# SADC PROTOCOL@WORK SUMMITS AND AWARDS 2024

# INSTITUTIONAL COE Template

Zimbabwe Goromonzi Rural District Council

Cynthia Chingorivo

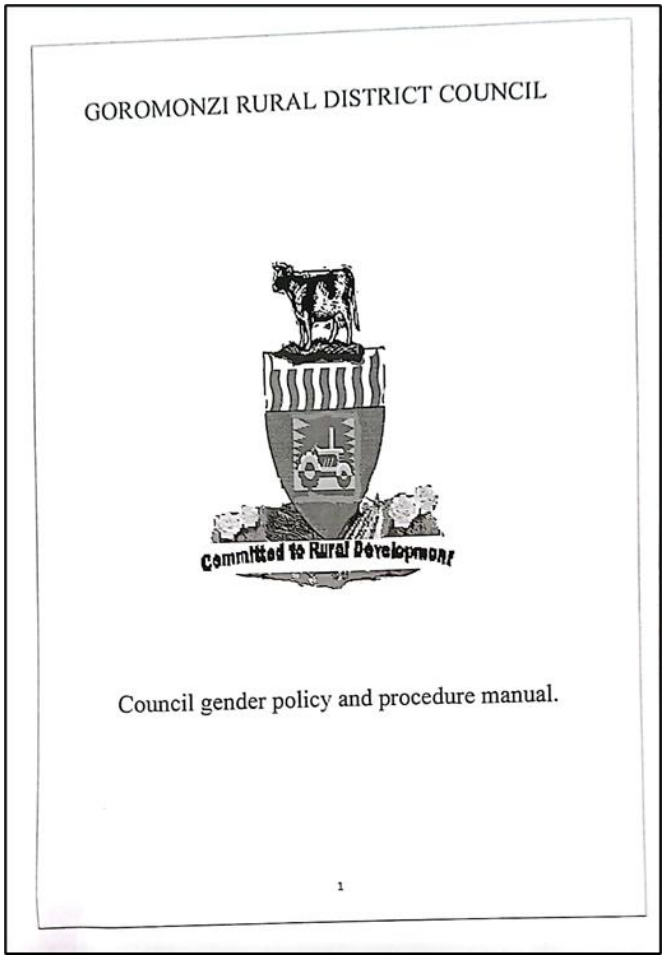
**MISSION** To provide high quality needs-driven services and sustainable socio-economic development, so as to improve the living standards of the people of Goromonzi District

# OVERVIEW

| | | | | |
|---|---|---|---|---|
| **COUNTRY** | **ZIMBABWE** | | | |
| **COUNCIL** | Goromonzi Rural District Council | | | |
| **GENDER CHAMPION** | Valentine Machaya | | | |
| **GENDER FOCAL PERSON** | Constance Chinyemba | | | |
| **Goromonzi RDC is a spoke council** | | | | |
| **Latest score (year)** | 86% | | | |
| | Women | Men | Total | % Women |
| **Council** | 12 | 21 | 33 | 36 |
| **Management** | 4 | 8 | 12 | 33 |
| **Council staff overall** | 23 | 63 | 86 | 26 |
| **Population served** | 386 203 | 187 131 | 199 072 | 51 |
| **Key characteristics** | Goromonzi which is a peri urban district in Mashonaland East Province covers an area of 254 072 square kilometres. The district falls under Agro-Ecological zone with rainfall pattern of 800-1000mm. The area has communal, commercial farming, mining, horticultural activities and formal employment and informal sector. The district is fast growing due to its proximity to urban areas. | | | |

# I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- Goromonzi Rural District Council has a gender policy that incorporates the Post 2015 SADC Gender Protocol, SDGs and other relevant targets.
- The policy is well known and has a high profile champion within the council.



# I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

- The hub and spoke meetings are done quarterly on rotational basis and each councillor host.
- After hub and spoke we do WILGIF the following day with look and learn such that we appreciate projects being done by other local authorities
- Goromonzi Rural District Council attends hub and spoke programs on quarterly intervals.



# I. GENDER POLICY, ACTION PLAN, HUB AND SPOKE

**Look and learn pictures**



**WILGIF Workshop at Marondera Municipality**



# II. GOVERNANCE

## Detail

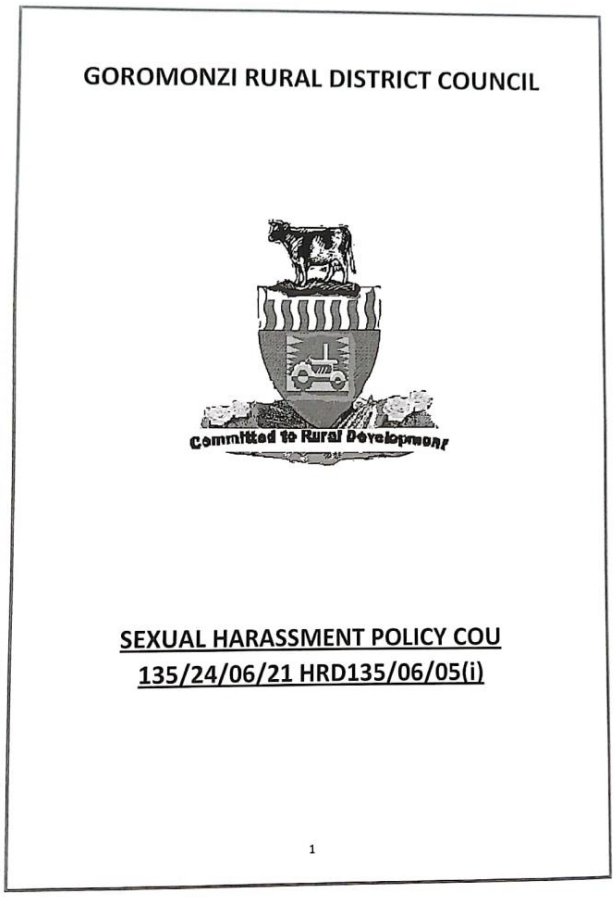
- Goromonzi Rural District Council has 33 councillors, 12 women and 21 men. Of the female councillors, 4 are of direct election and 8 are quota councillors.
- Goromonzi RDC has 8 commitees.
- Two commitees are chaired by women that is Gender and Environmental Management committee.
- As of to date no committee is chaired by PWD
- Women/ youth/ PWD participate in council consultations and decision-making through participation on public meetings such as budget consultations, RDDC and full council meeting; correspondence and complaints.

## Evidence



# III. WORK PLACE POLICY AND PRACTICE

- Goromonzi Rural District Council is gender sensitive has a total of 86 people, 34 being full time employees and 52 casual workers.
- Of the 86 employees,23 are women giving a 26% proportion.
- Women are given 3 months paid maternity leave.After the maternity leave, women are given 1 hour breastfeeding time until the baby is 6 months old.
- Goromonzi Rural District Council currently engaged 4 youths as student attachees.
- Council has sexual harassment policy which was adopted on 24 June 2021.


