

REPORT
CONSOLIDATION WORKSHOP

Country: Zimbabwe

Council: Ruwa Town Council

Dates: 22-23 February 2012

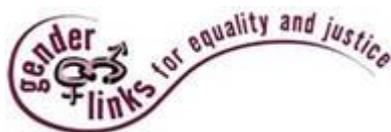
Venue: Bronte Hotel, Harare



Participants at the COE Ruwa Stage 5 (New Modules) workshop Photo: Tapiwa Zvaraya



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Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage five workshop held from 22-23 February 2012 at the Bronte Hotel, with Ruwa Town Council.

The purpose of the programme was to;

- Introduce the new modules that had been included in the new COE process i.e. HIV/AIDS & Care Work, Local Economic Development & Gender, Climate Change & Sustainable Development.
- Integrate the new modules & align the already existing action planning framework into the new action planning framework.

See the full workshop programme attached at **Annex A**.

Over the two days, the workshop was attended by a range of council officials, councillors and representatives from the Ministry of Women Affairs, Gender & Community Development and ZRP officials. In total 23 participants (17 men and 6 women); see **Annex B** for the full workshop participants list.

The Draft Chiredzi Town Council Gender and Gender Based Violence Action Plan that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been helpful and enlightening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex D**.

Welcome & Opening

Mr. Oscar Tsvuura, the council Gender Focal Person (GFP) welcomed everyone to the workshop. He highlighted that he was optimistic that at the end of the workshop everyone will have learnt something out of the experience considering that this was a continuation of the COE work that the council had already been working on. GL Country Manager, Priscilla Maposa introduced the GL staff and welcomed everyone for committing their time to the workshop.

Making Care work Count In Local Government

Definition of Terms

Primary Care work

These are services provided by the family and community, mostly women in this case.

Secondary Care work

Participants highlighted that there was no Secondary Care-work in Ruwa. It was only being done through the Government Clinic, Ruwa Rehabilitation Centre. Only primary care was of prominence.

Questions rose on who was doing most of this care work business in Ruwa to which the response was that most care work initiatives were undertaken at family level. Volunteers also offered their services. At family/household level women bore the brunt of caring for those who were affected and or infected with HIV/AIDS. Despite this Ruwa has community members who serve as Home Based Care Givers (HBCGs). These volunteer care givers are trained to do the work. Their major challenge though is that they lack financial resources.

Ruwa has a fair distribution of men and women who are HBCGs. Old Mutual is providing equipment for support groups that are care workers. Recently they donated peanut butter machines to the care workers so that they could undertake some business ventures of their own. The general consensus was that care givers should be paid because the work they undertake is insurmountable. It is against this background that they be given more recognition for the work that they do. Questions arose on whether the government should channel a share percentage of the AIDS levy fund towards the remuneration of care givers as it has been realised that very little to nothing has been done to recognise the work of care givers as there is no policy on care giving at national level. Participants agreed that there was need for the council to seek donor funding so that it could help remunerate the care givers.

Men & Care Work

In regards to the role of care work by men, participants were of the consensus that PADARE men's Forum was one of the very few groups, if any in Zimbabwe that was undertaking care work. When asked how communities are taking the issue where men are care givers, the response was that there was need for men to share the responsibility/burden of care work as most this is being done by women. In most cases, men are there to give financial support while the women are the ones who are mostly doing the actual care work.

Gender & Local Economic Development

Definition of Terms

Local Economic Development

Participants defined Local Economic Development (LED) as a process in which partnerships between local governments, community-based groups and the private sector are established to manage existing resources to create jobs and stimulate the economy of a well-defined territory.

Ruwa's LED Initiatives

Ruwa is one of the very few councils with a management team that has more women than men in decision-making positions. Two out of three senior managers are women, namely the CEO and the Director of Finance. Other middle management positions falling to women are the Housing Officer and Roads supervisor. Perhaps the one striking issue is that the council has a male GFP . The council prides itself in being an equal opportunities employer as considerations are given to both males and females.



Pinias Mushayavanhu, Ruwa Town Council Chairperson highlighting the LED initiatives of Ruwa at the Ruwa Stage 5 Workshop held at the Bronte Hotel Photo: Tapiwa Zvaraya

The council's land policy shows perhaps the most sensitivity in terms of gender. The council has adopted a policy that sees title deeds to land are written under both spouses' names to avoid situations where one spouse would sell the property without the consent of the other spouse. Recently the council had to intervene in a case where a woman who was caring for her disabled children had her stand (which was in the estranged spouse's name) repossessed. The council considered her situation after dialogue with the councillor of the ward from which the woman stayed.

