



## STAGE THREE WORKSHOP REPORT

**Country: Zimbabwe**  
**Council: Chitungwiza Municipal Council**  
**Venue: Bronte Hotel**  
**Dates: 16 - 18 August 2010**



Participants engaged in group work- Chitungwiza COE Workshop. Photo: Priscilla Maposa

Participants engaged in group work



**UCAZ**

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of the Centres of Excellence for Gender Mainstreaming in  
workshop held from 16-18 August 2010 at the Bronte Hotel  
with Chitungwiza Council

*The purpose of the programme was to;*

- Build participants' understanding around key gender concepts.
- To empower participants around personal empowerment.
- Build capacity around issues of gender, democracy and good governance .
- Look at what makes good leaders through transformative leadership concepts.
- Look at key concepts like gender policy and planning concepts.
- Assist participants in understanding the importance and synergies around gender, the economy and budgets.
- Develop a Local Gender Action Plan.
- Develop a Local 365 Day Gender Violence Action Plan.
- Popularise the SADC Protocol on Gender and Development.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.
- Assist councils in realizing the importance of making I.T and the media work for them.
- And empowering women leaders around the Media Literacy tools.

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

Over the three days, the workshop was attended by a range of council officials, councillors and MWAGCD representatives. In total 25 participants ( 18 men and 7 women); see **Annex B** for the full workshop participants list.

The Draft Chitungwiza Council Gender Action Plan produced by participants is attached as **Annex C**.

The Draft Chitungwiza Council Gender Based Violence Action Plan produced by participants is attached as **Annex D**.

The GBV messages/slogans/posters and calendar are attached as **Annex E**.

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

## **Background**

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research

hosts launch and strategy workshops in the respective partners, ideally the local government associations of way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2009, GL signed an MOU with Zimbabwe Local Government Association- ZiLGA ( umbrella body covering UCAZ and ARDCZ). GL in collaboration with ZiLGA then embarked on a study to find out women's representation and participation in local government and to assess the conditions necessary to increase the representation of women in local government in Southern Africa, as well as to ensure their effective participation. Chitungwiza is one of the councils that took part in the study.

A strategy workshop was held in February 2010 in Kadoma and representatives from MWAGCD, MLGRUP, UCAZ, ARDCZ as well as other partners took part.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary support to address issues of gender across all spheres.

### **Process and activities**

The 3 - day training programme employed the "learning by doing" approach which enables participants to be involved in the activities. To this end the material makes use of role plays, exercises as well as relative and informative case studies that are used to provoke thought and discussions on gender and plan the work of Councils from a gender perspective.

Issues covered in the programme included personal empowerment, gender and planning concepts, including gender mainstreaming, sex disaggregated data and the gender management system. There were detailed sessions on some of the core of local government functions, including gender responsive budgeting, gender equality in service provision, land rights, urban planning, local economic development and violence against women. The full programme is attached as **Annex A**.

### **Welcome and opening**

The GL country facilitator welcomed everyone, and thanked them for having taken their time off to be part of the programme.

### **Official Opening**

The Mayor for Chitungwiza gave opening remarks .He highlighted that gender is an issue in local government and that such training programmes were a necessity.



**Alderman Chipiyo-Chitungwiza**  
**Mayor: Chitungwiza COE Workshop.**  
**Photo: Priscilla Maposa**

### **Modules**

There were detailed sessions on some of the core of local government functions, including gender responsive budgeting, gender equality in service provision and gender based violence.

and on average most people failed to get all the answers to the questions. The groups and the groups came up with the following points with regards to the SADC protocol:

The groups came up with the following points with regards to the SADC protocol.

Work that is happening to achieve the SADC Protocol.

- Mobilisation of the protocol by gender links
- Radio programmes by non- governmental organisations e.g. WIPSU
- Efforts by the Ministry of Gender and Women Development in addition to COPAC in the constitutional making process.

How can the targets in the protocol be included in the work of Chitungwiza?

- Setting up a gender committee comprising of council officials and councillors that looks into gender issues and educates people in wards about the SADC Protocol.
- Dual ownership of houses in the municipality because most men own houses. The municipality of Chitungwiza however has a policy that requires for the spouse's consent to sell the house.
- The wife and children are usually deemed as the husband's dependents. There is need for the council to implement an additional form that needs to be signed by the wife for evidence in court before the sale of the house.
- Encouraging joint ownership of houses to the people in wards.
- Houses with the-title deeds is the challenge because the council has no control over them but the deeds office takes care of that. However for houses with lease agreements women are easily -protected by council.
- There is need to put in place laws that protect both women and men on the issue of title deeds

### Key Gender Concepts

On the key gender concepts, participants were engaged in a card swapping exercise that would help them define gender and sex. -Through this exercise participants were able to differentiate roles, activities and occupations in relation to gender and sex. During this session the participants also looked at stereotypes and the following were group write ups on the messages conveyed about men and women:

### Proverbs, Idioms and songs

- Mukadzi mutsvuku akasaroya anodba.
- Musha mukadzi.
- Mukuru mukuru hanga haigare bvunde.
- Most of the proverbs are just scorning women.
- Rume rimwe harikombi churu.

### Messages conveyed about women

- Considered as house maids.
- Women should first see the reaction of men before they speak. -Most of the proverbs are just scorning women.
- If abused there is no need to report. to the court always Issues of abuse are considered as to be cultural issues.
- Women should suffer to the end without showing as it is considered as "kushinga".
- With regards to religion, - The participants concluded that the bible itself does not have gender sensitive messages.

the ones who are always on top. advice.

- Men are usually considered to be good church leaders

Module three, on gender and governance, saw participants doing group exercises on women’s representation, participation and transformation. The groups engaged in songs, drama and managed to bring out real situations happening in councils. Discussions included barriers to effective participation and how these can be overcome. According to the group discussions, the following are some of the barriers:

**Barriers to effective Participation**

Participants agreed that often women candidates are often asked the following questions when campaigning:

- Are you married?
- Did you ask for your husband’s permission?
- Do you think you are going to win in these elections?