GOROMONZI RURAL DISTRICT COUNCIL

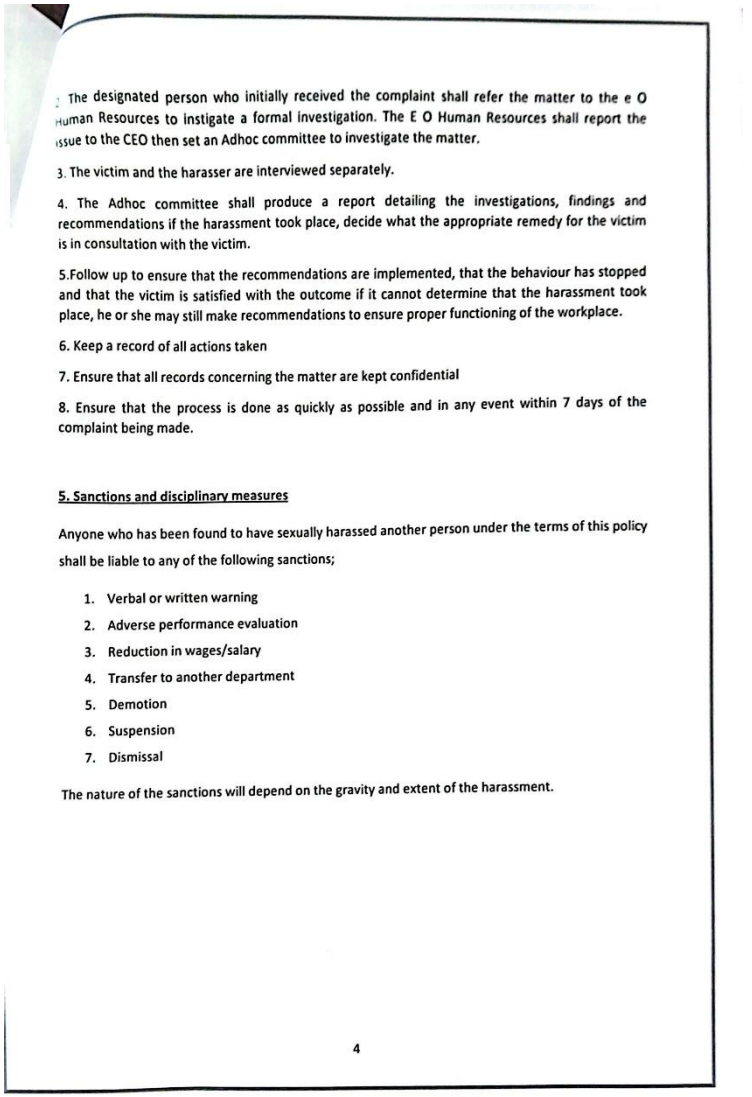
Committed to Rural Development

SEXUAL HARASSMENT POLICY COU
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# III. WORK PLACE POLICY AND PRACTICE

- On sexual harassment reports, the Adhoc committee produce a report detailing the investigations, findings and recommendations if the harassment took place, decide what the appropriate remedy for the victim is in consultation with the victim.



2. The designated person who initially received the complaint shall refer the matter to the e O Human Resources to instigate a formal investigation. The E O Human Resources shall report the issue to the CEO then set an Adhoc committee to investigate the matter.

3. The victim and the harasser are interviewed separately.

4. The Adhoc committee shall produce a report detailing the investigations, findings and recommendations if the harassment took place, decide what the appropriate remedy for the victim is in consultation with the victim.

5.Follow up to ensure that the recommendations are implemented, that the behaviour has stopped and that the victim is satisfied with the outcome if it cannot determine that the harassment took place, he or she may still make recommendations to ensure proper functioning of the workplace.

6. Keep a record of all actions taken

7. Ensure that all records concerning the matter are kept confidential

8. Ensure that the process is done as quickly as possible and in any event within 7 days of the complaint being made.

**5. Sanctions and disciplinary measures**

Anyone who has been found to have sexually harassed another person under the terms of this policy shall be liable to any of the following sanctions;

1. Verbal or written warning
2. Adverse performance evaluation
3. Reduction in wages/salary
4. Transfer to another department
5. Demotion
6. Suspension
7. Dismissal

The nature of the sanctions will depend on the gravity and extent of the harassment.

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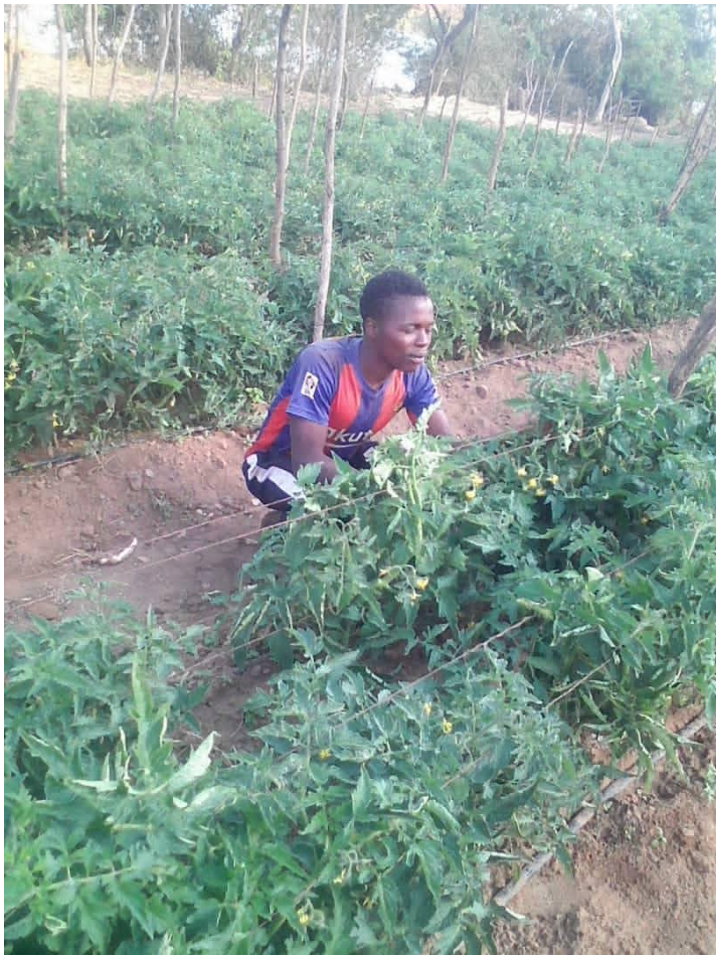
# IV. LOCAL ECONOMIC DEVELOPMENT

- The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs.
- Council is working with government departments like ARDAS on poultry production and establishment of village business unit.
- Currently, Goromonzi RDC has established Gosha village business unit that is in poultry production , pen fattening, irrigation scheme and fish farming.