Other LED initiatives in Ruwa include vegetable and flea markets which are marked as green zones for the local community. These are mainly female dominated as women are more interested in these activities. However man are also slowly coming into the flea market business. The council also has home Industry stands that caters for people in technical skills such as woodwork, building & metal work. This industry is male dominated, though concessions are being made so that women also are incorporated. The council has also sought for locals within their jurisdiction to come and enlist on their prospective suppliers list.

Gender, Climate Change & Sustainable Development

Definition of Terms

Climate Change

The module on Gender & Climate change came amidst the background of the recently ended COP 17 Summit held in Durban, South Africa. The group defined climate change as the change in weather conditions over a long period of time as a result of human activity. It is aimed at targeting the depletion of the ozone layer.

Zimbabwe has been encountering the changes in climate. It was thus imperative for local authorities to address this phenomenon as it is affecting the lives of people in their jurisdictions.

Sustainable Development

Participants defined sustainable development as development that meets the needs of the current generation without compromising the ability of future generations to benefit from the same development.

Link between Climate Change & Sustainable Development

Participants were asked whether there was a link between Climate Change & Sustainable Development. Their response was in the affirmative as they stated that that the future was dependent on the environment as much as the present was also dependent on the environment. Thus the changes in climate adversely affect sustainability as environmental activity evolves.

Local authorities as regulatory bodies ought to put up laws that protect the environment e.g. indiscriminate cutting down of trees. There is need to educate communities about environmental awareness through regulatory bodies like the Environmental Management Agency.

Questions were raised on how there was synchronisation between sustainable development and poverty. The response was that sustainability was the key to poverty reduction/eradication. It was imperative for communities to become sustainable so that future generations could also benefit. people should thus be able to replace trees and conserve the natural resources that are at their disposal. It was the council's responsibility to raise awareness on sustainable development.

Ruwa's Climate Change Issues

Ruwa has been affected mostly by sand poaching as a result of urban expansion. The council is seeking to formulate a policy that will ensure that they are the regulatory body that oversees the extraction of sand. The council has also seen this as an opportunity to collect revenue through the sand extraction. Other challenges that have been encountered are the contamination of water (dams) because of indiscriminate dumping of sewer by neighbouring town of Caledonia. Having discussed these issues the participants went on to revise their previous action plan at the same time aligning the new modules into the action plan.



Mpande Tambala, Ruwa Town Council Water Works Superintendent reading case studies on climate change during the Ruwa Stage 5 COE workshop held at Bronte Hotel Photo: Tapiwa Zvaraya



Enias Chidakwa, Ruwa Town Council Planner expressing a point at the Ruwa Stage 5 COE workshop held at the Bronte Hotel Photo: Tapiwa Zvaraya

Outputs

Ruwa Draft GBV Action Plan

Closing Remarks

Ruwa Town Council Town Planner, Enias Chidakwa, thanked GL for the hospitality, highlighting that the workshop was an eye opener to the issues that are currently affecting the world, which inadvertently affect local communities. There was a need for local authorities to devise mechanisms to counter these phenomenon (Climate Change & Sustainable Development).

ANNEXES

Annex A: PROGRAMME

DAY/TIME	ACTIVITY	WHO
DAY ONE:		
8:00 – 8:15	Registration	GL
8:15 – 8:30	Introductions	Ruwa Town Council
8:30 – 8:45	Opening	Mayor/GFP
8:45 – 9:15	Objectives <ul style="list-style-type: none"> To provide background and agree on objectives for the workshop To develop guidelines of participation 	GL
Gender & HIV/AIDS & Care Work/ Gender & Local Economic Development		
9:15 – 10:15	Gender & HIV/AIDS & Care Work	GL
10:15 – 10:45	<i>TEA</i>	
10:45 – 11:45	Gender & Local Economic Development	Group
Gender, Climate Change & Sustainable Development		
11:45 – 13:00	Access, participation, transformation, transformative leadership: At the Coalface: Gender and Development	GL
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 17:00	Action Planning Framework	Group
17:00	CLOSURE	
DAY TWO:		
8:00 – 13:00	Action Planning	Group
13:00 – 14:00	Lunch	Group
14:30 – 15:00	Action Planning	Group
15:00 _15:30	Feedback	Group
15:30- 16:00	CLOSURE	

ANNEX B: ATTENDANCE LIST**RUWA TOWN COUNCIL COE STAGE FIVE (NEW MODULES)****Date: 22-23 February 2012****Venue: Bronte Hotel, Harare**