Other barriers include:

- Violence
- Intimidation by men
- Pulling down syndrome
- Culture –husbands don’t support and encourage their wives to participate in politics
- Lack of resources
- Lack exposure and education
- Fear to take responsibilities
- Competition by male counterparts
- Age restriction at national level

The conclusion from this exercise was that the above barriers discourage women from actively participating in politics.

**Leadership and management qualities**

The participants outlined that the terms leadership and management complement each other. It was also highlighted that there was need for women leaders and managers to be confident with regard to taking up management and leadership roles and positions.

**Transformative leadership**

Participants came up with the following points as expectations from communities and problems associated with leadership.

What do communities expect from their leaders?	How can communities contribute to good leadership, what role can they play?	What are the problems associated with leadership?
<ul style="list-style-type: none"> <li>to be honest</li> <li>Honesty</li> <li>listen to them</li> <li>assistance and help</li> <li>service delivery</li> <li>leading them to achieve goals</li> <li>attentive</li> </ul>	<ul style="list-style-type: none"> <li>support</li> <li>respect</li> <li>defend their leaders</li> <li>advice and feedback</li> <li>communication</li> <li>cooperation</li> </ul>	<ul style="list-style-type: none"> <li>some people might be jealousy</li> <li>undermined by communities</li> <li>false acquisitions</li> <li>destruction of property and</li> </ul>

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	How can communities contribute to good leadership, what role can they play?	What are the problems associated with leadership?
<ul style="list-style-type: none"> <li>• Report back/feedback</li> <li>• development</li> <li>• transparency</li> <li>• justice</li> <li>• guidance and advice</li> <li>• communication lines have to be open</li> <li>• resource mobilization</li> </ul>	<ul style="list-style-type: none"> <li>• to be open to their leaders</li> <li>• constructive criticism</li> </ul>	<ul style="list-style-type: none"> <li>• even violence</li> <li>• lack of resources can undermine service provision</li> <li>• lack of appreciation</li> <li>• lack of leadership qualities</li> <li>• over expectations</li> <li>• lack of knowledge</li> </ul>

Participants agreed that it ~~is-very~~was important for leaders to give feedback to their communities because they ~~\_expected good~~ service delivery, ~~failure-Failure~~ to deliver would mean incompetence. They mentioned that failure to deliver these services ~~is-was~~ due to lack of resources, because councillors earned lower allowances as compared to members of parliaments and senators but they ~~are-were~~ the ones who operated at grassroots levels ~~and where~~ they ~~are-were~~ expected to deliver services. Participants agreed that giving feedback to communities ~~can-allow~~ed for participation of ~~the-residents~~ and ~~could~~an make them feel part and parcel of the whole initiatives in their wards.

### Gender Policy and Planning Concepts

Participants again were given exercises to do in groups on practical and strategic gender needs, gender blind, gender neutral and gender aware policies, gender mainstreaming, sex disaggregated data and gender budgeting.

### Practical and strategic gender needs

They defined practical and strategic gender needs as:

Practical needs are things that require immediate attention and they are important for basic survival e.g. shelter, health and clothing.

Strategic needs are long term needs vary~~ing~~ according to context, are broader not specific.

### Gender mainstreaming

Participants were asked to devise a set of policies that would make a practical and strategic difference to Loveness, noting which unit or any other government body to be involved.

Issue	Policies/actions	Who responsible	Resources
School drop out	Girls to continue with their education even <del>when</del> they fell pregnant	Ministry of <del>education</del> Education, social welfare, NGOs and council	<del>Money</del> Finance
HIV/AIDS	counselling and treatment, access to drugs	Ministry of <del>health</del> Health, social welfare ,National AIDS Council(NAC)	<del>Money</del> Finance, Counselling staff, drugs
Rape	Report to police	The victim, <del>ministry</del> Ministry of <del>health</del> Health, social welfare, NGOs, NAC	Campaigns, legal framework Testing and counselling
Pregnancy	Test to establish whether there is pregnancy,	Ministry of <del>health</del> Health, NGOs	Campaigns legal framework

		tion		Testing and counselling
		nds	Council	Land, <del>finance</del> Finance
Unemployment and sex work	Projects training		NGOs, Min of <del>industry</del> Industry and <del>trade</del> Trade	

On sex disaggregated data, participants came up with following points:

- Women lowly represented both as councillors and as employees of councils.
- Women lowly represented in top positions.

The participants were given an institutional score card to measure the gender sensitiveness of their council based on their current situation (those who had never had a chance to score their council). The scorecard can be used as baseline data against which ~~they measure~~ the progress of their council is measured at a later date. From the ratings that were given, the average score came up to 23-% and it was clear that there are gender imbalances in the council as the rating indicated big gaps in all areas. This implieds that the council was not mainstreaming gender in its activities as well as it should be.

Participants engaged in a very meaningful way in all of the activities and practical work and group exercises which ensured that the workshop was participatory. The use of group work proved to be an effective training method. There was much-a lot of interaction, debates throughout the workshop, ~~the~~ Participants participants felt free to express their views.



Participants developing a GAP- Chitungwiza COE Workshop. Photo: Patricia Mahachi

### Outcomes

- Gender built into policy and practise at local level, and that councils identified the need to have gender built into policy and practise at local level.
- An increased knowledge and awareness on mainstreaming gender at the local government level through on the job training on key gender topics like gender analysis and budgeting, media literacy and transformative leadership.
- The two local associations are empowered around these processes and takes ownership of these processes, in turn creating enabling platforms for replication of this process with other councils.
- Communities and councils are informed and empowered around the SADC Protocol through the village level workshops.
- Communities are engaged and included in the planning for-of activities for the upcoming 16 Days of Activism.
- Practical good practises for the next local-Local government-Government and gender Gender justice-Justice summit are identified at an early stage and therefore the documentation and verification process can start early.