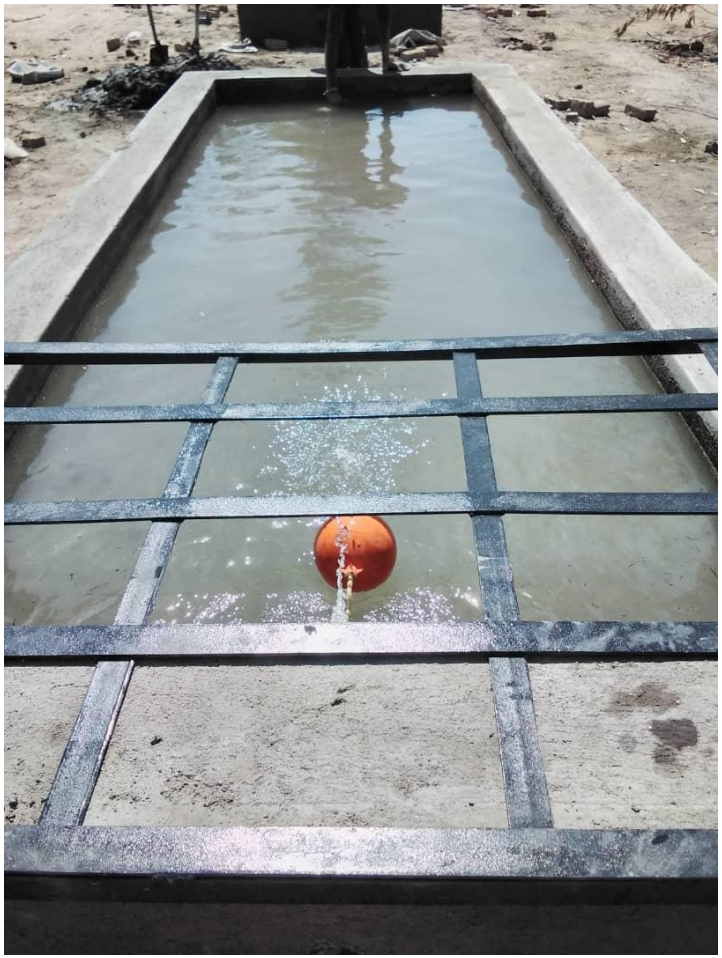


# IV. LOCAL ECONOMIC DEVELOPMENT





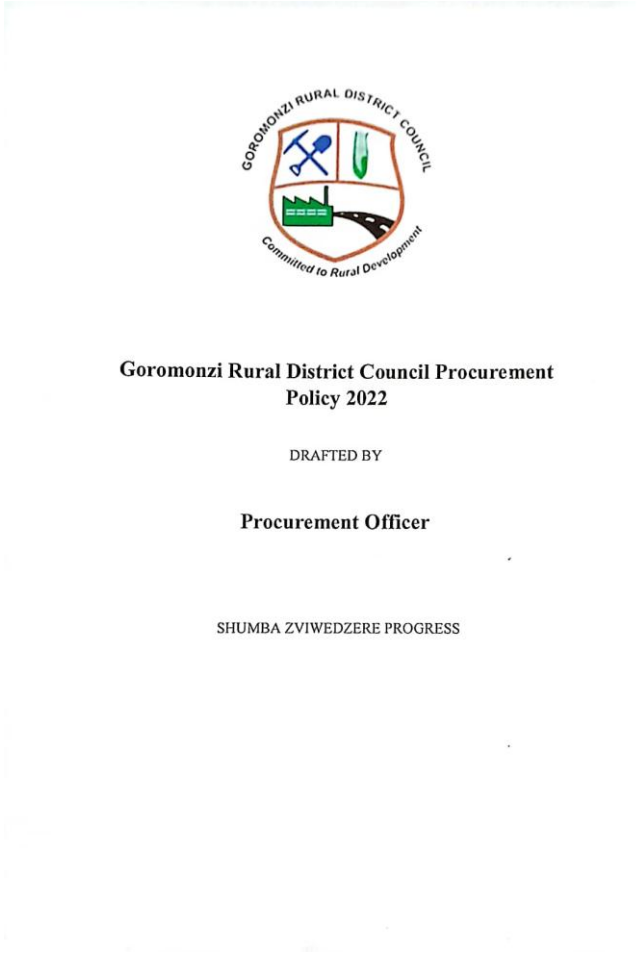
# IV. LOCAL ECONOMIC DEVELOPMENT





# IV. LOCAL ECONOMIC DEVELOPMENT

- Council do offer tenders to women however there is need for more capacitation on procurement regulations so that women will be able to win bids they participate.
- Currently, council is working on a procurement policy that caters for the inclusion of PWD, youths and women.
- LED activities has a 3% proportion of the total budget



# V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

**Land and housing**

- Goromonzi Rural District Council has sex disaggregated data of land allocations for council & community beneficiaries.
- Housing allocations also have sex disaggregated data.

**Water and sanitation**

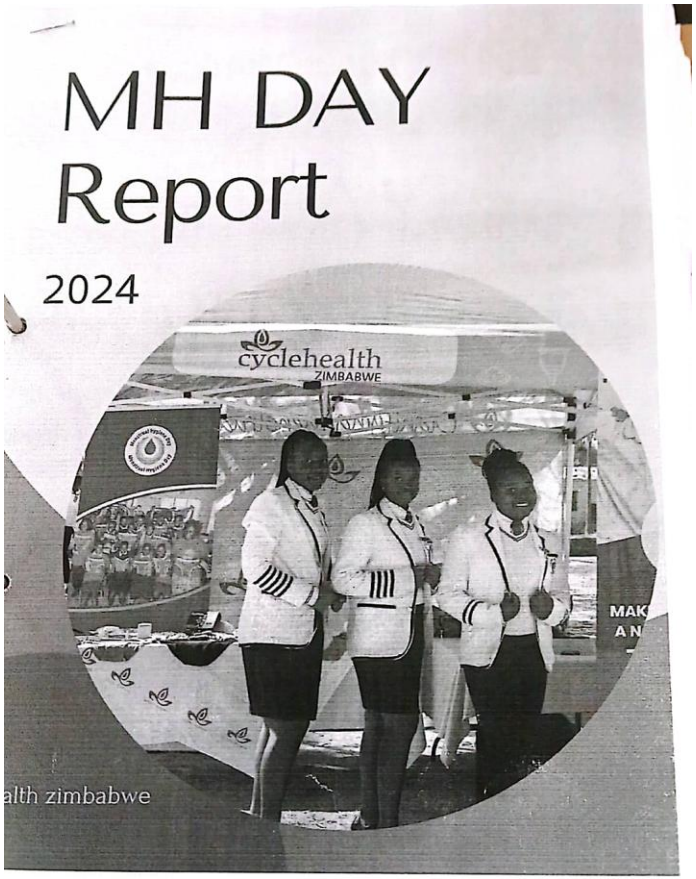
- Goromonzi district has Water, Sanitation and Hygiene commitee chaired by the DDC and RIDA being the focal person, Goromonzi Rural District Council being the secretariat.
- Goromonzi has a total of 463 boreholes,147 deep wells and 20 piped water schemes at each water point there is a committee.
- The committee majors on provision of safe and clean water and ensure proper ablution facilities.
- The committee considers factors that include PWD, youth and women on siting of boreholes and ablution facilities.