NAME	SEX M/F	ORGANISATION	DESIGNATION	PHONE	E MAIL
1. Kwashira Lucia	F	Ruwa Town Council	Nurse	00 263 772 944 960	
2. Chifamba Alick	M	Ruwa Town Council	Accountant	00 263 775 139 424	
3. Tsvuura Oscar	M	Ruwa Town Council	GFP	00 263 772 723 305	ostsvuura@gmail.com
4. Musona Tendai	F	Min of Women Affairs	District Head	00 263 772 940 914	
5. Muwodzeri Thomas	M	Ruwa Town Council	Councillor	00 263 772 621 450	
6. Chitumba Bichard	M	Ruwa Town Council	Councillor	00 263 772 979 358	
7. Chikweru Jasper	M	Ruwa Town Council	Councillor	00 263 773 591 132	
8. Chisangowerota Matambudziko	M	Ruwa Town Council	Councillor	00 263 773 012 335	
9. Katuka Mapitse	M	Ruwa Town Council	Councillor	00 263 773 012 328	
10. Masvingise Sengai	M	Ruwa Town Council	Councillor	00 263 773 012 334	

11. Guramatunhu Angella	F	ZRP-Ruwa	Constable	00 263 773 299 882	
12. Mushayavanhu Rabson	M	Ruwa Town Council	Chairman	00 263 772 977 881	
13. Duri Shepherd	M	Ruwa Town Council	Asst Auditor	00 263 772 943 777	
14. Chidakwa Enias	M	Ruwa Town Council	Town Planner	00 263 772 784 478	
15. Kamupira Joseph	M	Ruwa Town Council	Snr Plumber	00 263 772 716 952	
16. Tambala M	M	Ruwa Town Council	Superintendent (Water & Sewer)	00 263 773 115 579	
17. Guswani Cordialis	F	Ruwa Town Council	Housing Officer	00 263 772 388 601	
18. Jawi A.	M	SCMZ	Coordinator	00 263 772 973 186	
19. Ndlovu Lazarus	M	Ruwa Town Council	Councillor	00 263 772 979 360	
20. Murehwa C.	M	Ruwa Town Council	Tech Assistant	00 263 733 348 173	
21. Makombe Julieth	F	Ruwa Town Council	Secretary	00 263 712 808 277	juliethmakombe@rocketmail.com
22. T.A. Zvaraya	M	Gender Links	Intern	00263773955517	zimbabweintern@genderlinks.org.za
23. P. Maposa	F	Gender Links	CF	00263772735722	zimlocalgvt@genderlinks.org.za

