

**REPORT**  
**Mashonaland West Province Hub and Spoke Launch**

**Country: Zimbabwe**

**Dates: 16-17 July 2020**

**Venue: Kadoma Hotel & Conference Centre, Kadoma**



**Participants at the Mashonaland West Province hub and spoke launch      Photo: Tapiwa Zvaraya**

## **Table of Contents**

Objectives of the launch.....	3
Process and Activities.....	3
Welcome and opening remarks.....	3
Remarks from Local Government Associations.....	3
Association of Rural District Councils in Zimbabwe.....	3
Urban Councils Association of Zimbabwe.....	3
Welcome remarks by the mayor of Kadoma City Council.....	4
Local authorities' budgeting, forecasting and expenditure.....	5
Engine, Steering Wheels and Boot.....	6
Background to the Centres of Excellence Programme.....	6
Zimbabwe hub and spoke programme.....	7
Gender Mainstreaming.....	8
Gender and COVID19.....	10
Discussion on strengthening the Hub and Spoke.....	10
Conclusion.....	11
Annex A: Programme.....	12
Annex B: Participant List.....	13
Annex C: Evaluation.....	18

## **Executive summary**

This is a report on the Mashonaland West Province hub and spoke programme launch held on the 16<sup>th</sup> to 17<sup>th</sup> of July 2020 at Kadoma Hotel and Conference Centre.

The participants of the workshop consisted of Town Clerks, Chief Executive Officers, Finance Directors and gender focal persons from all urban and rural councils from Mashonaland West Province.

There were 50 participants in attendance, 16 female and 34 male, see **Annex B** for a detailed participants list. The workshop programme is attached as **Annex A**.

## **Objectives of the launch**

Munyaradzi Motsi, the Gender Focal Person for the Ministry of Local Government and Public Works gave the objectives of the workshop as follows:

- To review local authorities budget processes.
- To share experiences on COVID19, responses, challenges and gaps.
- To get an appreciation of the background to the Centres of Excellence programme for gender mainstreaming in local government.
- To get a deeper understanding of the hub and spoke programme in local authorities.
- To discuss the concept of gender mainstreaming.
- To discuss the concept of gender budgeting.

## **Process and Activities**

The hub and spoke meeting was characterized by presentations and plenary discussions on local authorities budgeting, inter-governmental funds transfer. The workshop came amid the COVID19 pandemic. This workshop was meant to share experiences on how local authorities are responding to the pandemic.

## **Welcome and opening remarks**

Daniel Chirundu, the Director of Health for Kadoma City Council welcomed everyone to the workshop. He thanked all the participants for leaving their busy schedules to attend this launch. Chirundu facilitated introductions of everyone.

## **Remarks from Local Government Associations**

### **Association of Rural District Councils in Zimbabwe**

Isaac Matsilele the Chief Executive Officer of the Association of Rural District Councils in Zimbabwe (ARDCZ) stated that the workshop came at a time when the COVID19 pandemic was hitting hard in Zimbabwe. He reiterated the need for councils to mainstream gender in COVID19 related activities. He also urged councils to implement the Sustainable Development Goals (SDGs). Matsilele further reiterated that the Service Level Benchmarking programme being done by urban and rural local authorities will assist local authorities and the associations to mainstream gender. He hoped that this workshop would assist local authorities' budgeting as local authorities are now close to the budget period.

### **Urban Councils Association of Zimbabwe**

Levison Mutekede the Secretary General for the Urban Councils Association of Zimbabwe (UCAZ) in his remarks thanked Gender Links for supporting local authorities to mainstream gender and sharing the hub and spoke programme. Mutekede highlighted the importance of

budgeting and devolution. He urged local authorities to conduct Local Voluntary Reviews of the SDGs as well as share experiences on COVID19.

### **Welcome remarks by the mayor of Kadoma City Council**

His worship, Alderman Action Nyamukondiwa the mayor of Kadoma City Council, welcomed everyone to the City of Kadoma. In his remarks, he stated that Kadoma had a long-standing history with Gender Links which went as far back as 2012 when GL conducted the first-ever national summit. Nyamukondiwa congratulated GL and the Ministry of Local Government and Public works and all local authorities for launching the hub and spoke programme. "This continued rebirth of the gender mainstreaming programme will indeed drive the gendered service delivery agenda in our local authorities", he said.



Alderman Action Nyamukondiwa, Mayor of Kadoma giving welcome remarks  
Photo: Tapiwa Zvaraya

Nyamukondiwa commended the hub and spoke programme for its approach to sharing best practices. He urged local authorities to share their experiences knowledge and information so that they can best manage gender issues and tackle gender mainstreaming challenges in councils. He implored councils to commit resources for gender mainstreaming so that the partnership with Gender Links can have positive changes in the communities that local authorities serve.

Nyamukondiwa stated that "it is encouraging that the government of Zimbabwe through the Ministry of Local Government and Public Works supports the hub and spoke programme and we should be able to move forward with confidence". He wished everyone well reiterating that he hoped councils were going to learn from the engagement.