| Housing Allocations | Number | Proportion (%) |
|---|---|---|
| **Women** | 177 | 44 |
| **Men** | 225 | 55 |
| **Total** | 402 | 99 |

| Water Committees | Number | Chairpersons of Water Committees | Vice Chairpersons of water committees |
|---|---|---|---|
| **Women** | 7 | 1 | |
| **Men** | 5 | | 1 |
| **Total** | 12 | | |

# VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Goromonzi RDC works with Ministry of Health and Child Care in promoting SRHR. It also partnered with Cycle Health Zimbabwe on raising awareness on menstrual health and hygiene and provided initiatives like pad making to make menstrual resources accessible at all schools.
- Council also raise awareness through campaigns and commemoration on SRHR education. Goromonzi District hosted commemoration of World AIDS Day held on 17 May. The commemoration was supported by NAC and other development partners, council being the coordinator of the event.
- Campaigns are done in schools, mines and community gatherings.
- Council encourage or support Comprehensive Sexual Education (CSE) in schools through coordination with MoPSE in selection of junior councillors and during training and inauguration MoPSE and Ministry of youth are key stakeholders

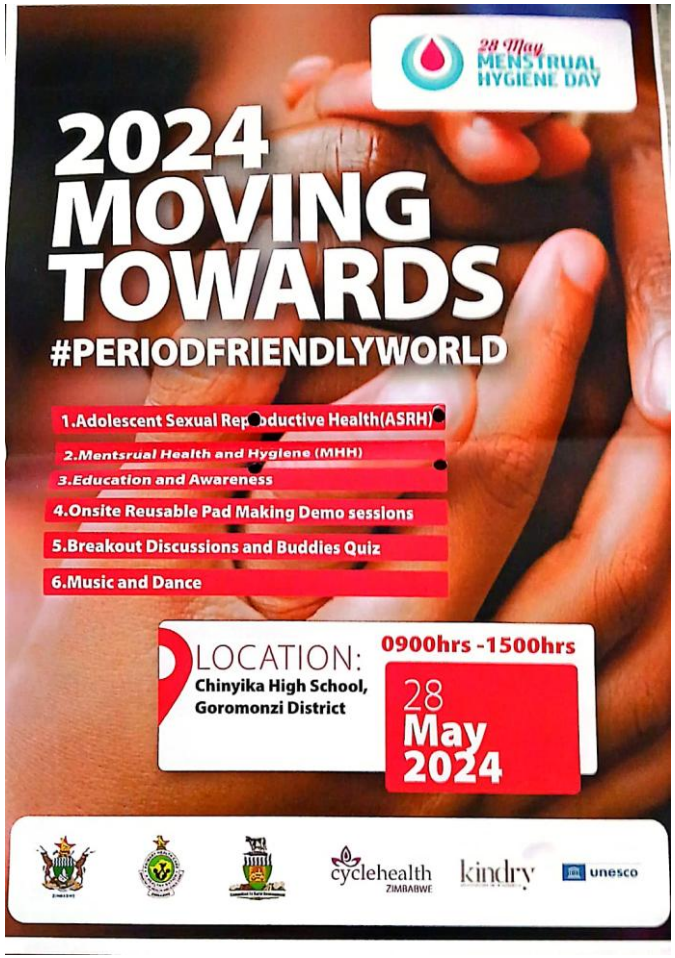


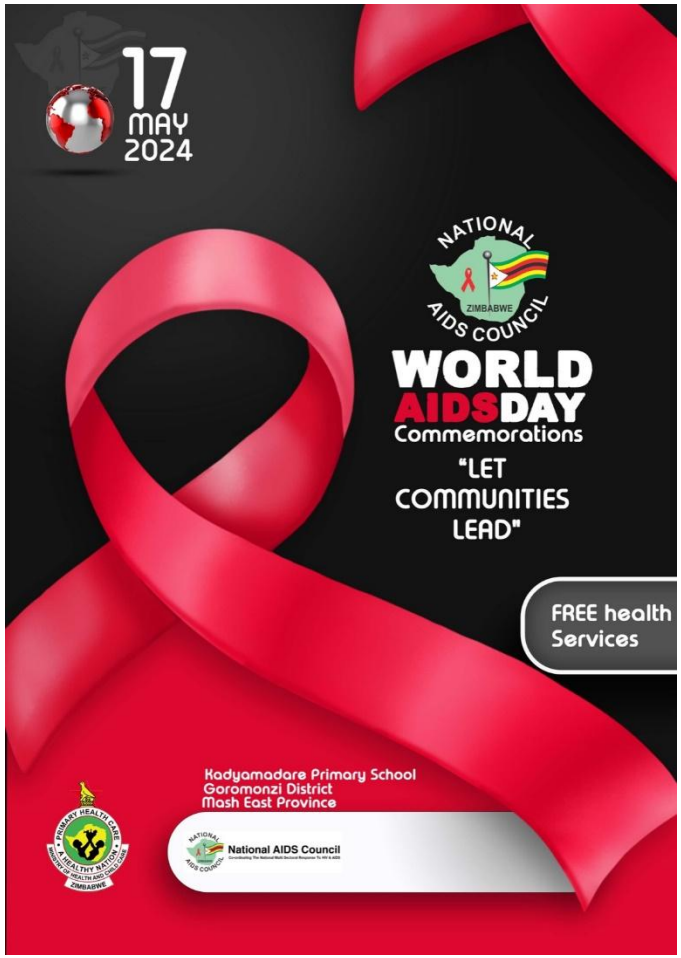
# VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

- Council ensured that health/SRHR are more accessible through prioritising construction of clinics, establishment of mobile clinics and provision of SRHR facilities at schools, clinics and all service centres especially hot spot areas like Juru and Zimbiru.
- Women, men, people living with disability, and youth have equal access to treatment by ensuring SRHR facilities are at every council clinic and post prophylaxis exposure is available at all council health facilities.



# VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS



# VI. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS

**PROVINCIAL WORLD AIDS DAY COMMEMORATION REPORT 2024**

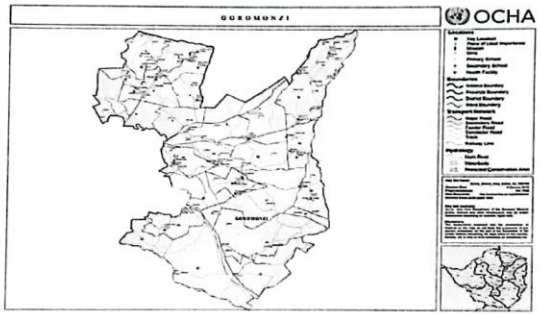
**VENUE: KADYAMADARE PRIMARY SCHOOL**

**DATE : 17 May 2024**

**1.0 BACKGROUND INFORMATION**

Goromonzi district is one of the 9 districts of Mashonaland East province. The district has the largest population in the province which is 494 797 and the estimated population for those aged 12 years and above is 332 225. Makumbe hospital which accommodates the District Health Executive members is located 46km north-east of Harare, to the north is Bindura and Shamva districts of Mashonaland Central province, to the east is Murewa and Marondera districts then Seke is in the south. The district is divided into communal and commercial farms. The commercial farms subdivided into A1 and A2 farms and further into 25 administrative wards. The district caters for peri urban community (Caledonia and Ruwa). These communities are heavily populated. Caledonia has only one health facility catering 21 phases. Damafalls and Zimre Park are also part of the peri urban community with no public health facility nearby.