Statistics by Gender

Male	17	74%
Female	6	26%
Total	23	100%

Annex C: Ruwa Action Plan

RUWA TOWN COUNCIL COE GENDER PLANNING FRAMEWORK FOR LOCAL COUNCILS

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GENDER POLICY FRAMEWORK								
Increase council’s level of awareness around national, regional, international commitments that	<i>What is the current level of awareness?</i> Training/Worksh ops etc by the listed	Laws and policies are accompanied by public awareness campaigns to demonstrate link	Council, Ward Coordinators and ward focal persons.	Councils should have standard training on national, regional and international commitments made by the country at each	Training of all councillors and management staff	WAG WIPSU Gender Links	2010	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	organisations. 15%	between equal representation participation of men and women to democracy, good governance and citizen participation.	Training/Workshops etc by the listed organisations	induction session of new staff. Crafting of policies like affirmative action ,which promotes gender equality	Achieve a balanced representation of men & women	ZWALA Gender focal person Clergymen , pastors, business	2015	
Ensure that there is there is a gender policy in the council and it is implemented.	<i>Has a gender policy framework been drafted and approved.</i>	Laws and policies put in place to enable women to have equal opportunities with men to participate	Policy document and resolution number.	Advocate for the development and implementation of a gender policy for the council		CEO, peopleCouncil	Dec 2010	
GOVERNANCE								
Representation								
To increase the representation of women councillors in the next elections to ensure that the SADC	<i>What is the % of women councillors in the municipality?</i>	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative	44.4% (4 female cllrs) by next election	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50	11,1%	All political parties	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
target of 50% women in local government is achieved by 2015.	11.1% (1 of 9)	action measures in effect.		quota				
To ensure that women are equally represented in leadership positions in the Council.	<i>What proportion of women councillors are there in leadership positions in Council, e.g. as chairs of committees?</i> 20% (1 committee chair of 5 committees)	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.						
To educate communities and raise awareness about the importance of women's equal representation in local councils	<i>Has there been a 50/50 campaign or any other awareness raising on women's equal participation?</i> Working with ministry of	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of	Compile a calendar of special days gender and campaigns	Engage in campaigns to raise the profile of gender e.g. Women's Day; woman's month Father's Day, Sixteen Days campaign.	Campaigns held raising awareness	GFP	2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	gender and community dev. on gender programmes and pamphlets, advertising, posters, logo etc	democracy and good governance.						
Political participation								
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	<i>Is there a multi party women's caucus? No</i>	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	n/a	n/a	n/a	n/a	n/a	n/a
	<i>Has any networking been done with other women's caucuses? No</i>		Active participation in WILGF	Network with other local, national and provincial women's caucuses.	One women councillor attended women councillors workshop in Kadoma	council	2011	
To empower women councillors to advocate for	<i>Has there been a skills audit? What kinds of skills</i>	Policies, strategies and programmes for building the						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
gender equality	<i>exist?</i> Women trained in Kadoma and Masvingo Kwekwe	capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.						
	<i>What training has already been done?</i>		Allow the lady councillor to make final decision on issues that affect women	Induction programmes for new councillors with follow up refresher courses.		council	ASAP	
To empower men on gender issues and mobilise their support.	<i>What training has already been done - how many men participated?</i> GL workshop	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	To have more workshops. Visit best practices	Host gender training workshops for male and female councillors and officials	14 men participated	Council	Dec 2011	
Public participation								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men participate equally in local government and community matters	<i>What is the representation of women and men in ward committees?</i>	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Almost equal numbers	Election of office bearers should be gender specific	50/50 representation	Ward councillors		
	Assistant GFP who is male	Women and men participate equally in all governance structures.	Community committees	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.		Management and Councillors	Mid 2011	
	<i>Have any workshops been conducted with men's groups?</i> <i>No</i>	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Male can now accommodate women's views			Workshops conducted between councillors and Padare		
PLANNING								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	<i>Is the Council's strategic plan gender aware?</i> Yes ,No		Reviewed mission statement	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Adoption of gender policy and main streaming in council plans of action	Secretary	Dec 2010	
To ensure that women are consulted about their needs when drawing up Council plans.	<i>Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into account in the plan?</i> Yes	Equal participation of women and men in policy formulation and implementation of economic policies.	Information incorporation in plans. Comparative statistics available	Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies.	Participation of women in strategic planning	Focal Persons	Dec 2011	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal	<i>Is there gender disaggregated</i>	Equal opportunity: ensure that women	50/50 representatio	Ensure women are encouraged to apply	Engagement of women in	Council	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
employment opportunities	<i>data on jobs created through Council activities?</i>	and men have an equal chance to participate in and implement economic decisions and policies.	n	for any opening in any council department	previously male dominated departments /sections			
To provide gender aware support to the informal sector	<i>How gender aware is council assistance to the informal sector?</i> Informal sector facilities are in existence	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	50/50 representation	Ensure that women and men benefit equally from informal trading facilities in the council.	A female dominated informal sector trading	Council	Dec 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? NO	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	50/50 access to local economic development	Training of both men and women in local economic development	Equal access to the local economic purse	Council/ SME Ministry	2013	
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Does the Council have any technology schemes or influence over any technology schemes to assist LED? Are these gender aware? No	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	50/50 entrepreneurial skills training	Workshops on new technology training including ICT	Use of new technologies in business development	Govt and Council	2014	
Procurement								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	<i>What proportion of Council tenders over the last year went to women? Is there a policy and or point system in place to redress gaps?</i> small percentage of women who have benefited from allocations	Women benefit equally from economic opportunities, including those created through public procurement policies.	Organised women groups participating in various projects and programs	The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	Inclusion of local women headed SME organisation in council supply list	Council	June 2014	
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
To involve women, as key stewards of the environment, in environmental preservation	<i>Are women involved in drawing up policies and plans for "going green"</i> Yes	Equal participation of women and men in policy formulation and implementation of economic policies.	50/50 participation	Tree planting awareness campaign	More women participate on tree planting day	Ministry of Environment /Council	2011	
To involve women in projects and green business	<i>Are there any green business</i>	Women benefit equally from economic	50/50 participation in greening	Development of council parks, distribution of trees to	More than 300 trees distributed	Council and Forestry	2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
ventures, e.g. waste management.	<i>ventures?</i> Yes	opportunities, including those created through public procurement policies.	of the town	residents and employees	to residents with clear bills and council employees	commission		
To take into account the needs of women in emergencies and disasters	<i>How gender aware are existing disaster management plans?</i> N/A Nil	Policy measures to ease the burden of the multiple roles played by women.	Equal access to disaster mgt services	Advocate for ambulance & fire-fighting services	Prompt response to emergency services	Council	2015	
INFRASTRUCTURE								
Housing								
To promote the equal rights of women to land tenure	<i>What proportion of stands (ERF's) are owned by women?</i> There is 70% effort towards ensuring women's rights are guaranteed.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Enshrine policy that accepts customary marriage.	Data base to capture marital status including customary marriage. All transactions on property to be inclusive.	Women land owners and allocation of stands to women	Housing	2010	
To ensure that women's needs	<i>Do any policies exist to ensure</i>	Laws and policies: review all	Increase awareness	Disseminate	As above	Council	2012	us500