### **Official Opening-Ministry of Local Government and Public Works**

Cephas Mudavanhu officially opened the workshop on behalf of the Permanent Secretary of the Ministry of Local Government and Public Works. He stated that the hub and spoke programme was very pertinent as it comes at a time when the government is moving towards the attainment of an upper-middle-income status by 2030 and the advent of COVID19. He stated that there was a need for a multi-sectoral approach for the attainment of gender parity in Zimbabwe.



Cephas Mudavanhu officially opening the hub and spoke meeting Photo: Tapiwa Zvaraya

Mudavanhu reiterated that Zimbabwe was a signatory to the attainment of Sustainable Development Goals especially SDG 5 on gender equality. "At the national level, Zimbabwe has a National Gender Policy (NGP) which was revised in 2017 that calls for gender justice, equality, integration, inclusiveness and shared responsibility for sustainable development in Zimbabwe. The policy

sets out priorities, builds coherence and facilitates resource mobilization in support of gender equality and equity”, he said. He implored local authorities to build on the NGP to achieve the government’s vision.

Mudavanhu also highlighted that the Transitional Stabilization Programme (TSP) was coming to an end and the Government of Zimbabwe was working on successor blue-print programme which is meant to enable all actors in the development agenda to accelerate efforts in the post COVID19 era.

He expressed the Ministry’s gratitude to GL Zimbabwe for standing resolute in supporting and strengthening gender mainstreaming in local authorities despite the challenges being faced in the sector. “Indeed it is testimony to your commitment to gender mainstreaming in service delivery since 2010 that the year 2019 marked the birth of a successor programme to the Centres of Excellence programme. As a government, we are happy that Gender Links Zimbabwe extended the Centres of Excellence programme through the Dura/Isiphala model which we are witnessing today. I am reliably informed that the model promotes learning and sharing amongst local authorities through exchange visits, benchmarking and multi-stakeholder partnerships on service delivery” he said.

Mudavanhu stated that the implementation of devolution remained a top priority for the government. He stated that devolution funds had been disbursed to local authorities. Mudavanhu urged councils to budget and utilize the funds in a gender responsive manner. He concluded by urging councils to remain committed to the Centres of Excellence programme while hoping the partnership between the ministry and Gender Links will continue to blossom in the local government sector.

### **Local authorities’ budgeting, forecasting and expenditure**

Tatenda Mandeya from the Ministry of Local Government and Public Works presented on local authorities budgeting, forecasting and expenditure. The presentation was mainly centred on the utilization of Inter-Governmental Funds Transfers (IGFT) also known as devolution funds.

Mandeya indicated that all local authorities had been allocated IGFT funds, with the bulk of funds ZWL\$398 million being allocated to rural local authorities while ZWL\$286.9 million was allocated to urban councils in 2019.

Regarding 2020 funds, the treasury allocated a total of ZWL\$2.9 billion to Provincial Councils and local authorities. The Ministry of Finance has already disbursed ZWL\$100 million, while another ZWL\$300 million is still to be disbursed. These funds are meant for supporting capital projects being implemented using the Capital Grants like Information, Communication Technologies infrastructure, solar installations, maintenance, repairs and wages for casual labourers. Mandeya highlighted that the Ministry of Finance has allocated ZWL\$300 million for COVID19 funds. Of this allocation ZWL\$184 million has been disbursed to councils like Chinhoyi Municipality and Mhondoro-Ngezi RDC amongst the councils attending the workshop.

Mandeya urged all local authorities to ensure that they make acquittals for the funds they have received. While the disbursements have not been consistent, local authorities largely noted that devolution funds had improved their capital expenditure. Concerns arose on the disbursements of devolution funds in councils’ general accounts instead of the separate accounts meant for devolution funds. Local authorities are required to have separate bank

accounts through which devolution disbursements will be made for transparency and accountability.

Concerns also arose on the late disbursements of 2020 funds with local authorities citing that this delay would lead to a loss in the value of the funds when they come. Mandeya explained that the ministry of local government had engaged the Ministry of Finance regarding the disbursements.

Another issue that arose during the conversation on budgeting was the notion that 2021 budget procedures have been put on hold due to the COVID19 outbreak. Local authorities also highlighted that they were finding it difficult for their budgets to perform due to the dual currency system wherein service providers requested for payment in foreign currency whilst local authorities charged for services in local currency. The unstable economic environment was also making it difficult for councils to do supplementary budgets.

It was noted that the Ministry of Local Government and Public Works had submitted a paper to the Ministry of Finance proposing that local authorities be allowed to implement the budgets they had done in United States Dollars. The ministry is currently awaiting a response to that.

### **Engine, Steering Wheels and Boot**

Participants had a plenary discussion on the engine, steering, wheels, and boot exercise to help determine the roles and responsibilities of each individual in councils. Participants were able to differentiate and highlight the importance of each part of the car. Through the exercise, participants stated that the council was like a car whose parts were interconnected and interdependent for its functionality.