Goromonzi district map




**STI Situation in the district**

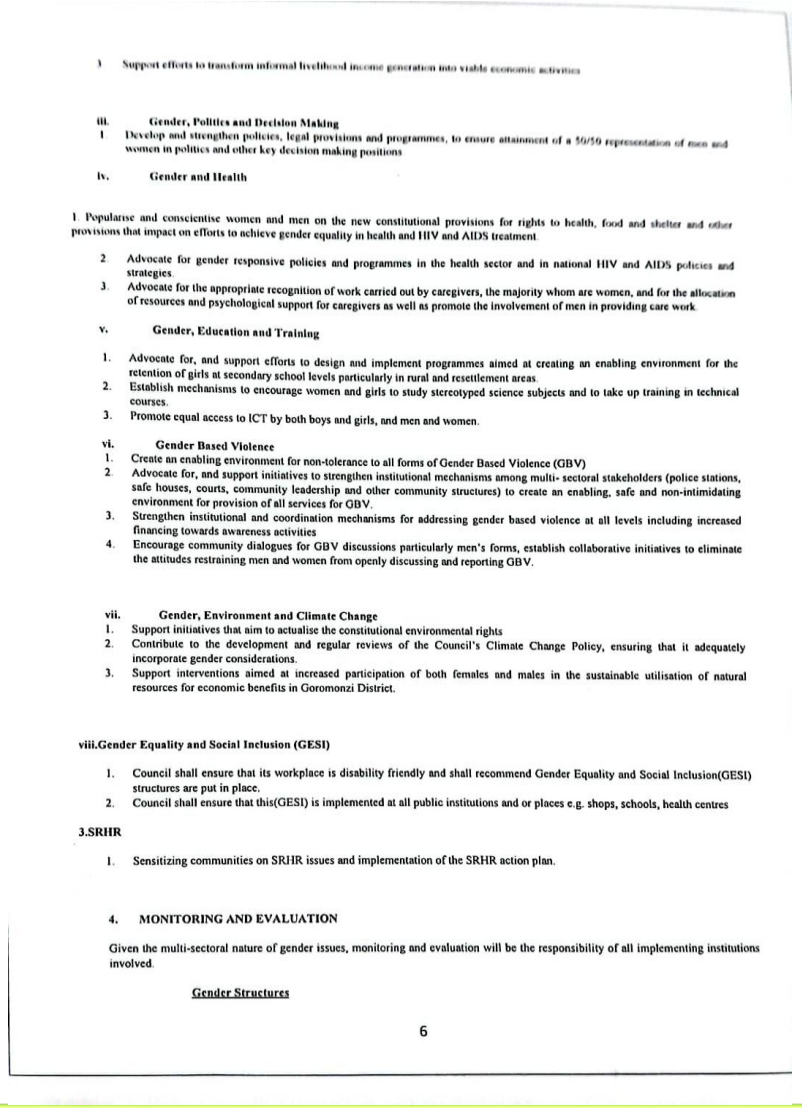
New STI Cases by facility

| # | 2023 Q4 | # CASES | 2024 Q1 | # CASES | % increase |
|---|---|---|---|---|---|
| 1 | Ruwa | 161 | Ruwa | 211 | 31.06 |
| 2 | Cranborne | 159 | Cranborne | 193 | 21.3 |
| 3 | St Joseph's | 149 | Chinamora | 184 | 61.4 |
| 4 | DTC | 140 | DTC | 173 | 23.57 |
| 5 | Makumbe | 116 | Makumbe | 159 | 37.07 |
| 6 | Chinamora | 114 | St Joseph's | 142 | -5 |
| 7 | Rankine | 105 | Rankine | 104 | -0.95 |



# VII. GENDER BASED VIOLENCE

- Goromonzi Rural District Council is actively participating in prevention, public awareness, response and coordination and support and empowerment towards combating GBV in the district. Strategies to achieve stated actions are well articulated on page 6 of the gender policy.



i. Support efforts to transform informal livelihood income generation into viable economic activities

iii. **Gender, Politics and Decision Making**

1. Develop and strengthen policies, legal provisions and programmes, to ensure attainment of a 50/50 representation of men and women in politics and other key decision making positions

iv. **Gender and Health**

1. Popularise and conscientise women and men on the new constitutional provisions for rights to health, food and shelter and other provisions that impact on efforts to achieve gender equality in health and HIV and AIDS treatment.
2. Advocate for gender responsive policies and programmes in the health sector and in national HIV and AIDS policies and strategies.
3. Advocate for the appropriate recognition of work carried out by caregivers, the majority whom are women, and for the allocation of resources and psychological support for caregivers as well as promote the involvement of men in providing care work.

v. **Gender, Education and Training**

1. Advocate for, and support efforts to design and implement programmes aimed at creating an enabling environment for the retention of girls at secondary school levels particularly in rural and resettlement areas.
2. Establish mechanisms to encourage women and girls to study stereotyped science subjects and to take up training in technical courses.
3. Promote equal access to ICT by both boys and girls, and men and women.

vi. **Gender Based Violence**

1. Create an enabling environment for non-tolerance to all forms of Gender Based Violence (GBV)
2. Advocate for, and support initiatives to strengthen institutional mechanisms among multi- sectoral stakeholders (police stations, safe houses, courts, community leadership and other community structures) to create an enabling, safe and non-intimidating environment for provision of all services for GBV.
3. Strengthen institutional and coordination mechanisms for addressing gender based violence at all levels including increased financing towards awareness activities
4. Encourage community dialogues for GBV discussions particularly men's forms, establish collaborative initiatives to eliminate the attitudes restraining men and women from openly discussing and reporting GBV.

vii. **Gender, Environment and Climate Change**

1. Support initiatives that aim to actualise the constitutional environmental rights
2. Contribute to the development and regular reviews of the Council's Climate Change Policy, ensuring that it adequately incorporate gender considerations.
3. Support interventions aimed at increased participation of both females and males in the sustainable utilisation of natural resources for economic benefits in Goromonzi District.