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
are taken into account because they are mostly affected by inadequate housing.	<i>women's access to land tenure?</i> 10% aware no land for urban expansion	policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to <ul style="list-style-type: none"> • Water and property rights; • Land tenure; 	by 50% Demystify documentation (user friendly) 2 farms	information on housing issues Acquire land for urban housing.		Planning dept		upfront payment
To women's equal access to housing.	<i>What kind of consultation process exists in residential design?</i> <i>Provision of affordable stands/land</i>	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	50/50 access	Ensure women are accommodated in allocation of stands	As above	Ministry of local gvt (state lands) Council	2010 and ongoing	
Water, sanitation and electricity								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	<i>What services are currently being provided and at what cost?</i> Treating capacity of 7.5 mg/day	Laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights.	Increase the pipeline diameter from Nora Valley dam to 525ml ac from the current of 200ml ac	Complete third phase of the water treatment plant Completion of Nora Valley pipeline	100% Water services to all areas in the Ruwa community	Engineering and finance	2012	US\$3.7m
To ensure proper disposal and management of	No sewer ponds. Direct emission into river. Pumping equip down		-New sewer ponds -Rehabilitate	Mobilise financial resources to upgrade sewage treatment works Women are involved	Reduced emission of sewer in Ruwa river	Engineering and finance	-2012 -2011	150000 us30000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
liquid waste			all sewer pumps -Social engineering education	in the planning, management and maintenance of these services and facilities.	Reduced environmental fines from EMA		-end of 2010	us500
	<i>What kind of consultation process has there been in the past?</i> Stakeholder partnerships between business community & council		Increased relations with stakeholders & community	Advocate for more PPPs between council, stakeholders & outside investors	Enhanced production for water related issues to serve the community	Engineering Dept	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>What is the current state of service delivery?</i> 2Mgl/ day of water (40% of total demand) and 8 boreholes serving 80% of total population.		100% water service to Ruwa community	Augmentation of the Nora Valley Water Pipeline. Rehabilitation of existing infrastructure.	Taped water to every household in Ruwa Eradication of water borne diseases	Engineering/Finance Dept, Min of Finance	On-going	
HEALTH								
Ensure health facilities are accessible to women	<i>How many mobile clinics are there currently? Which communities do these clinics service?</i> Nil	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	To establish a mobile clinic in Damafalls and Zimre by 2015	Plans are underway to establish one which caters for Zimre and Damafalls	One mobile and construct one polyclinic	Town Planning	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
HIV AND AIDS AND CARE WORK								
<i>Prevention</i>								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	Does the Council have gender disaggregated data on HIV and AIDS? There is an HIV and AIDS Coordinator	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Workplace awareness workshops	Ensure that council keeps gender disaggregated data on HIV/AIDS	Aids awareness campaigns and male circumcision campaign	Administration dept	Mid 2011	
To run gender-aware prevention campaigns	<i>Do prevention campaigns emphasise differences in power relations between women and men?</i> Yes	Develop gender sensitive strategies to prevent new infections.	Workshops to be held	Develop gender aware HIV and AIDS public education and awareness campaign.		Admin Dept	Mid 2015	5000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners?</i> Yes		Equal access to awareness information by both women and men	Distribution of campaign pamphlets and notices thru boards and in main offices	Behaviour change	Council, NAC, NGOs	ngoing	
	<i>Is the female condom available? If so where? Yes, in clinics, toilets</i>		High consumption	Distribution to public offices and health centres	Reduction in STIs, women now able to control their destiny	Council, NAC, NGO	On-going	
To ensure that messages of generational sex and multiple partners are addressed	<i>How has the municipality participated in awareness campaigns in the past? - Partnerered with other service providers in the hiv/AIDS and</i>	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women	To hold campaigns targeting 60% of the youth by Dec 2012	Need to do pamphlets and workshops.	Four/ Quarterly	Ministry of healthy, MWACD and Council	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>health fields</i> <i>Has the municipality actively participated and promote the 16 Days Campaign in the past?</i> Yes	constituting the majority of those infected and affected by HIV and AIDS.						
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	<i>Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS?</i> Yes	Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	To hold campaigns targeting 60% of the community by Dec 2012	Need to do pamphlets and workshops	Four/ Quarterly	Ministry of health, MWACD and Council	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	<i>Is PEP readily available at all health facilities? If not, at how many facilities is it available?</i> Council already has a clinic and nurses in operation	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Clinic staff to provide with the expertise	Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities.	More reports	Health section	2011 & on-going	2000
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	<i>What is the % of men and women who go for VCT?</i> 20%	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Awareness campaigns	Integrate VCT into public awareness campaigns	monthly	Health section and other stakeholders	2012 ongoing	
Treatment								
To address unequal access to treatment; especially	<i>What proportion of women compared to men access free</i>	Collect and analyse baseline data against which progress in	Increase the ratio to 1:1 through	Public campaigns	quarterly	Administration and Healthy	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
inhibitions by men to accessing treatment	<i>treatment?</i> 5:1	achieving targets will be monitored.						
Care								
Ensure that the council addresses the gendered dimensions of care work	<i>What proportion of care givers in the community are women?</i> 10:1	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care givers as well as promote the involvement of men in the care and support of people living with HIV and AIDS.	Increase the no of men to 1:1	Educate through workshops	Both men and women now involved	Healthy & finance, council	2013	
	<i>Do care givers receive any remuneration?</i> NO		n/a	Invite donors and well-wishers can venture in.	n/a	n/.a	n/a	
	<i>What support do care givers receive?</i> Gloves		Access to gloves by all who give care	Distribution of gloves to health centres for collection by caregivers	High consumption of gloves	NAC, Council	On going	
	<i>Do care givers receive training? Yes. What kind?</i> Workshops		All care givers are qualified	Training contacted	Care givers careful and knowledgeable	NAC, Min of Health, NGOs	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Are there any efforts to involve men in care work? Yes		Involvement of men in care giving business	Training of both men and women	More men in care giving	NAC, Min of Health, NGOs	On going	
