



GENDER LINKS
FOR EQUALITY AND JUSTICE

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SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

INSTITUTIONAL COE Template

ZIMBABWE

Nyanga Rural District Council

11 -13 November 2024

Christopher Munyau GFP

“Promoting Gender Responsive Governance and Economic

OVERVIEW

COUNTRY	ZIMBABWE			
COUNCIL	NYANGA RURAL DISTRICT COUNCIL			
GENDER CHAMPION	Councillor Getrude Mukunza			
GENDER FOCAL PERSON	Christopher Munyau			
INYANGA RURAL DISTRICT COUNCIL IS A SPOKE COUNCIL				
Latest score (year)	60 (2022)			
	Women	Men	Total	% Women
Council	15	29	44	34
Management	5	10	15	33
Council staff overall	7	36	43	16
Population served	The population of Nyanga is 146,282 which comprises of 75,850 females (52%) and 70,432 males (48%)			
Key characteristics	The District is found on the North Eastern side of Zimbabwe in Manicaland Province. The District is agro based, timber harvesting , tourist attraction , commercial activities and also some mining.			

“Promoting Gender Responsive Governance and Economic

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Nyanga RDC has a Gender Policy that was adopted by Council resolution in 2018 and has an Action Plan that that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets.



Fig 1: Gender Policy

“Promoting Gender Responsive Governance and Economic

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Councillor Getrude M. Mukunza of Ward 10 is the Gender Champion who is a well known and is a high profile champion within the council who was voted in by other women councillors

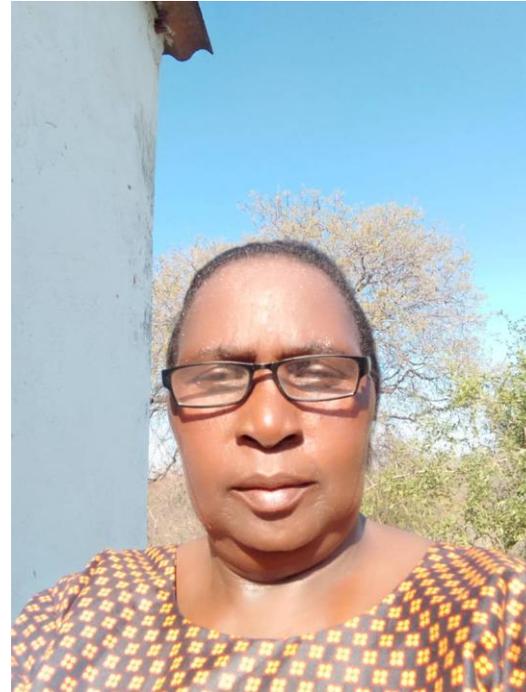


Fig 2 Council Gender Champion

I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Council as a spoke council is invited to Provincial meetings and the GFP attends
- Hub meetings are usually done quarterly
- Also shares information through the whatsapp platform



Fig 3 :Hub meeting at City of Mutare Boardroom

II. GOVERNANCE

Detail

- Council has 31 elected councillors eleven from the Women's quota and two appointed to represent the Town Board to make a total of 44 councillors. Women Councillors constitute 34%
- Council has 8 Committees which are Gender committee, Planning and Works, Finance, Human Resources and Social Services, Audit, Environmental Management Tourism and SMES, Town Board, and RDDC.
- Three committees Finance, HRSSC and Gender Committee are chaired by female Councillors.
- No Committee is chaired by PWD.
- Women/ youth/ PWD are given chances to participate in council consultations and decision-making processes through one-to-one, community engagement meetings, complaints desk, telephone/cellphone engagements and whatsapp platforms.

Evidence



Fig 4 Councillor Mareya (Finance Chair) leading Budget process

II. GOVERNANCE

Detail

- Women/ youth/ PWD are given chances to participate in council consultations and decision-making processes through one-to-one, community engagement meetings, complaints desk, telephone/cellphone engagements and whatsapp platforms.

