

"We've begun to raise daughters more like sons... but few have the courage to raise our sons more like our daughters. Since I became a Councillor in 2013 I work with women and men in community development programmes and the results achieved to date are amazing. We have extended our clinic at Sunningdale and developed a sustainable waste management programme." *Hammy Madzigira, Councillor, Harare City Council.*

Gender Links Zimbabwe (GLZim) has been in operation since 2009. In 2019 GLZim:

- Reviewed 54 council gender and GBV action plans with support from Diakonia and Transparency Responsiveness Accountability Citizen Engagement (TRACE).
- Developed the Hub and Spoke handbook and, in partnership with the Ministry of Local Government and Public Works rolled out the programme in 92 councils.
- Partnered with the National Junior Councils Association of Zimbabwe (NJCA) to build the capacity of junior councillors in gender mainstreaming.



Zimbabwe Women in Local Government Forum meeting. Photo by Tapiwa Zvaraya

GLZim supported NJCA activities including the national executive forum meetings.

- Hosted experts from the SADC region to strategise on the 50/50 campaign in Zimbabwe in partnership with Hivos and the Zimbabwe Gender Commission.
- Convened a meeting with the Women in Local Government Forum (WLGf) executive committees from urban and rural councils that led to the formation of a national Women in Local Government Forum executive in partnership with the Ministry of Local Government and Public Works, Commonwealth Local Government Forum (CLGF) and Zimbabwe Local Government Association (ZILGA).

GL's Monitoring and Evaluation through the Gender and Local Government Scorecard based on the data for 58 councils show that:

- Representation of women in COE local councils in Zimbabwe is 16% (two percentage points higher than the national figure) and 13% in political leadership positions. They comprise 20% of those chairing committees in the COE councils.
- **Women comprise** 29% of the employees and 24% of managers in the COE councils.
- **Land:** COE councils allocate 33% of land to women. This is a marked improvement compared to 21% in 2016.
- **Housing:** COE councils allocate 37% of housing to women.
- **Disability facilities:** 80% of councils have facilities that cater for people with disability, a marked improvement since the start of the programme.

ZIMBABWE



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