### Way forward



finalise the GAP. ~~GL~~ facilitator ~~will-would~~ be invited. Once the GAP ~~has-had~~ been finalised, it ~~will-would~~ be presented ~~to-in a~~ full council meeting where a resolution ~~will-would~~ be passed.



### Closing remarks

The Mayor thanked Gender Links as well as the participants for making the workshop a success. He encouraged all the councillors to implement what they ~~have-had~~ learnt and always refer to the manual for guidance.

### Outputs

- Chitungwiza council Gender and GBV Action Plan.

Participants undertaking group work- Chitungwiza COE Workshop  
Photo: Priscilla Maposa

Group work Chitungwiza Municipality COE workshop

## Annex A

### PROGRAMME

**Stage 3 : Council level policy and implementation workshop**

**Chitungwiza Town Council**

**Venue: Bronte Hotel**

**Dates: 16-18 August 2010**

DAY/TIME	ACTIVITY	WHO
<b>DAY ONE:</b>		
8:00 – 8:15	<b>Registration</b>	GL
8:15 – 8:30	<b>Introductions</b>	GL/Chitungwiza
8:30 – 8:45	<b>Opening</b>	Chitungwiza Mayor
8:45 – 9:15	<b>Objectives</b> <ul style="list-style-type: none"> <li>• To provide background and agree on objectives for the workshop</li> <li>• <b>To develop guidelines of participation</b></li> <li>• <b>Eyes and ears</b></li> </ul>	GL
<b>Key gender concepts</b>		
9:15 – 10:15	<b>Sex, gender and stereotypes</b>	GL
10:15 – 10:45	<b>TEA</b>	
10:45 – 11:45	<b>Group work on Challenging stereotypes; Internalising oppression</b>	Group
<b>Gender and governance</b>		
11:45 – 13:00	<b>Access, participation, transformation, transformative leadership: At the Coalface: Gender and Development</b>	GL
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00	<b>Report back – Debate</b>	Group
15:00 – 15:30	Transformative leadership	GL
15:30 – 16:00	<b>TEA</b>	
16:00 – 17:00	Transformative leadership (continues)	GL

		WHO
<b>DAY TWO:</b>		
8:00 – 8:30	Reflections, Eyes and ears	Group
<b>Key gender planning concepts</b>		
8:30 – 10:00	<b>Practical and strategic needs</b>	GL
	<b>Group 1: Gender mainstreaming</b> <b>Group 2: Sex disaggregated data</b> <b>Group 3: Gender responsive budgeting</b> <b>Group 4: Gender equality in service provision</b> <b>Group 5: Gender management system</b>	Group
10:00 – 10:30	<b>TEA</b>	
10:30 – 13:00	Gender, the economy and budgets	GL
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00 -	Draft gender action plan framework	GL/group
15:00 – 15:30	<b>Group 1: Governance</b>	
15:30 – 17:00	<b>Group 2: Gender in existing programmes: Economy, procurement, housing, transport, utilities</b>	Group
	<b>Group 3: Gender in existing programmes: Health, HIV and AIDS, environmental health, social development</b>	Group
	<b>Group 4: Employment practices and environment</b>	Group
	<b>Group 5: Gender management system</b>	Group
17:00	<b>CLOSURE</b>	
<b>DAY THREE</b>		
8:00 – 8:30	Reflections, Eyes and ears	Group
<b>Localising plans to end gender based violence</b>		
8:30 – 9:30	<b>Key GBV provisions in the SADC Protocol on Gender and Development</b>	GL
9:30 – 10:30	<b>GBV as a key service delivery issue</b>	GL
10:30 – 11:00	<b>TEA</b>	GL
11:00 – 13:00	<b>Developing a plan to end GBV</b>	GL
13:00 – 14:00	<b>LUNCH</b>	GL
14:00 – 15:00	<b>Communicating local GBV action plans</b>	GL
15:00 – 15:30	<b>TEA</b>	
15:30 – 17:00	<b>Developing messages and slogans for the campaign</b>	GL

## Annex B

**Event: Stage 3: Council Level Policy and Implementation workshop**  
**Country: Zimbabwe**  
**Venue: Bronte Hotel**  
**Date: 16-18 August 2010**

NAME	Sex M/F	ORGANISATION	Designation	Phone	Fax	E MAIL
P. Chipiyo	M	Chitungwiza	Mayor	0913387280		
B.W. Usada	M	Chitungwiza	Councillor	0913386376		busada@chitmun.co.zw
P. kerri	M	Chitungwiza	Councillor	0913779498		<a href="mailto:pkerri@chitmun.co.zw">pkerri@chitmun.co.zw</a>
L.usayiwevhu	F	Chitungwiza	Councillor	0913011143		l.usayiwevu@chitmun.co.zw
L.Mkwesha	M	Chitungwiza	Councillor	0912346075		
T.Muronzi	M	Chitungwiza	Assistant director	0913018809		
V.Dengu	F	Chitungwiza	Data base administrator	0912919194		<a href="mailto:vtsdengu@yahoo.com">vtsdengu@yahoo.com</a>
A.Dombojena	M	Chitungwiza	Health promotion officer	0913264800		dombojena@gmail.com
M.Tembo	M	Chitungwiza	Councillor	0912466531		
C. Makwara	F	Chitungwiza	Councillor	0912913793		<a href="mailto:alliancegrassroots@gmail.com">alliancegrassroots@gmail.com</a>
R.Mutingwende	M	Chitungwiza	Deputy mayor	0912962523		
T.Kazururu	M	Chitungwiza	Councillor	0912103292		
O.Muchawaya	M	Chitungwiza	Councillor	0913239949		
B.Mazhindu	M	Chitungwiza	Councillor	0913294964		
W.Chiriri	F	Chitungwiza	Councillor	0913265312		
B.Chirongwe	M	Chitungwiza	Councillor	0912636285		
Z.Mandirahwe	M	Chitungwiza	PR manager	0712323842		zfmandirahwe@chitmun.co.zw
			Deputy			mazambani@yahoo.com