Social development								
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	<p><i>What kind of work is/ has been done with women's groups?</i></p> <p>Football pitch available</p> <p>Social foot /net ball clubs</p> <p>Zifa affiliated football clubs</p> <p>Boxing, cricket, tennis, weight lifting</p>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Construct the football grounds and provide basic necessities to cater for all disciplines Provide a library	The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities	Women centres sporting facilities given priority	Admin dpt/ engineering/finance/	2012 and ongoing	60 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	<i>What are the current statistics on GBV in the municipality?</i> 5 % GBV cases recorded	Collect and analyse baseline data against which progress in achieving targets will be monitored.	To reach 20% by ward awareness campaign	Conduct gender safety audits and reflect specific targets for reducing GBV.	Gender awareness campaigns	MWGCD Local authority	2010	
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	<i>How has the municipality participated in awareness campaigns in the past?</i> <i>Has the municipality actively participated and</i>	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	To approach political leaders	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Reports of gender based violence increased	Min. of Gender, NGOs, Police	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>promote the 16 Days Campaign in the past?</i> Yes							
Response								
To implement actions that are effective in responding to GBV in your council	<i>What is the state of street lighting in the municipality?</i> Few tower lights street lights not functional NO parks	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	To increase by 50%	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Increasing wall and gate lighting	Dept of Engineering MOE,ZESA	2011	
	<i>Are any of the police stations within the municipality equipped (private room, female officers etc) to deal with</i>	Specialised facilities, including support mechanisms for survivors of gender based violence.	All police stations to have victim support units. Awareness raised in communities on these facilities	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	More activity of the victim friendly units	Admin Dept	Immediately	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>cases of GBV?</i> Most police stations have victim support units (2 private room, 1 for officers, 1 for counselling) these are controlled by women and men officers		More cases of GBV reported and dealt with					
		Community sensitisation programmes regarding available services and resources for survivors of gender based violence.						
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.	Create Database of services and facilities available in the districts	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	More reports of GBV	Admin Dept	2011	
Support								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To implement a plan and actions that supports survivors of GBV	<i>How many places of safety and care are there within the municipality?</i> No audit carried out	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	n/a	n/a	n/a	n/a	n/a	
	<i>What publications and information exists on where to get help, and how is this being disseminated currently?</i> Police stations, Public Suggestion boxes/ notice body		Notices displayed at all public places	Ensuring the relevant information is always available at public places	More people now know where to take their cases	Victim friendly units, gender ministry, NGO	ongoing	
Coordination								
To ensure that efforts to address GBV are	<i>Is there a multi sector committee for addressing</i>	Integrated approaches, including cross	Council to capacitate the existing	Establish multi-sector coordinating structures to tackle	Established community based	Min of Gender/Min of Home	February 2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
conducted in a coordinated manner	<i>GBV in the local council?</i> Multi-sectoral GBV committee already in place	sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	multi-sectoral GBV committee	gender violence.	structures	affairs/ Gender focal Person		
Budget allocation								
To ensure that Councils commit budget and resources to addressing GBV	<i>Is there a budget line for addressing GBV in the Council?</i> Currently there is no budget for GBV activities		n/a	n/a	n/s	n/a	n/a	
Monitoring and evaluation								
To ensure that efforts to address GBV are monitored and evaluated		Collect and analyse baseline data against which progress in achieving targets will be monitored.	To capacitate the focal person and GBV committee with monitoring and	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	GBV reports	Gender focal Person/ GBV committee	June 2012	US\$10000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			evaluation skills.					
Best practices								
To showcase best practices to end GBV	GBV practises exists but are not documented		The council should collect as many practises as they can for showcasing.	Collect and present best practices being done by councils to end GBV	Data available on GBV best practices	Council housing and community services section	2010	
EMPLOYMENT PRACTICES AND ENVIRONMENT								
To increase the representation of women employed in the council.	<i>What steps have been taken to prioritise gender equity in performance plans? Creation gender office and local point person</i>	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	One to one	Recruitment of more women	More women occupy decision making position	council	On going	
	<i>What are the current gender statistics of employees in the</i>	Review, amend and enact laws and policies that ensure women and men	All new vacancies and those falling vacant	Adopt the SADC target of 50% women in all areas of leadership and employment by		Human resources dpt	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>municipality? What % men and women occupy management positions – what is the breakdown per department? 22% women employed in council</i>	have equal access to wage employment in all sectors of the economy.	to be targeted for women in order to reduce the difference gap between men and women	2015. Explicitly prioritise gender equity in performance plans.				
	<i>Who is responsible for ensuring that targets are met? Is this included in their contract?</i>							
	<i>Has any work been done in this area?</i> Training policy already in place		Council should have a staff development plan and this should be adequately planned and budgeted			HR dept	2010	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			for.					
Selection and recruitment								
To ensure that the recruitment and selection process offers equal opportunity to women.	<i>What kind of employment equity plan is in existence?</i> Training policy already in place	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.	Empowered workforce and policy makers	Devise and implement a range of capacity-building options for employees and councillors Undertake skills /qualification audit and assessment of all employees		Council	2015	
	<i>What are the targets for ensuring women's equal representation at all levels?</i>							
	<i>Has gender been incorporated into policies and processes?</i> Applying gender policies in all	Eradication of occupational segregation and all forms of employment discrimination.	women on the interview panel to 50% Women need	Gender sensitive selection policies should apply at all time: Experience and qualifications should		HR Dept		