### **Background to the Centres of Excellence Programme**

Gender Links Country Manager Priscilla Maposa gave a background of all the Centres of Excellence (COE) programme. She explained that the COE programme was initiated as a result of local government research that identified gender gaps within the local government arena which needed addressing. She reiterated that Gender Links Zimbabwe GLZ was now working with all the 92 local authorities in Zimbabwe under the COE programme. She went on to explain the Gender Links programmes for the benefit of participants who were not in the know namely:

1. Gender and Governance.
2. Gender and Media.
3. Gender and Justice.
4. SADC Protocol on Gender and Development.



Priscilla Maposa presenting the background to the COE Photo: Tapiwa Zvaraya

Maposa explained the 10-stage process, stating that councils are constantly monitored for progress, particularly during the summit, held annually where all the councils' performances are rated by independent adjudicators. Councils are then awarded colour coded certificates ranging from blue, green, bronze, silver, gold and platinum based on their score. She urged councils to participate at the national summits as it was an opportunity for councils to learn from other councils.

Maposa also highlighted some of the achievements of the COE programme to date as follows:

1. High-level support from the Ministry of Local Government and Public Works.
2. Ministerial Directives that have led to gender being built into the job descriptions of Town Clerks and Chief Executive Officers.
3. Councils are now setting aside budgets for gender.
4. The gender progress score for councils has increased from 61% at baseline to 67% currently.
5. The gender progress score for Hub councils has increased from 66% at baseline to 75% currently.
6. The gender progress score for hub councils has increased from 56% to 63%.

Among some of the challenges that GL has encountered has been the outbreak of the COVID19 pandemic, which has slowed down programming. Despite this, local authorities have supported the programme by conducting COVID19 and Sexual Reproductive Health and Rights campaigns through radio talk shows, social media (WhatsApp and Facebook) and entrepreneurship training.

Maposa thanked the Ministry of local government, local government associations and local authorities for supporting the COE programme. She highlighted that Zimbabwe was a shining example of the good work that local authorities were doing to mainstream gender in service delivery.

A discussion arose on the types of Gender Based Violence to which Maposa explained the 4 types physical, sexual, emotional and economic violence. Maposa particularly highlighted that gender-based violence cases are on the increase due to the COVID19 pandemic. Local authorities must ensure that people get services like psycho-social support.

### **Zimbabwe hub and spoke programme**

Priscilla Maposa explained the hub and spoke programme. She stated that the programme was a new model of the COE programme which came about after an evaluation of the COE programme in 2016. The evaluation recommended:

1. A programme where the stronger councils would provide mentorship to the other councils.
2. A focus on depth rather than breadth which emphasized strengthening the programme by equipping the stronger councils with relevant skills to mentor other councils.
3. Gender Links works in new thematic areas in line with the SDGs including Sexual Reproductive Health Rights.
4. Working with other target groups to enhance citizen participation particularly youths and junior councils.

Maposa explained that the hub and spoke programme sought to promote learning and sharing through exchange visits, benchmarking, and multi-stakeholder partnerships on specific service delivery themes. The ultimate goal was to enhance gender responsive service delivery and accountability.

Maposa stated that the hub function was rotational so that all local authorities can have a platform to improve their gendered service delivery. She also thanked councils for availing resources and conducting study visits at the provincial level.

The COVID19 pandemic saw GL learning some lessons among them the need to be flexible and adapt to the changing environment. There is also a need for local authorities to have disaster management and preparedness plans. Maposa thanked Kadoma City Council and Zvimba RDC for being model hub councils. The 2 councils were presented with hub certificates in recognition of the work they are doing in anchoring the programme at the provincial level.

## Gender Mainstreaming

Tapiwa Zvaraya made a presentation on gender mainstreaming. He defined gender mainstreaming as the **process** of assessing the implications for women and men for any planned action in all areas and at all levels. Zvaraya reiterated the need for mainstreaming gender in all council departments.

Participants drew lessons from the discussion as they managed to highlight the gender implications on refuse collection, water management, and land use planning. Maposa highlighted that these activities had an impact on both women and men, thus careful consideration ought to be made when planning for these services. She encouraged all departmental heads to take into consideration the gender implications of any council intervention.



Fainesi Bwakaya, Zvimba RDC Gender Focal Person presenting on the council's hub status and activities Photo: Tapiwa Zvaraya

Local Authorities made presentations on how they are mainstreaming gender in their institutions. **Zvimba Rural District Council** Gender Focal Person highlighted the council's progress as a Centre of Excellence council. She highlighted the institutional changes that the council has gone through. These include but not limited to the existence of a gender policy, gender committee and the existence of a disaster risk reduction plan. The council has also built victim-friendly units at 2 police stations in Kutama and Murombedzi. As the coordinating Hub council, Zvimba convened strategy meetings with the spoke councils. The council is also part of the entrepreneurship programme for training survivors of gender-based violence in life and entrepreneurial skills. The council also works with a junior council who is active in several issues including advocacy around Sexual and Reproductive Health and Rights.