NAME	Sex M/F	ORGANISATION	Designation	Phone	Fax	E MAIL
D.Mazambani	M	Chitungwiza	chamber secretary	0712325332		
I.Mafunga	F	Chitungwiza	Councillor	0913011140		
M. Tsikwa	M	Chitungwiza	Councillor	0913011141		
L.Gonese	M	Chitungwiza	A.C.O	0913471157		
G.Mafuratidze	M	Chitungwiza	Councillor	0916394060		
J. Manyepa	M	Chitungwiza	Finance Director	0712325330		
J.Gumbo	F	Chitungwiza	D.E.H.C.S	0712325328		
O.Mugumbate	F	Chitungwiza	Chamber secretary	0712325326		omugumbate@gmail.com

**Attendance statistics by gender:**

<b>Females</b>	7	28%
<b>Males</b>	18	72%
<b>TOTAL</b>	<b>25</b>	<b>100</b>

## ANNEX C

### CHITUNGWIZA GENDER AND GENDER BASED VIOLENCE ACTION PLAN

The fields to be completed are:

- **Who** – who/ which department/s will responsible of the action?
- **What is the baseline data** - what is the starting point, answer the questions?
- **What is the target / indicator** – what is the ultimate goal of the council and how will achievement of this goal be measured, answer the questions?
- **When** – what is the timeframe in which this should be completed?
- **Budget** – what is the budget required for this action to be completed?

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>GENDER POLICY FRAMEWORK</b>						
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Councils should have standard training on national, regional and international commitments made by the country at each induction session of new staff.	Dept of admin	No action has been taken so far  Council has no gender policy	Councillors, political leaders, officials 30% by 2013	2013	
Ensure that there <del>is there</del> is a gender policy in the council and it is implemented.	Advocate for the development and implementation of a gender policy for the council.	Dept of admin	Council has no gender policy	Development and implementation of a gender policy by 2011	2011	
Gender issues are given a high political profile by the Council and has a political champion	Provide training for key councillors on gender issues to ensure that gender issues are	Dept of Admin/General purpose	Council has no gender policy- operates on practise	Gender policy by 2011 Political leaders	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	championed by key politicians.	committee				
<b>I. GOVERNANCE</b>						
<b>Representation</b>						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota	Dept of admin	16% women representation in chitungwiza  0% women appointed councillors	30% representation by 2013  50% appointed councillors by 2013	2013  2013	
	Lobby that there are equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	Dept of admin	14,3% women chairpersons in chitungwiza	42,8% by 2013	2013	
	Ensure that there is gender balance on all community committees.	councillor	60% representation of women in place in 50% of the wards Report back meetings as and when issues arise	50% representation by 2013 Community meetings per quarter	2013	
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in local government including management and other committees.	Dept of admin	33,3%(2 out of 6) women in management positions	50% representation of women in management positions by 2013	2013	
	Encourage women to participate by mentoring and coaching them into these roles	Dept of admin	There has been no in house training to management positions. Current coaching and mentoring obtained from management forums like the	100% participation by 2013	2013	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			Chamber secretary's forum			
To educate communities and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.	Councillors	It is done quarterly	80% of the residents by the year 2013	Starting 2010	
	Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon	Administration	Nothing is on the ground	50% by 2013	Starting 2010	
<b>Participation</b>						
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	Ensure that women and men participate equally in council meetings.	Administration	16% women vs 84% men	50-50 by 2013	Starting 2011	
	Ensure that women have an influence on decisions taken by the council.	Mayor (Chairperson)	16% women vs 84% men	50-50 by 2013	Starting 2011	
	Network with other local, national and provincial women's caucuses.	Administration	No networkings exist	Network with 80% of the women's caucuses by 2013	Starting 2010	
To empower women councillors to articulate what are regarded as "women's issues."	Conduct a skills audit of women's councillors.	Administration	2 out the 4 women councillors audited	100% women councillors' skills audit by 2013	Starting 2011	
	Induction programmes for new councillors with follow up refresher	Administration	1 induction course done for the current group and no follow up refresher done	1 induction and a refresher for every quarter	Starting 2013	



STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	courses.					
To empower men on gender issues and mobilise their support.	Host gender training workshops for male and female councillors and officials.	Administ ration	1 involving councillors and officials done	1 workshop per quarter	Starting 2011	
	Host monthly gender dialogues with male councillors and officials.	Administ ration	No dialogues done so far	Monthly dialogues	Starting 2011	
<b>Public participation</b>						
To ensure that women and men participate equally in community matters	Collect, disaggregate and analyse data on communities.	Administ ration	No records	To compile such a record by 2013	Starting 2011	
	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.	Communi ty Leaders	Some trainings have been done under programmes like PMTCT <b>although.</b>	1 meeting per ward per quarter	Starting 2011	
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, contracts and employment opportunities and HIV and AIDS	Communi ty Leaders	Some meetings have been done	1 meeting per ward per quarter	Staring 2011	
<b>II. PLANNING</b>						
To ensure that targeted planning and service delivery takes place in the council women are	Ensure targeted gender planning and service delivery takes place in the council	Administ ration	An initiative was done by the housing department but had some limitations.	Incorporate gender targeted planning by 2013		