Evidence



Fig 5: Piped Water Point Committees Training for Mapara and Makoma Villages Ward 5

SUSTAINABILITY AND REPLICATION

- There is need for more support by Senior management.
- Training of all councillors on gender issues so that they become gender champions in their specific wards
- Increased budget on council's own funds on gender specific programs as most funds are coming from development partners and when the Development Partners pull out activities tend to reduce.
- Choosing a vibrant hub where the Hub GFP has passion

III. WORK PLACE POLICY AND PRACTICE

- Women constitute 21% of the workforce. However more work needs to be done to reach the 50/50 targets.
- Council allowed three women to undertake studies and completed, one a Masters Degree, one Bachelor of Accountant Degree (sponsored) and one Bachelor of Management Degree completed hence that's preparing them for higher positions in the organization
- Council has three youths that are employed but does not have any PWDs employed by the councils.
- Council has a Sexual Harassment Policy that was adopted in February 2024 by Resolution 82 of 2024.
- No sexual harassment cases was dealt with as no reports were received.



Fig 6 Sexual Harassment Policy

IV. LOCAL ECONOMIC DEVELOPMENT

- **Nyanga RDC has a local economic development plan and projects that target women, PWD, and youth entrepreneurs. These include nutrition gardens, food processing plants (Chiningu Honey Processing Plant and The Troutbeck Winery)**
- **Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis.**



IV. LOCAL ECONOMIC DEVELOPMENT

- Council has development partners that assist with external funds or promote access to finance for local entrepreneurs, especially women, PWD and the youth. Ministry of Women Affairs and Ministry of Youth also have grant/loans to promote local entrepreneurship.
- Yes but because most use company names it becomes difficult to know if it is a female or male company.
- It becomes difficult to quantify on tenders allocated to women.
- 5% of the council budget is allocated to LED activities.

A1.1.5 Equipment for 3 business hubs in 3 speakeas (oil-pressing or peanut butter machine)	machines
A1.1.8 Equipment to Support setting up group level business hubs	machines
A1.1.9 Seeds and materials for tree grafting	Tree seeds, grafted tree, polythene bags/plastic cloth
A.2.2.1 Workshops to establish and promote 96 ISALs, capacity building in entrepreneurship and conflict prevention	Training sessions, ISALs established, Membership
Result 3: Enhanced positive nutrition behaviours (Knowledge, attitude and Practices, Gender, diversified consumption, exclusive breastfeeding, improved WASH) for target beneficiaries in the target districts	
A1.3.1 Support seed exchange during seed level food and seed fairs	seed purchase card
A.2.3.1 Facilitation of GALS campaigns	competitions
A.2.3.2 Conduct Field Days	field days
A.2.3.3 Participation in the Annual food festival (4 participants)	days
A.2.3.4 Support to health days and model WASH household competitions	competitions
A.2.3.5 ToT for Care Group Coordinators	days
A.2.3.6 ToT for Care Group Volunteers (18) Promoters	training
A.2.3.7 Training materials and visibility for Care Group Volunteers	materials
A.2.3.7 ToT on health and nutrition for Lead Mothers	lead mothers
A.2.3.8 Informative events for Commemoration of nutrition/health events	commemorations
A.2.3.8 Annual clean-up campaign	campaigns
Result 4: Functional water management systems for target beneficiaries in the target districts.	
A.1.4.1 Weir Dam Establishment	weir dam

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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

- There are 657 water point committees in the district

Housing Allocations	Number	Proportion (%)
Women	21	30
Men	50	70
Total	71	100

Water Committees	Number	Chairpersons of Water Committees	Vice Chairpersons of water committees
Women	2764	362	323
Men	1842	295	334
Total	4606	657	657

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

- The District has a water coverage of 66.1% with main source being boreholes. Some boreholes are hand powered while 97 are PWS
- The sanitation coverage is still low 32% however 7 villages have attained ODF status and two have reached universal access coverage
- Women and youth are consulted on WASH issues and take a leading role most activities.



Fig 10 Mapara PWS tap



Fig 11 Women participation in Toilet Construction in Kutondonera Village

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT (WOMEN PARTICIPATION)



Fig12 Chikata Village
Engagement Meeting
Ward 2



Fig 13: Engagement Meeting
Nyarumvurwe Ward 23_{nToet Cote}

VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- It has 14 static health facilities and one mobile clinic which covers hard to reach areas where it promotes SRHR activities.
- All people including women, men, people living with disability, and youth have equal access to treatment.
- Council has employed a Community Health Nurse who supervises all health and reports to CEO hence council ensured that health/SRHR facilities are more accessible to these groups.
- All council health facilities carry out school outreach activities at least quarterly to carry out encourage and support Comprehensive Sexual Education (CSE) in schools.