**Kadoma City Council** stated that they have a gender policy, wellness policy. In response to COVID19, the council is sanitizing all markets. The council also partnered with a local college to train entrepreneurs in hand sanitizer production. The training also included youths (junior councillors), people with disability and people with HIV/AIDS. In the area of sexual, reproductive health and rights, the council has a community adolescent treatment programme for youths.

Other Spoke councils stated that they had copied a lot of their work from the hub councils thus they are improving their gender mainstreaming efforts through the Hub and Spoke programme. Below are some of the gender mainstreaming initiatives from the Spoke councils.



Kadoma City Council receiving their hub certificate.  
Photo: Tapiwa Zvaraya

**Hurungwe Rural District Council** stated that they have a climate change bio-diversity programme meant to empower women through the CAMPFIRE programme. The CAMPFIRE funds are being channelled to the building of schools and health facilities across Hurungwe district. The council is also drilling boreholes for their communities. Hurungwe is also raising awareness of COVID19 through hand washing and Gender-Based Violence prevention meetings.

**Makonde Rural District Council** is conducting COVID19 awareness campaigns in schools and also providing sanitizers and buckets for handwashing to clinics and schools. The council has constructed solar-powered boreholes as an adaptation to climate change and saving energy. Makonde has provided the Zimbabwe Republic Police with space for a police base.

In **Chegutu Rural District Council** there are ward gender committees. The council has also invested in infrastructure like solar-powered piped water and construction of clinics.

**Sanyati Rural District Council** has a budget for disaster and risk. The council is also engaged in roads maintenance. Also, the council has installed solar street lights.

**Mhondoro-Ngezi Rural District Council** has embarked on a solar electrification programme at its business centre and also in some rural homes. The council has also installed water meters in rural homes in 5 wards. In response to COVID19, the council has a women's project who sew face masks for schools. They are also conducting awareness campaigns.

**Kariba Municipality** has created separate markets (flea and vegetable) using devolution funds. The council has also entered into a partnership with CIMAS Medical Aid Society to build clinics in the town.

**Chinhoyi Municipality** is establishing market places for small and medium enterprises. The council is also offering sex workers free treatment weekly. The council's water supply has improved as they supply water for 16 hours daily. In response to COVID19, the council has handwashing points at all markets.

**Norton Town Council** is assisting people with disability through an Internal Savings and Lending (ISAL) programme. The council has also constructed public toilets that cater for people with disability through their gender and social inclusion programme. Norton is also conducting free HIV testing at public events. The council has set up gender base violence rooms at schools to enable school children to report abuse freely. Also, the council is conducting 50-50 awareness campaigns in schools.

**Chegutu Municipality** highlighted that they are conducting awareness campaigns on COVID19 to communities twice a week. The council also has a state of the art COVID19 isolation centre which was equipped using devolution funds.

**Chirundu Local Board** stated that they have a waste management project for women who clean the town. The council is also constructing mother's shelters and employing the elderly in exchange for cancelling off their debts.

**Karoi Town Council** is repairing streetlights and conducting COVID19 awareness campaigns.

A discussion was centred on around how councils are engaging interns. Priscilla stated the need to protect these children from harm as they often are exposed to abuse in t workplace.

### **Gender and COVID19**

Dr Daniel Chirundu, a member of the National Coordinating taskforce on COVID19 gave a presentation on the pandemic. He outlined what the virus is, how it is transmitted, treatment and the extent to which Zimbabwe was prepared to curb the spread of the virus. Chirundu highlighted that one worrying concern was the stigmatization of people with COVID19 in many communities. He urged local authorities and individuals to support those infected even after they have recovered. While acknowledging the spike in reported infections and a low recovery rate, Dr Chirundu reiterated that Zimbabwe still had a low death rate.



Dr Daniel Chirundu presenting on gender and COVID19  
Photo: Tapiwa Zvaraya

While there were many questions on the virus, participants were keen to know whether the virus was spread through sexual contact. Dr Chirundu highlighted that there is very little evidence to that effect, but DNA fragments of the virus had been picked up in men's semen.

Councils were also concerned about how they could get more COVID19 assistance. The major challenge was that there was already competition for these resources thus councils were encouraged to get into partnerships with Non-Governmental Organizations and other private sector partners.

There were also concerns about why very few tests were being done on individuals. Dr Chirundu highlighted that this was due to the unavailability of resources. Testing kits are expensive thus only people exhibiting symptoms of the virus are being tested. He, however, noted that there were some private companies like Cassava and Maisha that are offering free testing services and encouraged participants to take advantage of those services.

After going through a series of questions and answers Dr. Chirundu reminded participants that there was no cure yet for COVID19. He urged participants to always wash their hands, sanitize, wear a face mask and practice social distancing. He also encouraged local authorities to have disaster and risk reduction plans so that they are better prepared to respond to disasters like COVID19.

### **Discussion on strengthening the Hub and Spoke**

Priscilla Maposa thanked all the participants for attending the workshop. Regarding the Hub and Spoke programming she asked councils present on what they thought could improve the

programme. The discussion was engaging as participants stated the need for provincial summits. Participants also implored Gender Links to organize such training for councillors.