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
consulted equally in policy-making processes.	Ensure strategic objectives of the Council explicitly mention gender.	Administration	Nothing on the ground	Objectives by 2013	Starting 2010	
	Ensure that there are gender indicators in all plans.	Administration	Nothing on the ground	To have gender indicators in all the plans by 2013	Starting 2011	
To ensure that women are consulted about their needs when drawing up plans for the council.	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Administration	Not gender aware	To make the statement gender aware by 2012	Starting 2010	
	Conduct surveys prior to planning to determine the needs of both women and men.	Administration and partners	No survey done as yet	Conduct surveys prior to planning to determine the needs of both women and men yearly	Starting 2013	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	Administration	No customer satisfaction surveys disaggregated and according to gender	Conduct customer satisfaction surveys disaggregated and according to gender by 2013	Starting 2010	
<b>III. GENDER IN EXISTING PROGRAMMES</b>						
<b>Security and emergency services</b>						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named so that emergency services can locate women who call for assistance	Department of Works	Some street have names but some need new tags	All streets should be named in the districts	2012	
	Establish community policing posts	Administration	3 community police posts exist in some residential areas	Increase number of community to 5	2012	
To educate women and to raise awareness, especially of women-headed households in informal	Awareness programmes that target women, on the prevention of fires. Train community	Administration	Trainings done on fire and first aid	To strengthen and increase the trainings	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	members on how to prevent disasters and to handle emergencies, including first aid.					
<b>Procurement</b>						
To ensure that women benefit equally from the procurement process which they have historically been excluded from.	The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	Procurement Committee	Suppliers were being given contracts without reference to gender	Contracts allocated to be gender sensitive	2012	
	Implement and monitor quotas for women for the awarding of council contracts	Administration	The quota system was not being employed previously	To employ the quota system starting 2013	2011	
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women especially women headed households and align it with the planning unit in the Ministry of Finance	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring and evaluation systems Train women on project management and sustainable livelihoods and how to access CDF and network with NGOs	Ministry Of Labour and Social Services and NGOs	Activities have done.	To train more women on IGP	Starting 2011	
<b>Business support</b>						
To promote women's participation in the business sector where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Community Leaders	Networks have been done	Strengthen existing networks and establish new ones	2013	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Encourage public and private business partnerships.	Government	Done but not involving communities at a local level	Sectors to be brought down to local communities	2013	
To empower women entrepreneurs through business skills and support	Facilitate skills development, access to information and finance, and business support for poor women.	Government, NGOs	Support has been availed but the extent was not intense	To intensify support given to poor women	2012	
<b>Informal sector</b>						
To promote equal access to markets.	Link women to growth sectors.	Community Leaders	Activities have been done	Links to be strengthened	2013	
	Prepare pamphlets, advertising, posters, logo etc.	Administration	No material has been developed as yet	To prepare messages on gender equality and package them accordingly	2011	
	Engage in campaigns to raise the profile of gender e.g. Women's Day; Father's Day, Sixteen Days campaign.	Community Leaders	Campaigns were done	1 campaign for each on the 4 districts per quarter	2012	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>INFRASTRUCTURE</b>						
<b>Housing</b>						
To promote the equal rights of men and women to land tenure	The council keeps sex disaggregated data on title deeds.	DEPT of estates housing and community services	such data does not exist in the council	such data does not exist in the council	31 <sup>st</sup> Dec 2010	
	The council has taken steps to ensure that women benefit equally	Dept of estates housing	50% policy women access land.	50% available land to be owned by women	By 31 Dec 2015	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	from land and housing opportunities.	and community services				
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Dept of housing/ dept of works	There has been partial assessment of suitable living environment	100 level of assessment	2015	
<b>Water, sanitation and electricity</b>						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	The council has sex disaggregated data on who has access to basic services i.e. male and female headed households.	Dept of Works	<ul style="list-style-type: none"> <li>Boreholes are provided at Ward level for free</li> <li>Bores have been drilled already and some are being drilled.</li> </ul>	<ul style="list-style-type: none"> <li>Increased the number of new boreholes to be drilled by 10 per year</li> <li>Ensure that there are adequate toilets in schools</li> </ul>	ongoing	
	Women are involved in the planning, management and maintenance of these services and facilities.	Dept of Works/P lanning	Community meetings were held in the wards stats not available on attendance	60% of women and 40% men	Ongoing	
	Ensure that women are consulted prior to the provision of services.	Dept of Planning , gender focal person	To a certain extent services are being aligned to the needs of women	100% of the target group are women	Ongoing	
<b>Environmental health</b>						
To involve women, as key stewards of the environment, in environmental preservation projects or making	Create a forum for engaging with the community on environmental health issues and ensure that	Dept of Admin, Dept of public works	Yes the council have Environmental management Committee	To introduce participation of women in this committee	By 31 st Dec	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
business ventures from the environment.	women and men are equally represented and involved in for eg. the management and disposal of waste and introduce recycling	and environmental management committee				
	Create a forum for engaging with the community on environmental health issues and ensure that women and men are equally represented and involved in for eg. the management and disposal of waste and introduce recycling	Dept of Works Depts of health and works	Yes e.g. the Make Zambia Clean and Healthy committees. There are no any recycling projects exist within the council.	All stakeholders and 10 people are to sit on the committee, and should meet on monthly basis.  This can be measured by the number of meetings held and the minutes produced.	Ongoing  Ongoing	
To take into account the needs of women who are increasingly burdened with the responsibility of burying family and community members.	Women's needs should be taken into account in the location of cemeteries.	Dept of estates, housing and community services	Already existing in councils	All stakeholders and 10 people are to sit on the committee, and should meet on the monthly basis.  This can be measured by the number of meetings held and the minutes produced.		
<b>HEALTH</b>						
Ensure health facilities are accessible to women						
<b>HIV and AIDS</b>						
<b>Prevention</b>						
To establish the gendered dimensions of HIV/AIDS	Gender disaggregated data on HIV/AIDS for	Dept of health,	Sex disaggregated data exists in the councils	Availability of updated records of gender	31 <sup>st</sup> Dec 2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
and raise awareness on the disease in the council.	the council; integrate gender considerations local in HIV/AIDS programmes.			disaggregated data		
	Develop gender aware HIV and AIDS public education and awareness campaign.	Dept of Planning , gender focal person and other service stakeholders	Establishment of gender committee that will formulate a gendered HIV /AIDS policy	Gender consciousness	October 2010	
	Advocate for extensive use of female condom.	Dept of health	The female condoms are available and the cost is free	Council popularise the whole community	Ongoing	
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon campaign, coupled with ongoing awareness campaigns.	Dept of health	The council participated in awareness campaigns in the past by organised drama performances and community.  Yes the Council has participated in the 16 days of activism.	To increase publicity on the use of female condoms	Ongoing	
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.	Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities.	Dept of health	PEP is available at some health facilities.	Sexually active age groups. It will be measured by the number of public awareness Meetings and report	Ongoing	
To educate women and men on voluntary counselling and testing which is a powerful tool for	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to	Dept of health and women	Data is available	Increase in % on the number of women and men accessing VCT services	Ongoing	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
preventing the spread of HIV/AIDS.	encourage women and men to go for VCT.	organisation e.g. WASN				
<b>Treatment</b>						
To address the fact that women are often the last to access free treatment where this is available.	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	Dept of Health	More women have access to treatment than men	Gender disaggregated data	Ongoing	
<b>Social development</b>						
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	Collect gender disaggregated data on the use of council community and sporting facilities.	Dept of housing	Gender disaggregated data exist in the district	Gender disaggregated data exist in the townships	Gender disaggregated data on the use of community and sporting facilities.	Ongoing
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes in all spheres, including the home. Educate parents on how their children should be socialised.	Dept of Planning	Social activities like softball and netball exist and are organised over the weekends	School going girl children Number of events Number of children participating	Periodically	
<b>IV. EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
<b>To increase the representation of women employed in the</b>	Adopt the SADC target of 50% women in all areas of leadership and	Dept of Admin	Male and female are given equal opportunities for employment as long as they meet the necessary	<ul style="list-style-type: none"> <li>Performance plans explicitly mention gender equity</li> </ul>	2013	



STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>council.</b>	employment by 2015. Explicitly prioritise gender equity in performance plans.		qualifications	<ul style="list-style-type: none"> <li>50% women in all areas of employment by 2015</li> </ul>		
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.	Dept of Admin/G FP	<b>Statistic not available</b>	50% women in all areas of employment by 2015	2013	
<b>Budgeting ,monitoring and evaluation</b>						
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for. To ensure that resources are being allocated to gender priorities.	Obtain sex-disaggregated data.	Dept of Admin	Sex disaggregated data exists but is not consistently applied	To ensure that all statistics are disaggregated by gender.	2013	
	Gender indicators to be formulated for each department/ programme and HR management.	Dept of Admin	Gender KPIs in the score card does not exist	Gender KPIs integrated into council score card.	2013	
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	Dept of finance	The action plan has not been costed	Costing of this action plan.	2012	
	Ensure that departments allocate resources to gender priorities.	Dept of Finance/ GFPP/PI	Not fully allocate resources to gender priorities	Department to allocate resources to gender priorities	2012	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		anning				
<b>Capacity building</b>						
To ensure that training is done to educate all employees and community groups on gender	Diversity and gender training is provided for both men and women in the council, at all level and is done systematically		No training has been done in the past	Number of trainings conducted by service providers, training reports	2012	
	Facilitate skills training for members of gender machinery.		No training has been done in the past	At least one training conducted for Councillors, officials and community	2012	
	Liaise with service providers to provide training programmes.		No training has been done in the past	Attitudes towards gender self assessment	2012	
	Facilitate training programmes among councillors, officials and community groups and asses impact of the training.		No training has been done in the past	All cllrs and strategic staff trained	2011	
	Gender sensitivity, analysis training for both male and female councillors and officers.		Women's day events and activities have been undertaken in the past	Participate in all activities to raise the profile of gender Number of women participating Resources allocated to these vents	ongoing	
To raise awareness on gender issues and challenge the belief that gender is a "women's issue".	Compile a calendar of special gender events and campaigns.		Participate in all activities to raise the profile of gender	No of materials developed, sourced and distributed	ongoing	
	Prepare pamphlets, advertising, posters, logo etc.		No sporting, competition have taken place	Three sporting activities	periodically	
	Engage in campaigns to raise the profile of					

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	gender e.g. Women's Day; Father's Day, Sixteen Days campaign.					
<b>V. GENDER MANAGEMENT SYSTEM</b>						
<b>Planning</b>						
To ensure that women are consulted about their needs when drawing up plans for the council.	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Dept of Admin	The vision and mission statements do not specifically highlight gender issues	To make both the vision and mission gender aware	2011	
	Consult with both women and men when drawing up plans.	Dept of Admin	Consultation has not been done	Consult male and female employees and policy makers	2011	
	All units and departments should include gender indicators in their business plans.	All Depts	None of the departments/ units have included gender in their business plans	Include gender indicators in all business plans	2012	
	Conduct surveys prior to planning to determine the needs of both women and men.	All Dept	No surveys conducted in the past	Conduct gender aware surveys Gender aware survey results.	2013	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	Dept of Planning	No customer satisfaction survey has been done	Administer customer satisfaction surveys annually	2012,	
<b>Gender structures</b>						
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	Recruit/appoint gender focal point.	Dept of Admin	Gender focal point person has been appointed	Gender focal point person properly trained	2011	
	Senior managers must take ultimate responsibility for gender mainstreaming within	Dept of Admin	No work has been done in the establishment of gender structures	To establish GMS, vest it with authority, strategy, plan and resources.	2014	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
commitment of all managers.	the administration.					
	Gender should be a standing item on the agenda of management committee meetings.	Dept of Admin	There is no item on gender on the agenda for management meetings	Have gender as an agenda item on all management meetings	Immediately	
	Include a gender component on the Finance and General Purposes committee / Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Dept of Admin/G FP	There is no standing committee in charge of gender at the moment	To constitute a Gender equality committee.	2011	
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	Dept of Admin	No institutional gender focal point person has been appointed	To appoint GFP for each department and form TOR for GFP	2013	
	Publicise the establishment of the gender machinery.	Dept of Admin	The GMS is not known because it does not exist	Establish GMS and publicise it	Immediately	
	Gender machinery to prepare their own strategic plans.	Dept of Admin/G FP	There is no GMS strategic plan	To adopt GMS Strategy and action plan	Immediately	
	Establish linkages with gender machinery in other municipalities.	Dept of Admin/G FP	No linkages on gender machinery established	To network GMS with other municipalities	Immediately	

