



PRESENTER'S NAME: MRS A. MANYEMWE
CATEGORY: LOCAL GOVERNMENT COE
BULAWAYO

REGIONAL SADC GENDER PROTOCOL SUMMIT
22-24 APRIL 2013, INDABA HOTEL, JOHANNESBURG

GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF CITY OF BULAWAYO

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CORPORATE VISION

- Bulawayo, City of Kings, Leader in Local governance excellence.

CORPORATE MISSION

- Committed to excellence in local governance through provision of quality services to the satisfaction of stakeholders.

CORPORATE VALUES

Integrity, transparency consultation, stability, accountability, efficiency, equal opportunities, fairness, responsiveness and environmental friendliness.



BRIEF DESCRIPTION OF CITY OF BULAWAYO

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The City of Bulawayo serves a population of about 750 000 (2002 ZIMSTAT CENSUS), there are 29 wards, 24 male councillors and 3 female councillors. The three female councillors chair some of the committees/sub-committees of Council. There are five females and ten males in the Council's top management group (executive)



BRIEF DESCRIPTION OF **CITY OF BULAWAYO**

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COUNCILLORS IN COUNCIL CHAMBER



GENDER EQUALITY BY 2015, YES WE MUST!

KEY GENDER AND SERVICE DELIVERY CHALLENGES

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1. Water supply is one of the key service delivery challenges, due to low rainfall in the region.



Crisis ... Umzingwane Dam before the onset of the rainy season

KEY GENDER AND SERVICE DELIVERY CHALLENGES

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□ Bulawayo City Councillor, Jennifer Bent.



- Few women in decision making

KEY GENDER AND SERVICE DELIVERY CHALLENGES

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Efforts have been made to reduce the frequency of burst sewers in the suburbs

GENDER EQUALITY BY 2015, YES WE MUST!

KEY GENDER AND SERVICE DELIVERY CHALLENGES

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Clean up campaign in the suburbs

GENDER EQUALITY BY 2015, YES WE MUST!

GENDER CHAMPIONS

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Director of Health Services



- Gender Focal Person and Councillors

GENDER CHAMPIONS

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Councillors



ZDDT Councilor of the Month: Cllr Thembeni Khoza; an unrelenting zeal to respond and assist

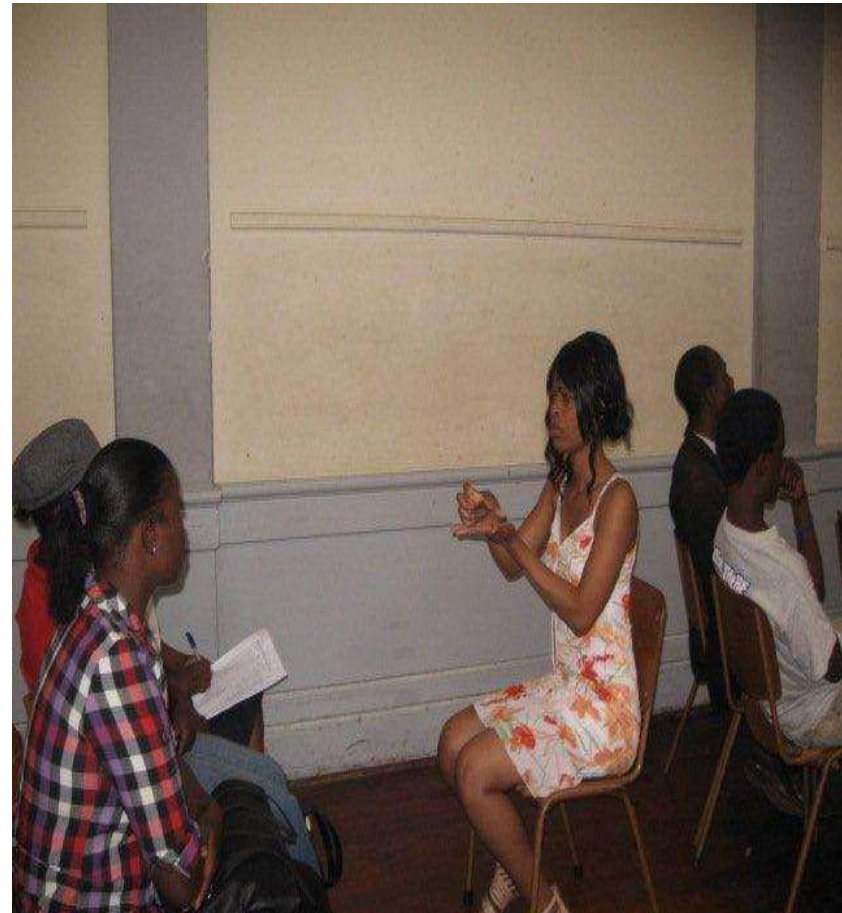
HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

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- Budget consultations : every year Council consults residents when preparing the budget and women and men participate equally.

	<u>2011</u>	<u>2012</u>
Women	2 164	2 219
Men	<u>2 156</u>	<u>2 471</u>
Total	<u>4 310</u>	<u>4 690</u>

- People with disabilities also participate in the budget consultation process.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

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- Council has a policy on recruitment to reach gender parity, by 2015 by increasing the number of women in council's workforce by 5% annually.



HOW HAS THE COE PROCESS

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CONTRIBUTED TO ADDRESSING THE CHALLENGES?



•Rehabilitation of elevated Umvutsha Outfall Sewer Line

GENDER EQUALITY BY 2015, YES WE MUST!

HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

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Local Economic Development



Gender Action Planning workshop

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

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PROTOCOL TARGET	COUNCIL ACTIONS
<p>4. Endeavour to ensure that 50% of decision-making positions in Council are held by women.</p>	<p>5 out of 15 management positions in Council are occupied by females. Council has a recruitment policy to increase women workers. 3 female Councillors chair committee/sub-committees.</p>
<p>5. Adopt gender sensitive educational policies and programmes addressing gender stereotypes in education</p>	<p>Council facilities are being upgraded to accommodate children with disabilities. Bursaries by Council benefit both the girl and boy child.</p>
<p>9. Adopt policies and enact laws which ensure equal access for women and men in trade and entrepreneurship.</p>	<p>65% of the \pm14 800 vending bays in the city are occupied by females.</p>

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

Council has a recruitment policy to increase women workers.

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GENDER EQUALITY BY 2015, YES WE MUST!

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

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PROTOCOL TARGET	COUNCIL ACTIONS
12. Review, amend and enact laws and policies that ensure women and men have equal access, control of and benefit from productive resources.	Stands allocated to married people are registered with spouses being co-owners of the property in terms of Council policy.
19. Adopt integrated approaches that aim at reducing current levels of GBV.	Council commemorates international days such as 16 days of activism, international women's day. Council has a social welfare section which assists, educates or responds to GBV issues.
20,21,22 Women health care, maternal health, etc.	The Council's health services department offers maternal health services, child health services, youth friendly services, counselling services.

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

Provision of Health Care Services
INTERNATIONAL DAYS

COUNCIL COMMEMORATES

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Nkulumane Clinic



Launch of Sixteen Days of Activism against Gender Violence

GENDER EQUALITY BY 2015, YES WE MUST!

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

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PROTOCOL TARGET	COUNCIL ACTIONS
24, 25, 26 HIV/AIDS	In line with the National Aids Policy women seeking antenatal care undergo HIV testing and counselling (93%) receive ARV (90%). There are 7 male and 105 female home based care givers and one of them is a Councillor.
27 Peace-building and conflict resolution.	Councillors hold crime consultative meetings in their wards, counsel families or partners in conflict.

Commemoration of International Days

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GENDER EQUALITY BY 2015, YES WE MUST!

COLLABORATION WITH PARTNERS

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GENDER EQUALITY BY 2015, YES WE MUST!

IMPACT

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- **Employment – gender analysis of Council’s workforce by job and by grade has been done. Future recruitment will be guided by this analysis.**
- **Community based planning done in partnership with UN Habitat ensured women, men boys and girls participation for their needs.**
- **Council budget – gender budgeting now being practised, women, men, boys and girls, people living with disabilities, and other vulnerable groups involved.**



Community Participation



Youth Empowerment

GENDER EQUALITY BY 2015, YES WE MUST!

IMPACT

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- **Housing policy which ensures co-ownership of the property for married couples. Single men and women, vulnerable groups also get stands without discrimination.**
- **Safety nets for vulnerable groups, for example, rate rebate for the elderly, bursaries, non payment of clinic fees for under fives elderly groups.**
- **Public safety through improved street lighting.**



Mazwi Housing Project, Ground Breaking Ceremony

CHANGING LIVES

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Gender Programmes gave voices to the vulnerable



Pensioner Mr Dube contributing at the 2013 budget consultation meeting in Bulawayo

GENDER EQUALITY BY 2015, YES WE MUST!

CHANGING LIVES

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- Gender Based Violence – Day of the Disabled : Cyber Dialogue
- Firstly I would like thank the organisers of the cyber dialogue which took place on the Day of the Disabled. I personally did not know about the day and it was an eye opener and has helped me and my community in many ways .
- During the dialogue we exchanged views on how to remove barriers in disabled persons especially women. We discovered that gender based violence is there in disabled persons. These women need to be empowered, taught self help skills and be treated like able bodied persons. These women need income as most of this is caused by poverty and in some cases cultures, which do not allow women to work and have to ask for money from their husbands. Also we spoke about children, how they can be included in normal schools in their communities. Depending on their disabilities children need to mingle and socialise with other children. Those who need special care and special equipment need to be provided for.



We discovered that gender based violence is there in disabled persons.

CHANGING LIVES

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- **Gender Based Violence – Day of the Disabled : Cyber Dialogue**
- This workshop made me aware of what is happening in my community and how to help where possible. I discovered that the schools around have special classes for children and also for those with special need there is transport that ferry them to and from town. At our church there is a Ministry To People With Disability department of which I am a member, we have listed people with disabilities around our community and identified their problems and how we can help them.
- Our aim is eliminate all forms of barriers in disabled persons in the community be it at schools, churches and workplaces. Let us work together as one.



We discovered that gender based violence is there in disabled persons.

CHALLENGES TO GENDER MAINSTREAMING

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- Resource constraints affect service delivery.
- No specific budget for gender mainstreaming in Council.
- Female policy makers' numbers can only be increased by electorate.

WAY FORWARD

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- Gender Policy in Council is a must. Gender action plan implementation.
- There is need to allocate a specific budget structure for gender mainstreaming to be accelerated in Council.
- Gender awareness to be intensified, and action plan implementation to be monitored.



PARTICIPANTS DEVELOPING GAP

THANK YOU.

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City of Bulawayo Revenue Hall

GENDER EQUALITY BY 2015, YES WE MUST!