Maposa thanked everyone for their contribution, stating that the hub and spoke programme was successfully piloted in Zimbabwe. Through a regional study visit that was conducted in Zimbabwe in January 2020, other Gender Links country offices are now conducting the hub and spoke programme. She highlighted that most of the case studies that are shared in the region are from Zimbabwean local authorities. She implored councils to keep the hub and spoke programme running.

### **Conclusion**

Munyaradzi Motsi from the Ministry of Local Government and Public Works in his closing remarks thanked everyone for attending the workshop and contributing to the growth of the programme. He urged councils not to tire in their endeavour to mainstream gender, also taking cognisance of the need to respond to the COVID19 pandemic.



Munyaradzi Motsi from the Ministry of Local Government giving closing remarks  
Photo: Tapiwa Zvaraya

ANNEXES

**Annex A: Programme**



DAY/TIME	ACTIVITY	WHO
08:00 - 08:30	Registration	Gender Links/ Councils
08:30 - 08:40	Introductions	Director of Ceremonies
08:40 - 08:45	Objectives	Mr Motsi -Ministry of Local Government and Public Works
08:45 – 08:50	Welcome remarks	Alderman Nyamukondiwa-Mayor Kadoma City Council
08:50 – 09:00	Local Government Associations remarks	ARDCZ/UCAZ
09:00 – 09:10	Official Opening	Mr. Mudavanhu - Ministry of Local Government and Public Works.
09:10 - 11:00	Local Authorities budgeting, forecasting and expenditure	Ministry of Local Government and Public Works.
	Local Authorities revenue collection	
	Local authorities devolution	
11:00 - 11:30	<b>TEA</b>	All
11:30 – 12:00	Background to the Centres of Excellence programme for gender mainstreaming in local government	Gender Links
12:00 - 12:30	Hub & Spoke Programme What is the hub & spoke? What has been done to date?	Gender Links
12:30 - 13:00	Presentation from hub councils	Kadoma City /Zvimba RDC
13:00 - 14:00	<b>LUNCH</b>	All
14:00 - 15:00	<b>Gender Mainstreaming</b> What is gender mainstreaming? How do we mainstream gender?  Case studies from all councils	Gender Links/ Councils
15:00 -15:30	Gender and COVID19: Experiences from local government	Dr. Chirundu- National COVID19 taskforce/Director Health Services Kadoma City Council.
15:30 -16:00	Discussion and way forward	All
16:00 - 16:30	Closure	All

## Annex B: Participant List

**GENDER LINKS ZIMBABWE**  
**17 July 2020**  
**Kadoma Hotel and Conference Centre, Kadoma**

**DAILY REGISTRATION FORM**

Name	Sex	Urban/Rural	-18	18 - 25	26 - 40	41 - 50	51 - 60	61 +	Do you spend less than USD\$ 57 per month	Living with a disability (Yes/No)	Organization	Email	Cellphone
Makepeace Muzenda	F	R				✓			No	No	Local Government	<a href="mailto:mhondorongezida@gmail.com">mhondorongezida@gmail.com</a>	+263772645289
Edward Paricha	M	R				✓			No	No	Sanyati Rural District Council	<a href="mailto:e.paricha@gmail.com">e.paricha@gmail.com</a>	+263775638816
Sikhanyisiwe Moyo	F	U			✓				No	No	Kadoma City Council	<a href="mailto:skhaemoyo@gmail.com">skhaemoyo@gmail.com</a>	+263773098325
Alex Mandigo	M	U					✓		No	No	Chegutu Municipality	<a href="mailto:alexmandigo@gmail.com">alexmandigo@gmail.com</a>	+263773648654
Felistus Muteta	F	R				✓			No	No	Hurungwe Rural District Council	<a href="mailto:fely.muteta@gmail.com">fely.muteta@gmail.com</a>	+263772933931
Hastings Makunda	M	U				✓			No	No	Karoi Town Council	<a href="mailto:hystnx@gmail.com">hystnx@gmail.com</a>	+263773942083
Aaron Masembura	M	U					✓		No	No	Kadoma City Council	<a href="mailto:amasebura@gmail.com">amasebura@gmail.com</a>	+263777600784
Exton Zvinaye	M	U					✓		No	No	Kadoma City Council	<a href="mailto:zvinae@yahoo.co.uk">zvinae@yahoo.co.uk</a>	+263736106108
Fainesi Bwakaya	F	R				✓			No	No	Zvimba Rural District Council	<a href="mailto:Abwakaya@zvimbardc.co.m.zw">Abwakaya@zvimbardc.co.m.zw</a>	+263773999501

