

INSTITUTIONAL PARTNERSHIP CASE STUDIES

Fact box

Chinhoyi Municipality, Zimbabwe

Worked with Gender Links (GL) for four (4) years

GL has a MOU with the Ministry of Local Government to enrol the Centres of Excellence programme in all 92 Zimbabwean councils.

Key outputs

- Gender Champion
- Gender Focal Person
- Gender Action Plan
- Gender desk
- Gender policy

Key outcomes

- Trained all workforce on gender.
- Cascaded the COE programme to new councillors.
- Constructed a GBV shelter in partnership with Family AIDS Care Trust (FACT).
- Gender based budgeting.

“Continuous engagement through effective monitoring is the key to a strong relationship that will ensure sustainability of the COE and Sunrise Campaign initiatives.” Tichaona Mlauzi – Chinhoyi Municipality, Community Services Officer.

Chinhoyi Municipality met GL through the Ministry of Local Government, Public Works and National Housing. The ministry mandated local authorities to participate in the Centres of Excellence (COE) programme. The first meeting with GL was attended by the Town Clerk, Mayor, Deputy Mayor, all HODs, Gender Champion and representatives from the Urban Councils Association of Zimbabwe (UCAZ). The aim of the initial meeting was to introduce the programme, get buy-in and collect baseline data.

Chinhoyi Municipality faced continuity challenges when the then Town Clerk resigned in 2016. The unfortunate incident delayed the implementation of the action plan. The situation was exacerbated by the coming in of the new councillors in 2018 who were not capacitated on gender issues. The council quickly rectified the problem by bringing into play the gender policy. The presence of the policy document proved to be effective in ensuring continuity in situations where people will come and go.

The local authority joined the COE programme in 2015. After the first year of the implementation of the gender mainstreaming action plan, the council went on to participate in the 2016 national summit. The council participated for the second time in the 2018 national summit. The summit engagements coupled with workshops cemented the relationship between GL and the local authority. To further strengthen the relationship GL introduced the Sunrise Campaign project and the council successfully implemented it. 12 survivors of GBV have benefited under the programme. GL also worked in partnership with International Centre for Local Democracy (ICLD), a program that saw the town clerk and councillors capacitated on leadership. The Town Clerk and one councillor participated in the study visit to Sweden.

Chinhoyi Municipality has a Gender Policy that was crafted in 2017. The council has no female councillors as all 15 councillors are male. Council has a junior council through which young people participate and air their concerns. The junior council is composed of more boys than girls and the mayor is male. In Chinhoyi council works with stakeholders who work with the various groups of people including, women, youth and people with disability. These groups usually participate in various forums including water and sanitation, waste management, budget consultation and junior council meetings. Between 51-75% of women participate at these meetings.

Chinhoyi Municipality has a total workforce of 366, of whom 137 are women. In terms of decision making at managerial level, women account for only 2 of the 12 managers. The Expenditure Accountant, Town Planner, Committee Officer and Chief Security Officer are the only women employed in non-traditional jobs in council.

Zimbabwe by law prescribes for 3 months paid maternity leave thus Chinhoyi Municipality provisions for it. Chinhoyi Municipality has a staff development policy- the council has training and educational policy where staff especially women are trained so that they occupy the top key posts. Empowering women in the organisation through the educational policy that has been availed to all employees to create equal opportunities this has seen a number of women advance their educational and professional qualification which will lead to the council to deliver total quality service to the community more effectively.

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The relationship between GL and Chinhoyi Municipality will further be strengthened through continuous engagement. The municipality expects regular visits from GL because they are convinced that such a move will strengthen the working relationship.