**viii.Gender Equality and Social Inclusion (GESI)**

1. Council shall ensure that its workplace is disability friendly and shall recommend Gender Equality and Social Inclusion(GESI) structures are put in place.
2. Council shall ensure that this(GESI) is implemented at all public institutions and or places e.g. shops, schools, health centres

**3.SRHR**

1. Sensitizing communities on SRHR issues and implementation of the SRHR action plan.

**4. MONITORING AND EVALUATION**

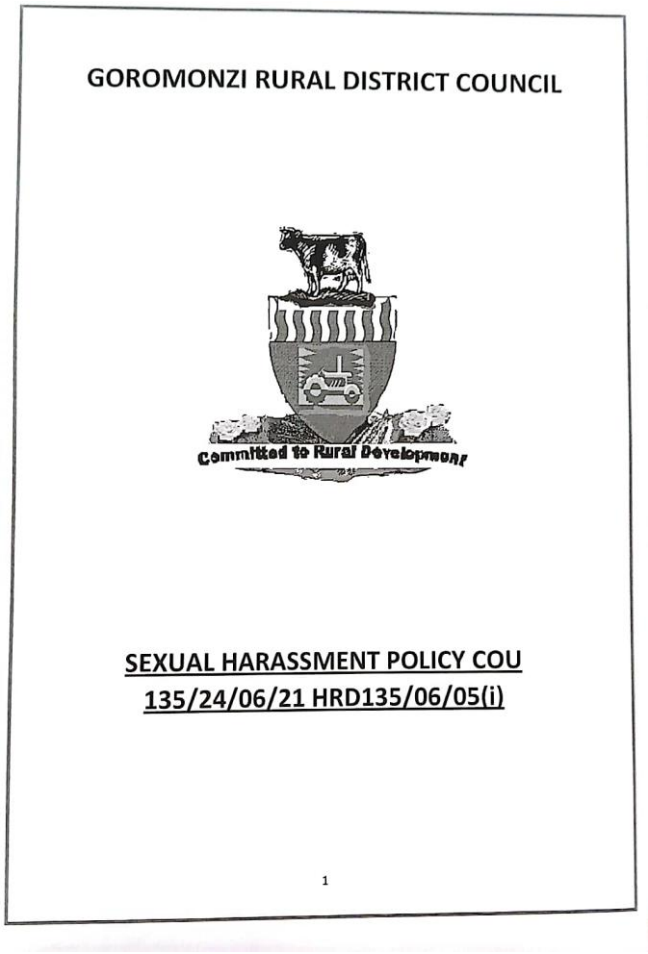
Given the multi-sectoral nature of gender issues, monitoring and evaluation will be the responsibility of all implementing institutions involved.

**Gender Structures**

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# VII. GENDER BASED VIOLENCE

- On prevention Goromonzi Rural District Council has adopted a sexual harassment policy which assist in eradication of GBV on workplace.
- Council also work with police, established community policing forums like ward based monitors and stakeholders engagements are pivotal in achieving a GBV free district.


GOROMONZI RURAL DISTRICT COUNCIL

Committed to Rural Development

SEXUAL HARASSMENT POLICY COU
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# VII. GENDER BASED VIOLENCE

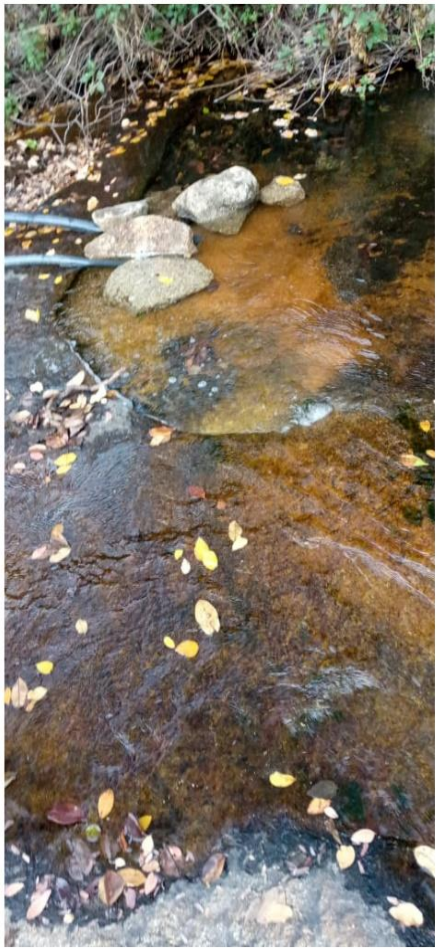
- On public awareness, council have gender message on application forms to urge community not to embark on GBV.
- Campaigns are done at schools, ward and at capacity building workshops like councilors' trainings.
- On response and coordination council works with all stakeholders and development partners like MWASMD, NAC and MoPSE. Council coordinates stakeholders on planning of events and activities through use of existing structures like councillors, traditional leaders and ward monitors
- Counselling services are done with support from police and MWASMD



# VIII. CLIMATE JUSTICE

- Goromonzi Rural District Council has climate change policy that intergrate PWD, youth and women.
- On climate mitigation, Goromonzi RDC has Juru waste recycling Community based organisation with 7 members. Five females and two males.
- Goromonzi RDC has build climate change resilience through water harvesting, afforestation for increased carbon sink and climate change proofing through effective climate change induced disaster management.





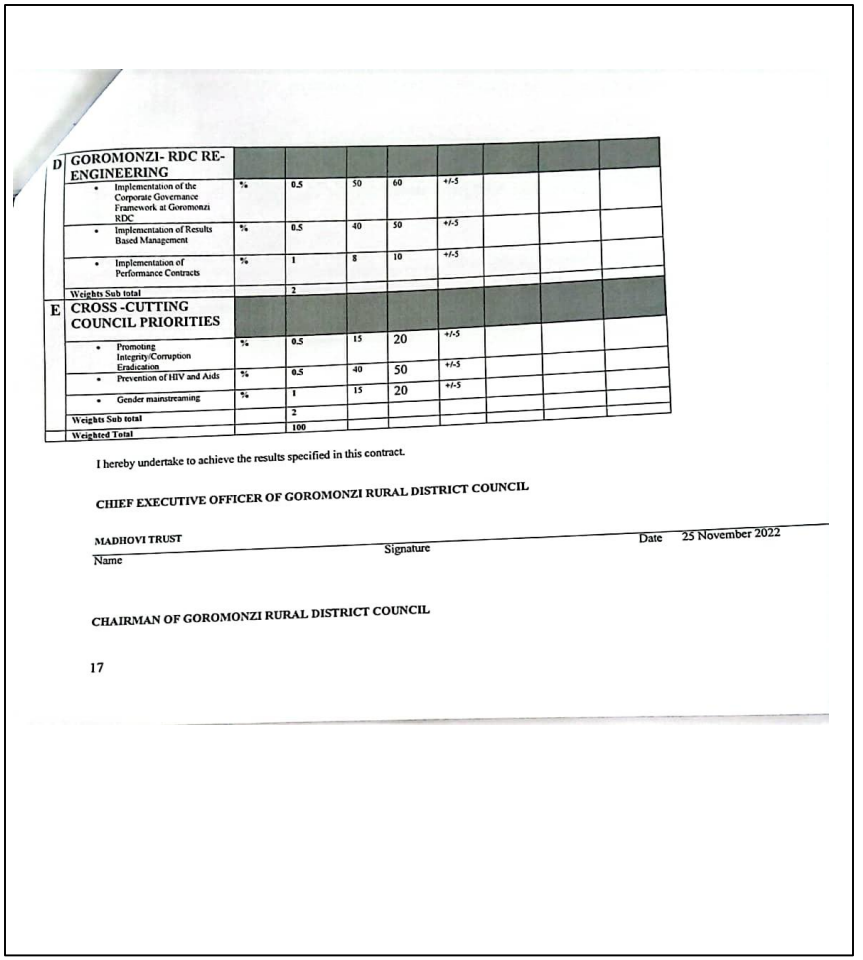
# VIII. CLIMATE JUSTICE





# IX. GENDER MANAGEMENT SYSTEM

- Goromonzi Rural District Council has gender champion Councilor Machaya, Gender Focal person Mrs Constance Chinyemba.
- The gender committee consist of all section heads, the gender champion being the chairperson and gender focal person being the secretariat.
- Gender is written into the job descriptions of key functionaries.
- The gender mainstreaming is part of the CEO and HR performance contract thus on quarterly contract performance evaluation, gender mainstreaming activities are assessed on achievements against set targets.



| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| D | GOROMONZI- RDC RE-ENGINEERING | | | | | | | |
| | • Implementation of the Corporate Governance Framework at Goromonzi RDC | % | 0.5 | 50 | 60 | +/-5 | | |
| | • Implementation of Results Based Management | % | 0.5 | 40 | 50 | +/-5 | | |
| | • Implementation of Performance Contracts | % | 1 | 8 | 10 | +/-5 | | |
| | Weights Sub total | | 2 | | | | | |
| E | CROSS -CUTTING COUNCIL PRIORITIES | | | | | | | |
| | • Promoting Integrity/Corruption Eradication | % | 0.5 | 15 | 20 | +/-5 | | |
| | • Prevention of HIV and Aids | % | 0.5 | 40 | 50 | +/-5 | | |
| | • Gender mainstreaming | % | 1 | 15 | 20 | +/-5 | | |
| | Weights Sub total | | 2 | | | | | |
| | Weighted Total | | 100 | | | | | |

I hereby undertake to achieve the results specified in this contract.

CHIEF EXECUTIVE OFFICER OF GOROMONZI RURAL DISTRICT COUNCIL

MADHOVI TRUST — Signature — Date 25 November 2022

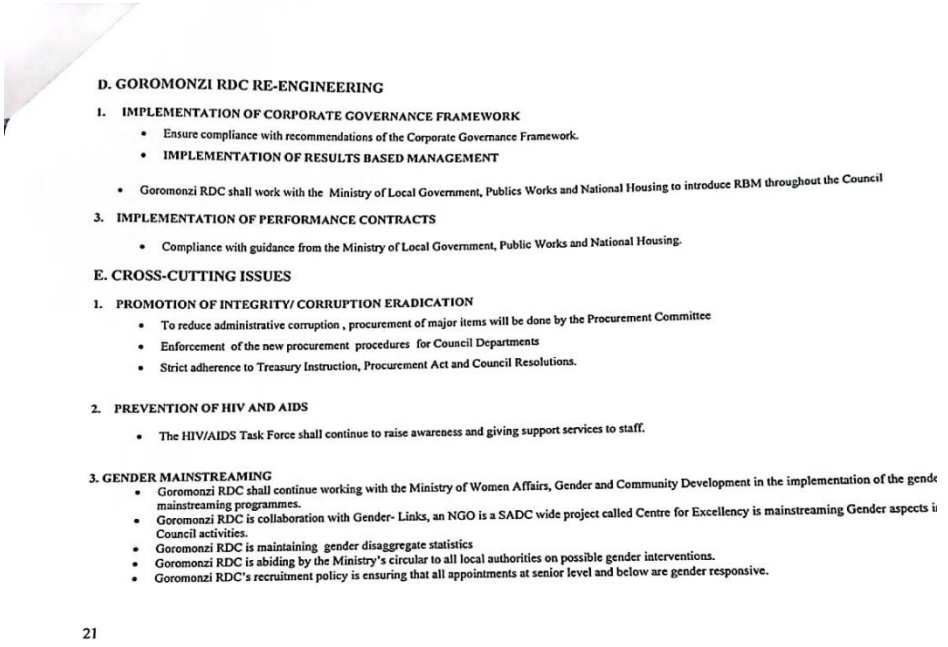
Name

CHAIRMAN OF GOROMONZI RURAL DISTRICT COUNCIL

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# IX. GENDER MANAGEMENT SYSTEM

- The council Gender Action Plan is aligned to the Council's strategic plan and all gender mainstreaming programmes are included in council budget



**D. GOROMONZI RDC RE-ENGINEERING**

1. **IMPLEMENTATION OF CORPORATE GOVERNANCE FRAMEWORK**
   - Ensure compliance with recommendations of the Corporate Governance Framework.
   - **IMPLEMENTATION OF RESULTS BASED MANAGEMENT**
   - Goromonzi RDC shall work with the Ministry of Local Government, Publics Works and National Housing to introduce RBM throughout the Council
3. **IMPLEMENTATION OF PERFORMANCE CONTRACTS**
   - Compliance with guidance from the Ministry of Local Government, Public Works and National Housing.