Name	Sex	Urban/Rural	-18	18 - 25	26 - 40	41 - 50	51 - 60	61 +	Do you spend less than USD\$ 57 per month	Living with a disability (Yes/No)	Organization	Email	Cellphone
Blaire Chipfunde	M	R					✓		No	No	Zvimba Rural District Council	<a href="mailto:bchipfs@gmail.com">bchipfs@gmail.com</a>	+263773389917
Claude Mdzorewa	M	U					✓		No	No	Kariba Municipality	<a href="mailto:mdzorewac991@gmail.com">mdzorewac991@gmail.com</a>	+263772223748
Ennia Kabvure	F	R				✓			No	No	Sanyati Rural District Council	<a href="mailto:enniekabvure@gmail.com">enniekabvure@gmail.com</a>	+263773877143
Faith Jamikel	F	R				✓			No	No	Kariba Municipality	<a href="mailto:fayjamikel@gmail.com">fayjamikel@gmail.com</a>	+263772811538
Enias Chidakwa	M	R				✓			No	No	Zvimba Rural District Council	<a href="mailto:echidhakwa1@gmail.com">echidhakwa1@gmail.com</a>	+263772784478
Livison Mutekede	M	U				✓			No	No	UCAZ	<a href="mailto:lmutekede@ucaz.org">lmutekede@ucaz.org</a>	+263713408778
Isaac Matsikelele	M	R				✓			No	No	ARDCZ	<a href="mailto:ceo@rdcz.org.zw">ceo@rdcz.org.zw</a>	+263772409570
Kizito Muhomba	M	U				✓			No	No	Norton Town Council	<a href="mailto:ceo@nortontc.org">ceo@nortontc.org</a>	+263772264736
Elvise Tachera	M	R		✓					No	No	Sanyati Rural District Council	-	+263775261001
Tarwireyi A. Tayipa	M	R					✓		No	No	Makonde Rural District Council	-	+263778053486
Maxwell Kaitano	M	R					✓		No	No	Municipality of Chinhoyi	<a href="mailto:kaitano65@gmail.com">kaitano65@gmail.com</a>	+263772595685
Perpetual Garabha	F	U		✓					No	No	Chirundu Local Board		+263783615184
Chrispen Musekiwa	M	U					✓		No	No	UCAZ	<a href="mailto:cmusekiwa@ucaz.org">cmusekiwa@ucaz.org</a>	+263773572208
Richard Kamhoti	M	U					✓		No	No	Municipality of Kariba	<a href="mailto:kamhotir@gmail.com">kamhotir@gmail.com</a>	+263779420414

Name	Sex	Urban/Rural	-18	18 - 25	26 - 40	41 - 50	51 - 60	61 +	Do you spend less than USD\$ 57 per month	Living with a disability (Yes/No)	Organization	Email	Cellphone
Faustina Zhou	F	R				✓			No	No	Kadoma City Council	<a href="mailto:dfs@kadomacity.org.zw">dfs@kadomacity.org.zw</a>	+263772438440
Luke Kalavina	M	R					✓		No	No	Hurungwe Rural District Council	<a href="mailto:lkalavina@gmail.com">lkalavina@gmail.com</a>	+263772417541
Stephen Tendaupenyu	M	U						✓	No	No	Norton Town Council	<a href="mailto:Standaupenyu1956@gmail.com">Standaupenyu1956@gmail.com</a>	+263774124766
George Kasamu	M	U		✓					No	No	Chegutu Municipality	<a href="mailto:kasamug@yahoo.com">kasamug@yahoo.com</a>	+263774124766
Tawanda Kangai	M	R				✓			No	No	Chegutu Rural District Council	<a href="mailto:tawandakangai@yahoo.com">tawandakangai@yahoo.com</a>	+263775180056
Jesmile Chakawa	M	R				✓			No	No	Makonde Rural District Council	<a href="mailto:chakawaj@gmail.com">chakawaj@gmail.com</a>	+263772651491
Netsai Makoni	F	R				✓			No	No	ARDCZ	<a href="mailto:admin@ardcz.org.zw">admin@ardcz.org.zw</a>	+263772853491
Wilson Gunhe	M	U				✓			No	No	Chirundu Local Board	<a href="mailto:gunwilliss@gmail.com">gunwilliss@gmail.com</a>	+263773616721
Ndaizevei Mwela	F	R				✓			No	No	Makonde Rural District Council	<a href="mailto:ndaizeiveimwela@gmail.com">ndaizeiveimwela@gmail.com</a>	+263773091803
Nyemudzayi Chakauya	F	R				✓			No	No	Chegutu Rural	<a href="mailto:chakauya@gmail.com">chakauya@gmail.com</a>	+263772684713
Remigio Makuwerere	M	R				✓			No	No	Hurungwe Rural District Council	<a href="mailto:remigiomakuwerere@gmail.com">remigiomakuwerere@gmail.com</a>	+263776151061
Willard Mangwengwende	M	U					✓		No	No	Kadoma City Council	<a href="mailto:mangwew66@yahoo.com">mangwew66@yahoo.com</a>	