### ANNEX D GBV ACTION PLAN

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>Prevention</b>						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Dept of Community Services	No such data exists However, data to be collected when programme starts	Our target group is the Community. 1. Lobby and advocacy. 2. Sensitise groups  Each Ward to have one group. i.e. 25Wards = 25groups • 25 gender safety audits in the district • Sex disaggregated data	By 2011.	6% of Budget.
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Dept of Community Services	No such audits in existence however, to be introduced with the progression of groups.	• 25 gender safety audits • Results of audit • 25 Women's Safety Assessment focus group convened	2011	6%
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Dept of Community Services and the Department of Works And Vigilante Groups such as Neighbourho	Neighbourhood Security Committees in existence. Most Tower Lights in Chitungwiza are not functioning. In most areas where infill suburbs were created there are no tower lights.	30% improvement in street lighting/tower lighting in Chitungwiza District.	By end of 2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		od Security Committees				
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turnaround time	Dept of Works	Chitungwiza Municipality is not a Power Authority.	Follow-ups will have to be made with ZESA.	By 2010 3 <sup>rd</sup> Quarter.	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	Dept of Works	Some streets have names, some street plates have been vandalised and some have no street names.	To have all street plates in place along all roads within the Districts.	2011.	
	Conduct safety awareness programmes and establish a watchdog community including all community based structures e.g. community policing forums, etc.	Council through Community Leaders and Dept of Community Services	No such forums	<ul style="list-style-type: none"> <li>• 25 safety forums established and functioning in the districts</li> <li>• 25 safety awareness programmes conducted</li> </ul>	2011	
	Involve street hawkers in crime watchdog projects.	Dept of Administrative & Secretarial Services' Security Section	They are involved.	<ul style="list-style-type: none"> <li>• To strengthen street hawkers crime watchdog Committees in crime prevention projects</li> <li>• Statistics of crime being reported at the police</li> </ul>	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>Public awareness campaigns</b>						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year-long campaign	Community Leaders and Dept of Community Services	Within the council GBV programmes do exist and you would also find such programmes at the Police.	<ul style="list-style-type: none"> <li>Council does not have deliberate policies within it resultantly had not made budgetary and strategic plans to include GBV programs.</li> </ul> This will be measured by:- <ul style="list-style-type: none"> <li>No. Of campaigns held in Wards by Some of the Councillors</li> <li>No. of women sensitised in some of the wards where this exists.</li> </ul>	2011	
	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	Department of Housing and Community Services	Some of the Ward Councillors Working with other stakeholders eg Fatherhood Peace Project, Padare, Patsime, Women in Politics, in commemorating the 16 days campaign. The council has not participated in these campaigns.	The whole community to be targeted The targets will be measured by: <ul style="list-style-type: none"> <li>➢ Increasing numbers of meetings to be held,</li> <li>➢ Participation levels of council officials e.g mayor, councillors, chief officers.</li> </ul>	25 Nov – 10 Dec 10	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night	Council through Community Leaders and Dept of	TAKE BACK THE NIGHT Campaign has never taken place in our communities/communities	Sensitising the community on safety on streets. This will be measured by: <ul style="list-style-type: none"> <li>✓ Holding drama performances</li> </ul>	25 Nov – 10 Dec 2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	campaign to sustain the momentum.	Community Services		<ul style="list-style-type: none"> <li>✓ Radio programmes</li> <li>✓ Through councillors</li> </ul>		
	Promote involvement of men and boys in ending gender violence.	Council through Community Leaders and Dept of Community Services	Men and boys have been part and parcel of the GBV campaigns e.g. there is a men's network programme Fatherhood Peace Project, Padare, Patsime	All men and boys will be targeted. This will be measured by <ul style="list-style-type: none"> <li>✓ No. Of men joining the campaign</li> <li>✓ No. Of men network established within the communities.</li> </ul>	2010	
	Monitor and evaluate impact of all public awareness campaigns	Dept of Community Services	Council have not monitored and evaluated any GBV campaigns	<ul style="list-style-type: none"> <li>• To Plan on having an effective monitoring tool in place, this will be measured by:</li> <li>✓ No. Of monitoring conducted</li> <li>✓ No. Of programmes implemented</li> </ul>	2010	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Council through Community Leaders and Dept of Community Services	The councils have never been involved in cyber dialogues.	<ul style="list-style-type: none"> <li>• To plan to have an effective cyber dialogue system in place. This will be measured by:</li> <li>✓ No. Of topics discussed</li> <li>✓ No. Of people involved in the dialogues.</li> </ul>	2011	
<b>Best practices</b>						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	Council through Community Leaders and Dept of Community	GBV practises exists but are not documented	The council should collect as many practises as they can for showcasing.	2010	



STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Services				
<b>Response</b>						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient police posts.	Community Leaders and Dept of Community Services	There are police posts in council areas and Council has provided them support by providing land to erect Police Posts.	Intensify awareness on community.	2010	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Community Leaders and Dept of Community Services	There are no statistics on GBV in the council	Create Database of services and facilities available in the Wards.	2010	
	Liaise closely with the police; ensure a private room/ victim friendly unit at police stations; improve the services provided by the Police.	Community Leaders and Dept of Community Services	All victim friendly units ( private rooms, 1 for officers, 1 for counselling) these are controlled by women and men officers	<ul style="list-style-type: none"> <li>All police stations have victim friendly units</li> <li>Awareness raised in communities on these facilities</li> <li>More cases of GBV reported and dealt with</li> </ul>	Immediately	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs. Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	Dept of Estates, Housing and Community Services	There are places of safety and care within the Chitungwiza areas.	To increase the Provision of land in the Wards for NGO's or CBOs who deal with GBV to enable them provide shelter and safety for survivors of GBV.	2010	
	Develop and maintain an updated database of services and facilities available to survivors	Dept of Community Services	There is no such database at present.	Database of services and facilities to be developed since services were established in some Wards.	immediately	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.					
	Encourage role modelling of survivors and victims	Community Leaders & Dept of Community Services	No modelling is being done at present.	<ul style="list-style-type: none"> <li>Identify role models</li> <li>Number of role models</li> <li>Number of I stories.</li> </ul>	2010	
	Strengthen family counselling services provided at victim friendly units and train ward committee members to provide support	Dept of Administration & also Dept of Housing and Community Services.	There are victim friendly units based in police stations and they do provide counselling	Council to make provisions for Training of trainers (police posts – as above) who train ward committee members	2010	
<b>Support</b>						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Director of works/ Director of Urban Planning/Director of Housing	No safe houses	To construct safe houses in all the 25 wards	June 2012	US\$375 000
	Commit council resources to strength	Director of Housing	The council has not established places of safety	4% of council budget on service provision should be	2012	US\$