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	recruitments		to be educated to appreciate the success of other women Interview questions and practices not to discriminate against women	both be taken into account in evaluating suitability for posts.				
	<i>Are women and men paid equally for the work they do?</i>	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and						
	<i>What is the policy on</i>	Enact and enforce legislative	Both men and women	Provide & standardise paternity/maternity		Human resources	2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>maternity/paternity leave?</i> Maternity leave policy already in place	measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	to be able to go on leave when either of their spouses is due	leave & accompany this with a programme on responsible fatherhood. Possibly consider shared maternity/paternity leave		dept		
Capacity building								
To ensure that training is done to educate all employees and community groups on gender	<i>What training has already been done?</i> Training of management by gender links	Ensure equal participation of women and men in decision making by putting in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	All managers and councillors trained	Training workshops	All managers aware, establishment of the gender desk	Gender links	On-going	
Work conditions and environment								
To facilitate women's equal	<i>What childcare facilities are</i>	Provide protection benefits for women						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
participation in the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	<i>currently available?</i> No child facilities in place but female employees granted 3 months maternity leave	and men during maternity and paternity leave.						
Address issues of sexual harassment in the council.	<i>Is there a sexual harassment policy</i> (Enshrined in code of conduct but we make use of the labour act) <i>existence?</i>	Enact legislative provisions adopt and implement policies, strategies and programmes that define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of	Education and awareness creation of what constitutes sexual harassment	Develop and implement a sexual harassment policy (SHP). Workplace education and awareness on the SHP	Women employees aware of their rights	Human resources dept	2010 and on going	
	<i>What kind of safety measures are in place currently?</i>		Use of Code of conduct in addressing	All employees have access to the code	Reduction in harassment	HR department, Heads	2010 and ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	(inclusion of SH in the code of conduct)	sexual harassment.	harassment			of DEpt		
GENDER MANAGEMENT SYSTEM								
Gender structures								
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	<i>Has any work been done in the establishment of structures?</i> (Yes)	Establish and strengthen structures to enhance gender mainstreaming.	Establishment of gender desk	Training of focal persons	An active gender desk	council	2011	
	<i>Is there a committee in Council responsible for gender?</i> (Yes)		Gender analysis section in the agenda	Reporting to council on gender issues	Council always updated on gender activities	Housing section	2011 and on going	
<i>Has a gender technical task team: comprising the GFP has been formed?</i> (Focal person already in place)			Gender is written into job descriptions and performance agreements of managers	The council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work.	More Gender related cases reported to the gender focal person	GFP	2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			and key functionaries					
Budget, monitoring and evaluation								
To ensure that resources are being allocated to gender priorities.	<i>Are there direct or budget allocations for advancing gender equality?</i> Improve on existing budgets	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	Women are able to benefit from resources allocated to main stream projects	A share of expenditure is explicitly targeted at promoting gender equality.	Gender sensitive budget	Finance dept	2011	
	<i>Do women and men benefit equally from budget allocations?</i> (Yes)		equal access	Participatory budgeting	Gender sensitive budget	Council	2011 and on-going	