Name	Sex	Urban/Rural	-18	18 - 25	26 - 40	41 - 50	51 - 60	61 +	Do you spend less than USD\$ 57 per month	Living with a disability (Yes/No)	Organization	Email	Cellphone
Nancy Madondo	F	U			✓				No	No	Chirundu Local Board	<a href="mailto:nokutenda2009@gmail.com">nokutenda2009@gmail.com</a>	+263772224378
Blandina Kavhai	F	U							No	No	Chegutu Municipality	<a href="mailto:bkavhai@chegutumunicipality.co.zw">bkavhai@chegutumunicipality.co.zw</a>	
Furthermore Gutsa	F	U			✓				No	No	Norton Town Council	<a href="mailto:further2014@gmail.com">further2014@gmail.com</a>	+263773502144
Charles Marisa	M	R				✓			No	No	Mhondorongezi Rural District Council	<a href="mailto:charlesmarisa@gmail.com">charlesmarisa@gmail.com</a>	+263772463690
Mavis Mhlanga	F	R				✓			No	No	Mhondorongezi Rural District Council	<a href="mailto:mavisngoris@gmail.com">mavisngoris@gmail.com</a>	+263773197654
Itai A. Mawonde	M	R						✓	No	No	Mhondorongezi Rural District Council	<a href="mailto:imawonde@gmail.com">imawonde@gmail.com</a>	+263772623013
Cletus G. Matingwina	M	R						✓	No	No	Nyaminyami Rural District Council	<a href="mailto:nyaminyamirdc@gmail.com">nyaminyamirdc@gmail.com</a>	+263772115228
Munyaradzi Motsi	M	U			✓				Yes	No	MLGPW	<a href="mailto:motsimunyaradzi@gmail.com">motsimunyaradzi@gmail.com</a>	+263772942170
Tatenda Mandeya	M	U			✓				Yes	No	MLGPW	<a href="mailto:tatendamandeya004@gmail.com">tatendamandeya004@gmail.com</a>	+263778127161
Cephas Mudavanhu	M	U				✓			Yes	No	MLGPW	<a href="mailto:cephasmudavanhu@gmail.com">cephasmudavanhu@gmail.com</a>	+263772620822

Name	Sex	Urban/Rural	-18	18 - 25	26 - 40	41 - 50	51 - 60	61 +	Do you spend less than USD\$ 57 per month	Living with a disability (Yes/No)	Organization	Email	Cellphone
Tongai Namisala	M	U			✓				Yes	No	Karoi Town Council	<a href="mailto:namisalat@gmail.com">namisalat@gmail.com</a>	+263773631735
Daniel Chirundu	M	U					✓				Kadoma City council	<a href="mailto:dchirundu@me.com">dchirundu@me.com</a>	+263773235595
Hilda Kabangure	F	U				✓					Municipality of Chinhoyi	<a href="mailto:hkabangure@gmail.com">hkabangure@gmail.com</a>	+263772903777
Zephenia Chirarwe	M	U				✓					Municipality of Chinhoyi	<a href="mailto:chirarwez@gmail.com">chirarwez@gmail.com</a>	+263772104179
Action Nyamukondiwa	M	U					✓				Kadoma City Council		

#### Attendance by sex

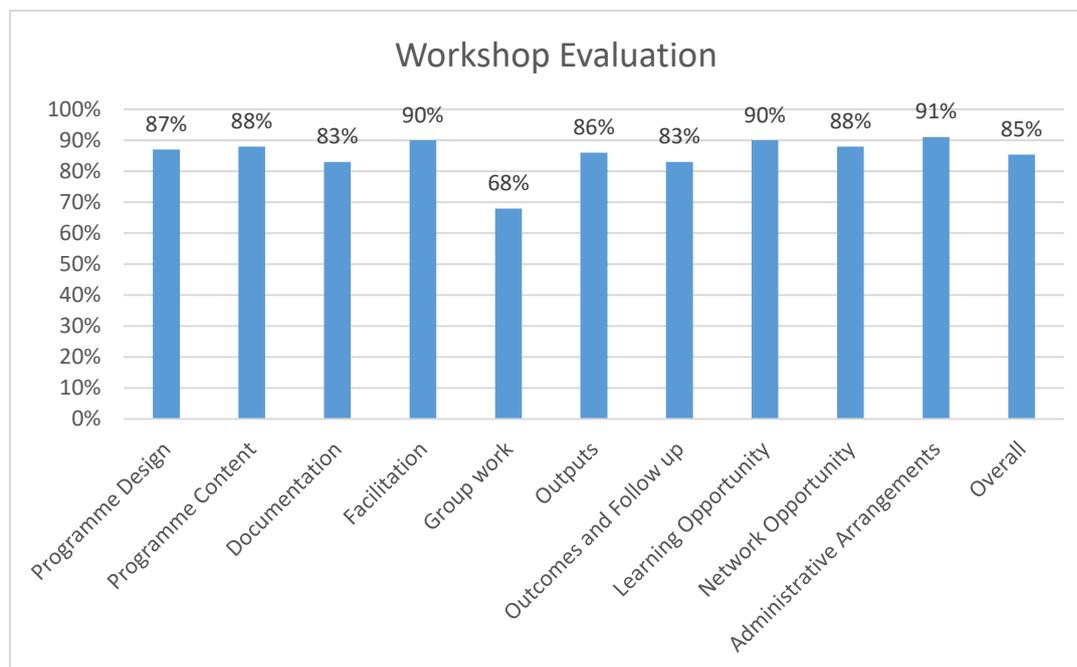
<b>Female</b>	16	32%
<b>Male</b>	34	68%
<b>Total</b>	<b>50</b>	<b>100%</b>