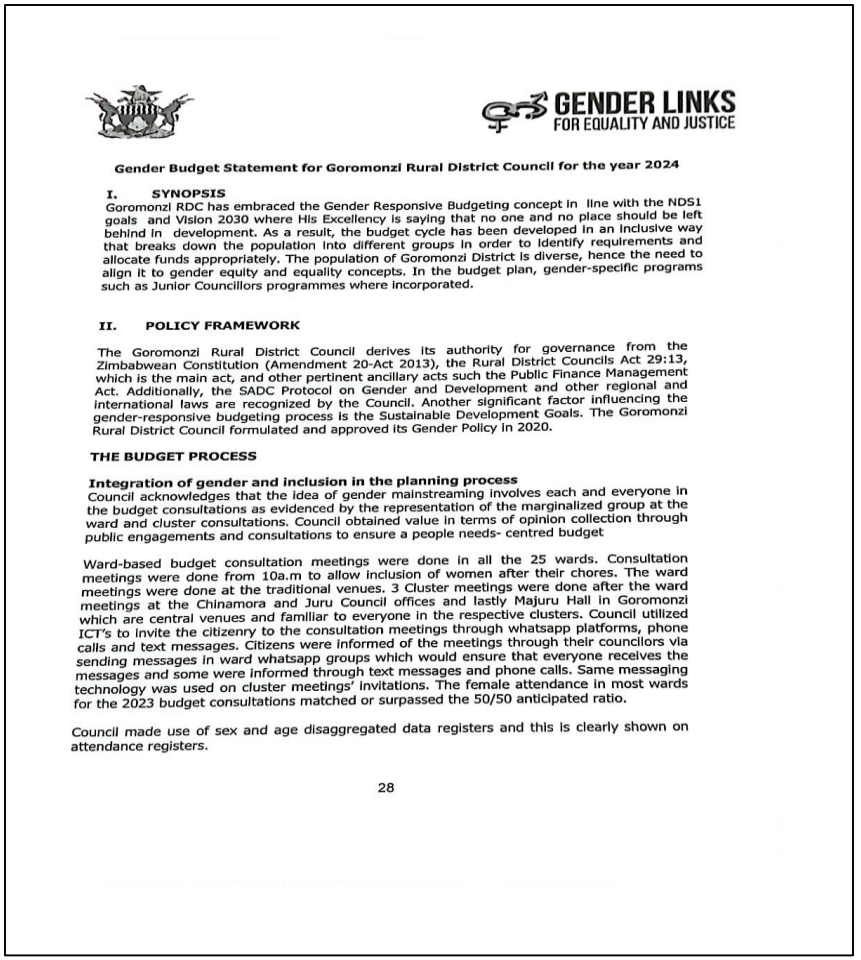
**E. CROSS-CUTTING ISSUES**

1. **PROMOTION OF INTEGRITY/ CORRUPTION ERADICATION**
   - To reduce administrative corruption , procurement of major items will be done by the Procurement Committee
   - Enforcement of the new procurement procedures for Council Departments
   - Strict adherence to Treasury Instruction, Procurement Act and Council Resolutions.
2. **PREVENTION OF HIV AND AIDS**
   - The HIV/AIDS Task Force shall continue to raise awareness and giving support services to staff.
3. **GENDER MAINSTREAMING**
   - Goromonzi RDC shall continue working with the Ministry of Women Affairs, Gender and Community Development in the implementation of the gende mainstreaming programmes.
   - Goromonzi RDC is collaboration with Gender- Links, an NGO is a SADC wide project called Centre for Excellency is mainstreaming Gender aspects i Council activities.
   - Goromonzi RDC is maintaining gender disaggregate statistics
   - Goromonzi RDC is abiding by the Ministry's circular to all local authorities on possible gender interventions.
   - Goromonzi RDC's recruitment policy is ensuring that all appointments at senior level and below are gender responsive.

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# X. GENDER RESPONSIVE BUDGETING

- Yes council submitted Gender Responsive Budget.
- Council has drawn up a Gender Responsive Budget statement as per Ministry Guidelines
- The key guidelines are use of sex and age disaggregated data registration forms, integration of gender and inclusion of men, youths, women and PWD in the budget planning process.



GENDER LINKS
FOR EQUALITY AND JUSTICE

**Gender Budget Statement for Goromonzi Rural District Council for the year 2024**

**I. SYNOPSIS**

Goromonzi RDC has embraced the Gender Responsive Budgeting concept in line with the NDS1 goals and Vision 2030 where His Excellency is saying that no one and no place should be left behind in development. As a result, the budget cycle has been developed in an inclusive way that breaks down the population into different groups in order to identify requirements and allocate funds appropriately. The population of Goromonzi District is diverse, hence the need to align it to gender equity and equality concepts. In the budget plan, gender-specific programs such as Junior Councillors programmes where incorporated.

**II. POLICY FRAMEWORK**

The Goromonzi Rural District Council derives its authority for governance from the Zimbabwean Constitution (Amendment 20-Act 2013), the Rural District Councils Act 29:13, which is the main act, and other pertinent ancillary acts such the Public Finance Management Act. Additionally, the SADC Protocol on Gender and Development and other regional and international laws are recognized by the Council. Another significant factor influencing the gender-responsive budgeting process is the Sustainable Development Goals. The Goromonzi Rural District Council formulated and approved its Gender Policy in 2020.

**THE BUDGET PROCESS**

**Integration of gender and inclusion in the planning process**

Council acknowledges that the idea of gender mainstreaming involves each and everyone in the budget consultations as evidenced by the representation of the marginalized group at the ward and cluster consultations. Council obtained value in terms of opinion collection through public engagements and consultations to ensure a people needs- centred budget

Ward-based budget consultation meetings were done in all the 25 wards. Consultation meetings were done from 10a.m to allow inclusion of women after their chores. The ward meetings were done at the traditional venues. 3 Cluster meetings were done after the ward meetings at the Chinamora and Juru Council offices and lastly Majuru Hall in Goromonzi which are central venues and familiar to everyone in the respective clusters. Council utilized ICT's to invite the citizenry to the consultation meetings through whatsapp platforms, phone calls and text messages. Citizens were informed of the meetings through their councilors via sending messages in ward whatsapp groups which would ensure that everyone receives the messages and some were informed through text messages and phone calls. Same messaging technology was used on cluster meetings' invitations. The female attendance in most wards for the 2023 budget consultations matched or surpassed the 50/50 anticipated ratio.

Council made use of sex and age disaggregated data registers and this is clearly shown on attendance registers.

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# X. GENDER RESPONSIVE BUDGETING

**Budget consultation meetings**

GOROMONZI RURAL DISTRICT COUNCIL
2025 BUDGET CONSULTATIONS
CHINAMHORA CLUSTER

| | SURNAME | NAME | ORGANISATION/ GROUP | DESIGNATION | CONTACT | AGE | GENDER F | GENDER M | PLWD YES | PLWD NO | SIGNATURE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Dana | Tatenda. S | Councillor WC | Councillor | 0715998689 | 38 | ✓ | | | ✓ | |
| 2 | Mtawira | Memory | Councillor | Councillor | 0711791644 | 42 | ✓ | | | ✓ | |
| 3 | Mahunga | Beauty | Councilor WQ | Councillor | 0771018697 | 38 | ✓ | | | ✓ | |
| 4 | Chingwere | Fanuel | Clr. W-2 | Clr. | 0737405753 | 68 | | ✓ | | ✓ | |
| 5 | Sanyika | Brighton | Clr Ward 3 | Clr. | 0715666142 | 45 | | ✓ | | ✓ | |
| 6 | Tendai | Mashingaidze | Clr ward 4 | Clr | 0784420 | 33 | | ✓ | | ✓ | |
| 7 | Simon | Chumbi | Clir Ward 5 | Clir | 0744507 | 43 | | ✓ | | ✓ | |
| 8 | Muzadzi | Wilkins | Ward 5 Sec | SEC | 0713093286 | 47 | | ✓ | | ✓ | |
| 9 | Mandere | Christopher | SDC Ward 5 | Vice Chair | 0773142398 | 48 | | ✓ | | | |
| 10 | Chitsvaira | Chimenie | Stake Ward 4 | Chairman | 0733599096 | 54 | | ✓ | | ✓ | |
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# CHALLENGES

1. Inadequate funds to carry out gender mainstreaming as per plan. This has been addressed through collaboration of activities and coordination amongst stakeholders. For example during clean up campaigns, commemoration days.

2. Council also collaborated with development partners such as Cycle Health Zimbabwe to have Menstrual Hygiene facilities at schools. This curbed a challenge of lack of resources to carry out SRHR activities. Pad making initiatives provided good menstrual health and hygiene in schools in the district.

# LESSON LEARNED AND INNOVATION

- During the Marondera Municipality Hub and Spoke, Goromonzi RDC learnt on waste sorting as per type.
- This has been introduced to Juru Waste Management Community Based Organisation.

# SUSTAINABILITY AND REPLICATION

- The COE, hub and spoke work be sustained within our organisation through :

1. Continuous engagement with stakeholders like traditional leaders to curb religious and social constraints that hinder effective gender mainstreaming.
2. Look and learn site visits to include members of community that they will be motivated to participate.