

## **INSTITUTIONAL PARTNERSHIP CASE STUDIES**

### **Fact box:**

Chegutu Municipality, Zimbabwe

Worked with GL for seven (7) years

### **Key outputs**

- Gender policy
- Gender focal person
- Gender Champion
- Gender committees
- Gender Action plans

### **Key outcomes**

- Participation in workshops and summits.
- A gender section in the monthly institutional newsletter.
- Banners with gender equality information.
- A viable website linked with GL.

"Continuity of the programme is guaranteed by regular monitoring and properly planned follow-up initiatives." George Kasamu.

## **Synopsis**

Chegutu Municipality encountered GL in 2012. The engagement was prompted by the coming in of the Centres of Excellence in gender mainstreaming programme that had a blessing from the parent ministry. The first meeting was conducted in Kadoma and it was attended by all councillors and the council management. The meeting was meant to get buy-in, gather baseline data and map a clear road map for the implementation of the project.

The then Housing Director Melania Mandeya who is now the Town Secretary for Gokwe Town Council was tasked to be the Gender Focal Person. The Deputy Mayor, Cllr Ticharwa was assigned the role of the Gender Champion and the two worked round the clock to ensure full implementation of the gender action plan.

Continuity of the COE programme was ensured through the formulation of gender committees and the implementation of the gender policy. The annual participation in summits also helped in the continuation of the project because summits have proved to be effective platforms where the achievements of the municipality are measured and useful feedback for improvement made available.

Chegutu Municipality is situated in the Mashonaland West region of Zimbabwe. The council is synonymous for initiating response mechanisms to GBV in which they reclaimed grassy areas which had been a haven for criminal activity and GBV.

The council has 12 councillors, by which nine are male and three are female. There are two committees within this council, and women chair two of those. One of the women's group in Chegutu is involved in solid waste management through recycling. The junior council holds meetings and make developmental recommendations to main council. Between 26 and 50 percent women partake in the council's public consultations.

The council has employed 77 women and seven of those form part of the council's management. The Systems Administrator, Revenue Accountant and the new Director of Housing are women.

The council provides six months for maternity leave and one month for paternity. The council has a policy against sexual harassment. Initially, a case of sexual harassment is reported to a supervisor through the grievance handling procedure. If the supervisor sees it fit to report it further, the head of department fills a complaint for and the perpetrator is taken to a disciplinary hearing through our disciplinary hearing procedure.

Youths and women are being allocated vendor market stalls stands in the CBD so that they can be empowered. The council is working hand in hand with financial institutions and Ministries of Youth and Agriculture to finance projects. The efforts of the council in empowering women coincided with the introduction of the GL's Sunrise Campaign project. To date 27 survivors of GBV were trained and equipped with basic business management skills.

There are streets lights in the CBD and the low density areas. In the high density areas, adequate tower lights are in place. This is part of ensuring safety and security of the residents.

In situations where people come and go, GL must come up with relevant follow-up plans that will ensure sustainability of the project. Regular visits from GL will cement the relationship and take the project to the next level.