD participate in consultation and decision making at budget consultation meetings, village development meetings and ward development meetings.

Evidence



MWENEZI RDC WOMEN COUNCILLORS

III. WORK PLACE POLICY AND PRACTICE

How gender sensitive is the workplace?

Provide examples.

- 27% of the workforce is women.
- 29.16% of the workforce is youth and 2% of the workforce is PWD?
- Council have a Draft sexual harassment policy?
- An aggrieved employee submit his grievance in writing, setting out the relevant information to the appropriate Hearing Officer for determination. Within 7 working days of receiving a grievance the Hearing Officer with assistance of the aggrieved employee's immediate supervisor, investigate the matter in consultation with any other official of the council determine the grievance and advise the aggrieved employee of such determination.



MWENEZI RDC COUNCIL STAFF

IV. LOCAL ECONOMIC DEVELOPMENT

- Council has an approved Local Economic Development plan that target women, PWD, and youth entrepreneurs.
- Construction of market sheds at business centres and 1072 women, 300 men, 357 youth and 20 PWD were allocated
- Plan International assisted women, men, PWD and youth with vocational trainings.
- Jairos Jiri empowering PWD and women with small livestock
- Marula plant creates jobs and empowers locals to sell their fruit
- Councillors issue recommendation letters to local entrepreneurs for them to secure funding to start their business.
- Council allocate tenders to every bidder with a capacity to supply goods and services. The bidding documents that we use also has allocated upto 15% additional preference to women owned business.
- 27.47 % of tenders were allocated to women?



Marula Plant at Rutenga

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Land and housing

- Council have allocated land to 511 people – 235 women and 276 men

Water and sanitation

- Yes, they are water point committees.
- Types of water and sanitation projects
- Borehole drilling, borehole rehabilitation, piped water scheme and latrine construction
- Beneficiaries of these projects are women, men, youth, children and PWD.
- Three quarters of the committees are chaired by women and down time is reduced because of commitment of women.
- Water coverage is at 58%

Housing Allocations	Number	Proportion (%)
Women	235	46%
Men	276	54%
Total	511	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	3820	573	581
Men	1528	191	183
Total	5348	764	764

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council and other partners has programmes that target PWD, women and men on HIV/AIDS.
- All the people- women, men, people living with disability and youth have equal access to treatment.
- There are mobile clinics in hard to reach areas.
- Life skills education in schools and youth HIV programmes (film screening).



Life skills training

VII. GENDER BASED VIOLENCE

List key actions council has taken towards:

Prevention

- Awareness campaigns in communities, mukando (ISALS)

Public awareness

- Gender dialogues, awareness campaigns on gender based violence and child marriages, empowerment of gender champions.

Response and coordination

- Musasa doing one stop shop services providing counselling, legal aid and health aid.

Support and empowerment

- Msasa safe shelter at Hebron High School offers psycho support and empowerment of projects e.g. sewing, gardening, ISALS (mukando)



GBV campaigns

VIII. CLIMATE JUSTICE

- Council does not have a Climate Change policy, we currently use the National Climate Change Policy, EMA Act, Forest Act, RDC Act and Mines and Minerals Act
- **Projects that prevent climate change are-**
- Clean up campaigns
- Women making cobra from recycling plastics
- Women making three legged pots through recycling scrap metal
- Rutenga waste management committee
- **Mitigation**
- Environmental awareness to the communities
- Establishment and training of Environmental sub committees at ward level, monitoring the sustainable use of natural resources.
- Construction of dams , weirs, irrigation schemes , market gardens through NGOs in the district.



Clean up campaign

IX. GENDER MANAGEMENT SYSTEM

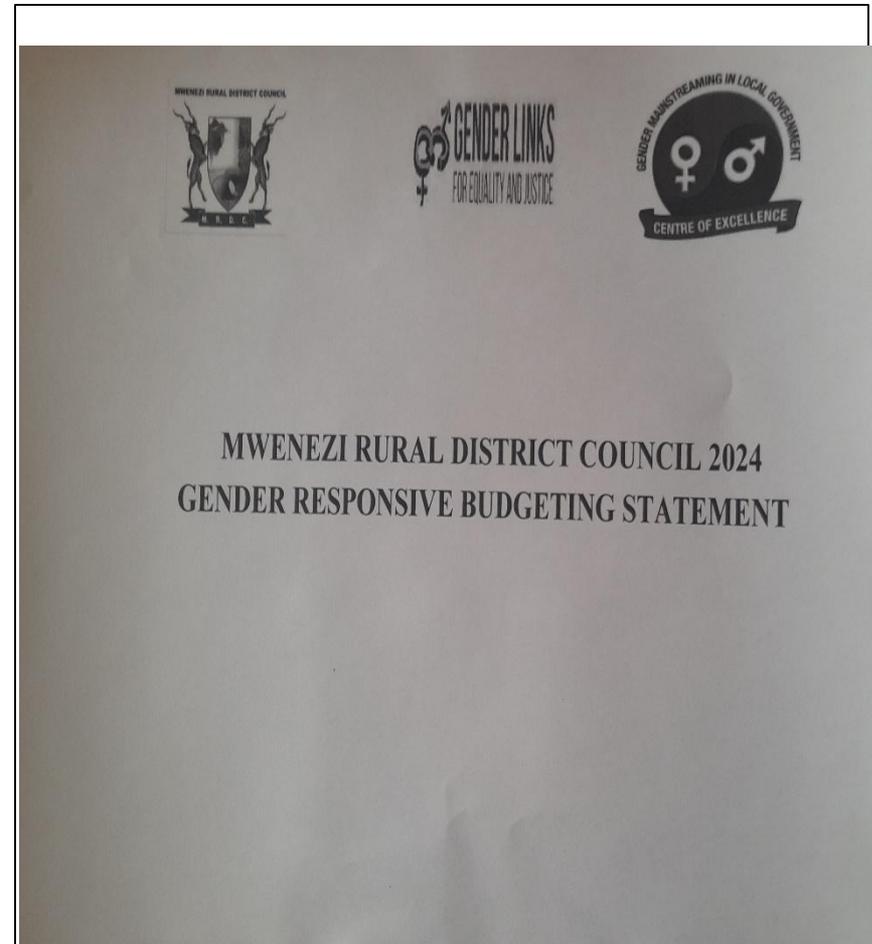
- Council has a gender committee, Gender Focal Person is available , Gender Champion is available
- The Council strategic plan include the Gender Action Plan
- Gender is written into the Chief Executive Officer's performance and Head of Departments.
- Council make use of indicators when monitoring and evaluating gender?



MWENEZI RDC GENDER COMMITTEE

X. GENDER RESPONSIVE BUDGETING

- Council submit an entry in the GRB category.
- Council has drawn up a Gender Responsive Budget statement as per Ministry Guidelines.
- Income and Expenditure of Council



CHALLENGES

- Inadequate resources for gender activities

LESSON LEARNED AND INNOVATION

- Involvement of all the people- women, men, youth and people living with disability in the budget process help in ensuring that their concerns are heard and included in the council's plans.

SUSTAINABILITY AND REPLICATION

- Gender structures are in place – gender committee, availability of Gender Focal Person and Gender champion
- Hub and spoke activities – will continue holding meetings and keep records of proceedings.
- RDC has a gender budget for gender activities