Annex D: Evaluation

Date: 22-23 February 2012

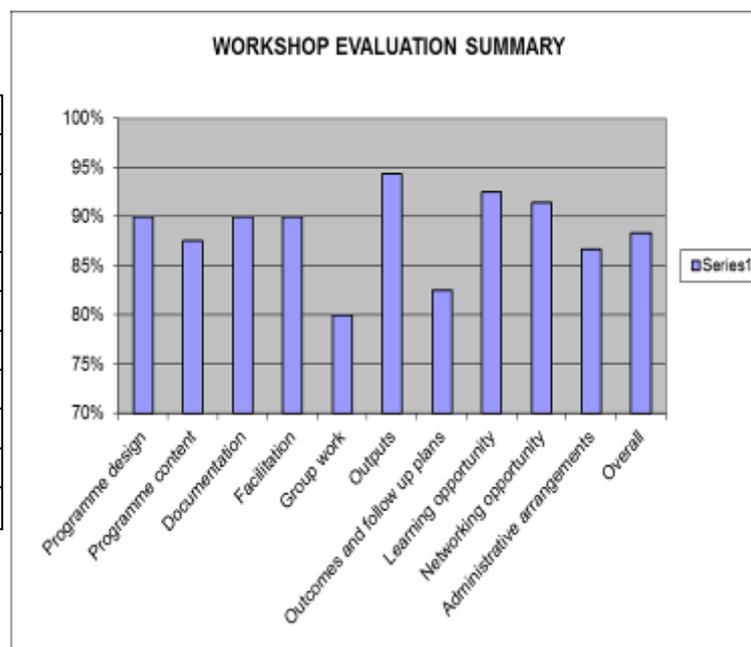
Venue: Bronte Hotel, Harare

8 Evaluations received

	Excellent	Good	Fair	Poor	Very Poor	Total
Programme Design	4	4	-	-	-	8
Programme Content	3	5	-	-	-	8
Documentation	5	2	1	-	-	8
Facilitation	5	2	1	-	-	8
Group Work	4	-	4	-	1	8
Outputs	5	2	-	-	-	7
Outcomes & follow up plans	3	3	2	-	-	8
Learning Opportunity	6	1	1	-	-	8
Networking Opportunity	5	1	1	-	-	7
Administrative Arrangements	6	1	1	-	-	8

WORKSHOP EVALUATION SUMMARY

	Evaluation area	Rating
1	Programme design	90%
2	Programme content	88%
3	Documentation	90%
4	Facilitation	90%
5	Group work	80%
6	Outputs	94%
7	Outcomes and follow up plans	83%
8	Learning opportunity	93%
9	Networking opportunity	91%
10	Administrative arrangements	87%
11	Overall	88%



COMMENTS

1. Which session did you find most useful? Why?

- LED. We already have a LED plan so the exercise will help us come up with better initiatives.
- Sustainable Development. It gave us a chance to learn on new issues we never considered to be important.
- Care work. We can now help our community deal with the issue.
- All sessions because they had a different focus.

2. Which session did you find least useful? Why?

- Action Plan. We did another one.
- None. All sessions gave us an opportunity to learn.

3. How will you apply what you have gained from this engagement?

- Come up with LED plans that are more responsive to both men & women.
- Educate other councillors on the effects of Climate Change on service delivery.
- Raise awareness in community on the need to tackle Care work as a unit rather than individually.

4. Any other comments?

- GL should keep giving us these exercises. It is enriching & developmental.
- Such activities should be held out of town, away from distractions that will prevent people from participating.
- Communication of these programmes should be done early as councils have other commitments. However the programme was fruitful.
- More attention should be given to emerging topics like Climate Change & Sustainable Development so that we get a more in-depth understanding of the issues.