FIG 14 : Nyanga RDC Health Staff providing Mobile Clinic Services

VII. GENDER BASED VIOLENCE

KEY ACTIONS BY COUNCIL

1. Has a focal person on child protection issues who participates in school outreach programs to access child drop-outs for various reasons including teenage pregnancy. Conducts affected parents and children and encourage girl child to come back to school.
2. Attends District Child Protection committees
3. Assist in the selection of school children that require school fees assistance
4. GFP attends to District Gender Forum where GBV issues are discussed. Prevention
5. Nyanga RDC also has a Gender Committee where Gender issues are discussed and policies are recommended to council for adoption e.g. Safe Shelter for GBV cases.



Fig 15 Council Staff addressing on GBV with ZRP VFU

VIII. CLIMATE JUSTICE

- Nyanga RDC does not have a climate change policy but has made a draft for submission to the relevant committee
- Projects
 1. Re-afforestation projects; Council has sourced seedlings from various stakeholders (Claremont Orchards, Lions Club, Erin Forest) and has distributed the seedlings to schools health facilities and communities to establish woodlots. Also has planted ornamental trees in Nyanga Urban
 2. Promotion of non-timber produce- it supports Honey processing and mushroom production. Some of honey processing include Chiningu in Ward 19 and Tangwena in ward 21.
- Chiningu has 33 members of which 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.
- Campaign against forest fires
- Carries Environmental Education on Conservation management and has a an Environmental Management bylaw prohibit activities that affects the environment.



Fig 16 Trees Planting in Ward 15



IX. GENDER MANAGEMENT SYSTEM

- At Governance level where policies are made there is Council chaired by Mayor where all resolutions are passed and at lower level there is a Gender Committee comprising of five councillors (two females and 3 males) chaired by a female councillor which discusses submissions and motions and then make recommendations to council. There is also the Gender Champion who drives the Gender agenda at policy maker level
- At executive level there is CEO (Accounting Officer) who through the GFPs ensures that all submissions/ motions that warrant discussions, and what has been passed by council is implemented. Below the CEO are HODs that ensure that what has been passed is recommended. Below are two GFPs (one male and one female). Their roles are to make an agenda for Gender Committee meeting together with Gender Committee Chair, invite Gender Committee for scheduled meetings and ensure that minutes are out in time for presentation to Council. Support by giving technical advise to the Gender Committee and responding to questions of clarity when asked to do so during Council meetings. With guidance from CEO implements the Gender Action plans with other Departments of Council