## Annex C: Evaluation

**Date: 17 July 2020**

**Venue: Kadoma Hotel and Conference Centre, Kadoma**

### Workshop Evaluation Summary



At the end of the launch, participants were asked to evaluate the meeting. Results in Figure 1, show that overall, 85% of the participants were satisfied with the workshop. Generally, participants' level of satisfaction ranged from 68% on group work to 91% on administrative arrangements. 90% of participants viewed the engagement as a learning opportunity 88% of participants saw the workshop as a networking opportunity. 88% were also satisfied with the programme content. 86% of participants were satisfied with the outputs, while 87% appreciated the design of the programme. 86% of participants were satisfied with the outputs of the programme, while 83% of participants were satisfied with the documentation and outcomes and follow-ups.

### **COMMENTS**

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

- The gender mainstreaming because it addresses the real gender disparity issues.
- Hub & Spoke Programme. A simple concept which can be easily implemented.
- Gender and COVID-19. It touched on organizational and personal needs.
- All sessions because they were clearly explained.
- "Gender mainstreaming
- Background to Centres of Excellence programme. It was useful as it strengthened my knowledge on issues discussed and gender as the incoming gender focal person".
- Gender mainstreaming. It plays a role in our analysis of annual budgets.
- Gender and COVID-19. It showed the true picture of the pandemic at our doorsteps
- Gender mainstreaming brought a lot of insights on what it entails

- Local authorities budgeting /revenue collection and devolution. These are key aspects of equal opportunities and restoring gender balances.

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

- All sessions were equally good and very useful indeed.
- Background to the Centres of Excellence programme since it was well known
- Gender mainstreaming. It was a recap
- None as every session was equally important in its' way
- Local authorities budgeting, forecasting and expenditure. It is a topic for Directors of Finance.
- Gender and COVID-19 because it was more on medical aspects and did not touch on other key issues affecting councils.

## **3. How did the workshop contribute to learning and or sharing? Please give examples.**

- It contributed immensely as focal persons made their authority presentations
- It was very participatory
- Peer reviewing and learning was emphasized.
- Sharing symptoms of COVID-19
- New ideas and practices can be implemented in other local authorities e.g. the establishment of gender committees in the communities.
- Zvimba case study on the establishment of gender based violence units at police stations is a good case study.
- Learnt a lot on COVID-19 and how to be safe from the pandemic.
- The workshop was vibrant when the councils were asked to share their experiences.
- Worksop was very good and encouraged good work ethics.
- It provided a platform to learn from others and this will assist in improving on what will be lacking.
- Reports on real-life projects and activities
- strategies for gender mainstreaming
- Contributions from Zvimba RDC and Kadoma City Council were very influential and will try to implement them.
- We learnt about the best practices shared through local authorities' presentations e.g. survival skills, Local Economic Development initiatives.
- Immensely contributed to gender focal persons made their respective local authority presentations.
- Strengthening gender mainstreaming and learning for others.

## **4. How will you apply this?**

- Report back to council and implement outcomes.
- Sharing information about COVID-19 with workmates and communities
- Local authorities and community engagement, awareness and implementation in all wards in the community.
- Sharing and budgetary control.

- Incorporating gender issues and gender sensitive service delivery when doing all budget matters.
- At work, as it will help in the way, I analyze local authority budgets. On a personal level, awareness of the effects of COVID-19 will assist in how I take care of my family and the entire community.
- Will try to implement what Zvimba RDC and Kadoma City Council are doing.
- Motivate the issue of setting gender focal persons in every department of our local authorities.
- Go back to drawing and implement on areas lagging.
- As an acting gender focal person will table what I learnt to the management committee and spread it to the entire council and whole of Karoi community.
- Training and adopting the learned practices within our communities to empower them through skills for their survival.
- Taking key lessons to our councils and implementing the learnt lessons.

#### **5. Any other comments?**

- The hub & spoke concept has brought ownership and confidence in local authorities. It is highly home-grown and commendable indeed.
- A very practical programme which should be maintained.
- The COVID-19 session has to be extended to policymakers.
- Increase the number of days for similar workshops or such workshops to be regularly held.
- Gender Links is doing a lot to empower local authorities and these efforts are welcome.
- This workshop should not be an end in itself thus more should be held.
- Let us organize provincial summits.
- Have exchange/study visits even into other SADC countries.
- The workshop was well arranged; however, time was very short hence not much was said as feedback from the presented local authorities' case studies.
- Gender focal persons wanted more time to present because they had well-packaged presentations but because of time they were very brief."
- The workshop was worthy and there is a great need for having regular similar meetings
- The hub & spoke concept brings ownership and confidence within local authorities and is commendable.
- The workshop was enlightening.