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and ensure sustainability of existing places of safety and establish some in places where they do not exist.	/Director of Urban Planning/Director of Works/ Finance Director	and has not committed resources to supporting survivors of GBV	allocated for the construction of safety shelter		
	Establish day care centres for the elderly to ensure their safety.	Director of Housing/Director of Urban Planning /Director of works	No day care centres exist	Establish 4 day care centres for the elderly people (men and women)	June 2013	US\$300 000
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Director of Housing /Min Of Gender	council has not yet embarked on programmes to economically empower women	8% of land allocations should be reserved for vulnerable women from each ward	Dec 2011	US\$50000
<b>Coordination</b>						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	Min of Gender/Min of Home affairs/ Gender focal Person	To set up a multi-sectoral GBV committee	Council to capacitate the multi-sectoral GBV committee Once it is set up	February 2011	US\$5000
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and	Gender Focal Person	Currently the council is not involved in the GBV activities	The council to strengthen its relations with other stakeholders through	March 2011	US\$1500

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	effectively addressed.			quarterly meetings.		
<b>Budget allocation</b>						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Director of Finance/ Director of Works	Currently there is no budget for GBV activities	To include GBV activities in the budget	October 2010	US\$
<b>Monitoring and evaluation</b>						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Gender focal Person/ GBV committee	Monitoring and evaluation tools are not in place.	To put in place M&E tools To capacitate the focal person and GBV committee with monitoring and evaluation skills.	Feb 2011	US\$13 000

<b>Arena for Action</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogans</b>	<b>What communication tool should be used</b>
<b>Individual</b>			
Abused woman or man Abused child Abusive men	-report any forms of abuse	-kushungurudzwa -kurova mukadzi humhondi -violence is crime -stop child abuse	-campaign -education -billboards -flyers
<b>Family/household</b>			
Mother father ,guardian parenting	-Communicate gender issues -community sensitisation on GBV	-Mukana yakaenzana kumhuri kumhuri yese vana vachipondana -mwana mwana chete	-Regalia -Media -Posters -Billboards -flyers
<b>Community</b>			
Community	-Need to mobilise communities to create safe spaces for man and women	-Peace and harmony	-dramas -adverts
Schools	Educate on forms of abuse	-If abused raise alarm	Debates -dramas
Sports	Equal access to sport	-Love one another	-sports tournaments
Religion	-Spread the word	Rugare mudzimba	-Preaching in churches and get together of different ministries
<b>Society</b>			
Political leadership	-50/50 campaign by 2015	-An abusive free society starts from home	-legislature -policy document
Criminal justice system	-Implement GBV policies	-perpetrators should rot in jail	-T-shirt -campaigns -Demos
Media	-Educate people on GBV	The time is now to stop GBV	-put a column on gender issues
Culture	-Address gender imbalances	-Kurova mukadzi humbwende	T-shirt -campaigns -Demos -dramas

## EVALUATION FORM

**Date: 16-18 August 2010**

**Venue: Bronte Hotel**

### 14 Evaluations received

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
<b>1. PROGRAMME DESIGN</b>	5	7	1		
<b>2. PROGRAMME CONTENT</b>	5	8	1		
<b>3. DOCUMENTATION</b>	5	7	1		
<b>4. FACILITATION</b>	6	6	2		
<b>5. GROUP WORK</b>	5	4	4		
<b>6. OUTPUTS</b>	1	5	7		
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	1	7	4	1	
<b>8. LEARNING OPPORTUNITY</b>	6	6	1		
<b>9. NETWORKING OPPORTUNITY</b>	2	9	2		
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	6	5	2		

### COMMENTS

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

- Gender equality – confidence was enhanced
- Gender mainstreaming – empowers women to be able to do gender budgeting & it dealt With real life issues in our councils.
- All sessions because they were important and they complement one another
- gender budgeting because it has not been practiced in our local authority due to lack of knowledge
- Gender the economy and budgeting because it is essential in creating a balance from resource allocation which has a huge impact on development
- All because they were important
- Facilitation – clear and understandable.
- All sessions were useful.
- Gender and governance because women have realised that they should occupy decision making posts
- Key gender concepts because I managed to realise the word gender and things we can change and those we cannot change
- Leadership made one appreciate that women need to be empowered, they have the potential to lead but they just need to be capacitated
- Group work on challenging stereotypes

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

- None

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

- Feedback to fellow women.
- Disseminate information I gained at meetings.
- Preach gospel to the community.
- Self assessment
- Awareness meeting to those who are not aware of gender issues including fellow workmates. Ensuring that all future council budgets and other programmes are gender sensitive
- By making sure that every level of human gatherings from children groups recognise and take into consideration all gender protocols when they work
- Buy engaging women in all capacities of representation
  
- Report without bias to males
- Will do what I have learnt about gender
- Distribute pamphlets to my subordinates.

**4. Any other comments?**

- Very enlightening and eye opener
- Organise more frequent workshops
- Red carpet treatment from facilitators.
- I will stand for chairmanship.
- Lobby for 50/50
- Hoping for more workshops.
- To invite facilitators to our communities.
- Good time management.
- Need for capacity building