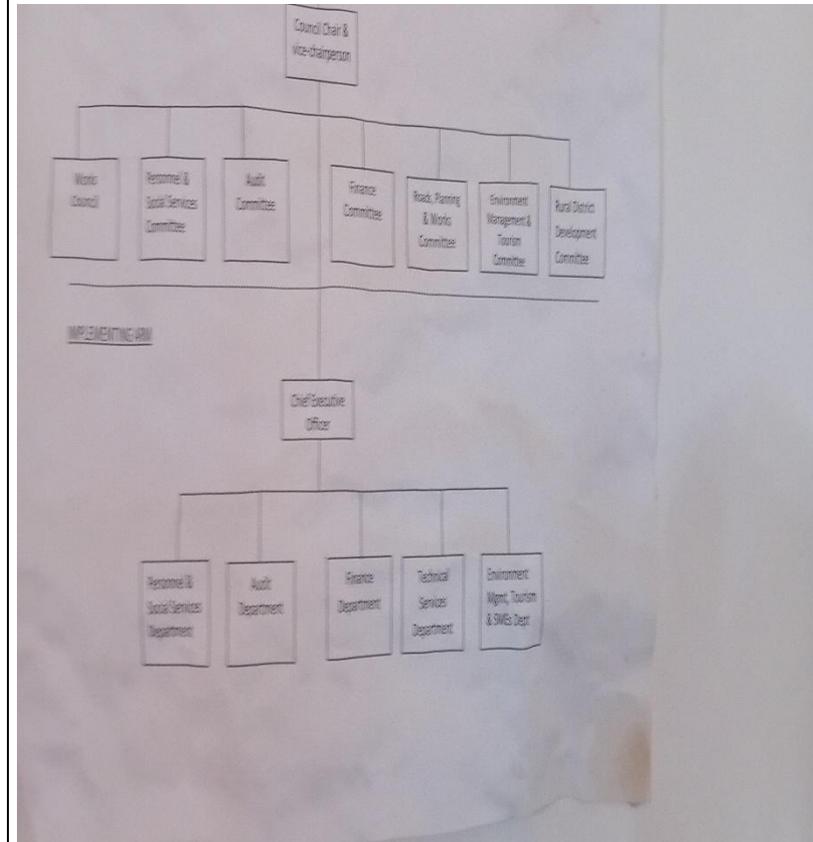


Fig17 : Organogram



IX. GENDER MANAGEMENT SYSTEM

- At executive level there is CEO (Accounting Officer) who through the GFPs ensures that all submissions/ motions that warrant discussions are brought to Gender Committee and what has been passed by council is implemented.
- Below the CEO are HODs that ensure that what has been passed is recommended.
- Below are two GFPs (one male and one female). Their roles are to make an agenda for Gender Committee meeting together with Gender Committee Chair, invite Gender Committee for scheduled meetings and ensure that minutes are out in time for presentation to Council. Support by giving technical advise to the Gender Committee and responding to questions of clarity when asked to do so during Council meetings.
- With guidance from CEO the GFPs implement the Gender Action plans with other Departments of Council

- Photo



X. GENDER RESPONSIVE BUDGETING

- Nyanga RDC submitted an entry in the GRB category.
- Yes it made a Gender Responsive Budget statement as per Ministry Guidelines.
- Key highlights:

Program 1

Improvement in Data Management Systems so that there is real-time data for decision making and compliance with e-governance systems



Template and Checklist for a Gender Responsive Budget Statement for Local Government in Zimbabwe¹

Gender Budget Statement for Nyanga Rural District Council for the year 2024

I. SYNOPSIS

This Gender Responsive Budget (GRB) Statement is a summary of measures taken by Nyanga Rural District Council in response to the Ministry of Finance Budget Directive. The statement reads together with the council's detailed revenue and programme expenditure budgets that include sex-disaggregated data of staff and beneficiaries (including youth, senior citizens, People Living with Disabilities (PLWD), day population, night population) as well as gender budget notes.

II. POLICY FRAMEWORK²

Legal and Policy Issues

1. Constitution of Zimbabwe
2. Rural District Councils Act
3. Financial Management Act
4. Public Procurement and Disposal of Public Assets Act
5. National Development Strategy 1
6. National Gender Policy
7. National Housing and Settlement Policy
8. National Health Policy
9. Community Health Strategy
10. Nyanga RDC Gender Policy
11. SADC Protocol on Gender and Development and International Protocols
12. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
13. Sustainable Development Goals (SDGs).
14. Nyanga Rural District Council Budget

Nyanga RDC has a Gender policy that addresses Gender Responsive budgeting in section 8.4 of the said policy.

III. THE BUDGET PROCESS

Wards reviewed their plans and then proposed what to be included in 2024 plans. Plans were brought by councillors to council for discussions. Proposals were referred to committees where proposed budgets were made. The proposals were consolidated and the proposed budget was made. Consultations were then made and this included advertising in the newspapers, putting notices of proposals at strategic public places for people to see and then engagement meeting. No objections were received.

¹ Adapted from Zimbabwe Ministry of Finance Gender Budgeting Guidelines May 2021

² These can be drawn from the National Gender Policy, International Protocols such as the Convention of Elimination of All Forms of Discrimination, the 1995 Beijing Platform on the promotion of Gender Equality the National Development Strategy 1 (NDS1), Sustainable Development Goals (SDGs)

X. GENDER RESPONSIVE BUDGETING

Program 2 - A rig for borehole drilling so as to increase water coverage

Program 3 - More health facilities and schools need to be constructed so that health facilities and schools are within the 5km radius> Also social amenities for the youth

Program 4 – Roads need rehabilitation so that they become trafficable

Program 5 – Fire Tender to respond to fire outbreaks

Program 6- Climate change is real and efforts need to be done to reduce climate change effects.

CHALLENGES

- Low Revenue streams – scaling up the revenue collection system
- Inadequate tools of trade
- Lack of understanding on Gender issues – more training is required especially with councillors(Training of Committee chairpersons was done in December 2023 but most no training.
- Some departments of council and other MDA not cooperative if information is required.

LESSON LEARNED AND INNOVATION

- One borehole under PWS can increase access to clean water to residents
- Need to share information among councils and also improve on ICT.
- Create a provincial hub that incorporates rural and urban local authorities.
- One meeting which was coordinated by Mutare City was held and was successful.