



NAME OF GOOD PRACTICE: A DYNAMIC, CLEAN, GREEN AND PROSPEROUS CITY
PRESENTERS NAME: UNITY JAJI
CATEGORY: LOCAL GOVERNMENT COE



REGIONAL SADC GENDER PROTOCOL SUMMIT

DATE : 22 – 24 APRIL 2013

VENUE: INDABA HOTEL, FOURWAYS, JOHANNESBURG, SOUTH AFRICA

BRIEF DESCRIPTION OF COUNCIL

- GWERU IS THE THIRD LARGEST CITY IN ZIMBABWE.
- FOUNDED IN 1894 BY DR LEANDER STARR JAMESON
- **LOCATION** : LOCATED NEAR THE CENTRE OF ZIMBABWE $19^{\circ} 25'$ SOUTH $29^{\circ} 50'E$ $19,417^{\circ}$ S $29,833^{\circ}$ E
- **AREA** : 30 000 HECTARES
- **ALTITUDE** : 1 416M ABOVE SEA LEVEL
- **TEMPERATURES** : 4° C IN JULY AND 28.6° C IN OCTOBER.
- **RAINFALL** : BETWEEN NOVEMBER AND MARCH AT AN AVERAGE OF 690MM/YEAR.



- **POPULATION** : 300 000 (55% WOMEN)
- **NUMBER OF COUNCILLORS** : - 22
 - 20 MEN (16 ELECTED, 4 APPOINTED) AND 2 WOMEN (ELECTED)
- **COUNCIL EMPLOYEES** - 343 FEMALES, 625 MALES
- HOW LONG HAS THE COUNCIL BEEN PART OF THE COE PROCESS?
 - 3 YEARS
- WHAT STAGES HAVE BEEN COVERED?
 - I TO X

VISION : A DYNAMIC, GREEN AND PROSPEROUS CITY.

MISSION : GWERU CITY IS COMMITTED TO GOOD GOVERNANCE, THE PROVISION OF COST EFFECTIVE SERVICES TO ITS RESIDENTS AND PROMOTING LOCAL ECONOMIC DEVELOPMENT.

VALUES : IN PURSUING ITS VISION AND MISSION, THE GWERU CITY COUNCIL SHALL BE GUIDED BY THE FOLLOWING VALUES :

- CUSTOMER FOCUS
- PROFESSIONALISM
- EQUAL OPPORTUNITY EMPLOYER
- TRANSPARENCY AND ACCOUNTABILITY
- TEAMWORK
- INTEGRITY
- ENVIRONMENTAL STEWARDSHIP
- COMMUNITY PARTICIPATION

KEY RESULT AREAS :

- GOOD GOVERNANCE
- MUNICIPAL FINANCE
- SERVICE DELIVERY
- HUMAN RESOURCES MANAGEMENT
- LOCAL ECONOMIC DEVELOPMENT

KEY GENDER AND SERVICE DELIVERY CHALLENGES

- CHALLENGES

1. POLICY FORMULATION AND IMPLEMENTATION
2. RECRUITMENT OF WOMEN IN DECISION MAKING POSITIONS INCLUDING RECRUITMENT OF WOMEN IN POSITIONS NORMALLY DOMINATED BY MEN.



3. RAPE, MUGGINGS, ROBBERIES AND MURDER OF WOMEN AND CHILDREN AT BLACK SPOTS
(CUTTING OF LONG GRASS, RESCUCITATION OF PUBLIC LIGHTING, CLEARANCE OF BUSHY AREAS). -
4. WATER SHORTAGES – SINKING OF BOREHOLES
5. EMPOWERMENT OF WOMEN AND GIRLS (INSUFFICIENT FLEA MARKET TRADING SPACE)



6. MEAGRE BUDGETS FOR GENDER MAINSTREAMING.
7. SHORTAGE OF RECREATION FACILITIES.
8. SHORTAGE OF DRUGS AT COUNCIL CLINICS.
9. URBAN RENEWAL – LIMITED HOUSING SPACE, TOILETS AND BATHROOMS
10. MORE HOUSES/STANDS ALLOCATED TO MEN THAN TO WOMEN DUE TO SHORTAGE OF INCOME.

11. RUBBISH DUMPING DUE TO NON COLLECTION HAS RESULTED IN BAD ENVIRONS.
12. POVERTY AND CLIMATE CHANGE
13. RECREATION FACILITIES (REPAIRS AND MAINTENANCE)



GENDER EQUALITY BY 2015, YES WE MUST!

GENDER CHAMPIONS

GWERU CITY COUNCIL



CLLRS M. MPOFU AND H. DZUDA FLANKING U.JAJI, THE GENDER FOCAL PERSON



THE TOWN CLERK, SECOND FROM LEFT



THE MAYOR PLANTING A TREE ON NATIONAL TREE PLANTING DAY 2012



CLLR MPOFU AND MRS JAJI AT TRADE FAIR

GENDER EQUALITY BY 2015, YES WE MUST!

GENDER CHAMPIONS

- **THE TOWN CLERK – DANIEL MATAWU**
- **2 FEMALE COUNCILLORS**
 - **CLLR HOLLY DZUDA – CHAIRPERSON , (WOMEN IN LOCAL GOVERNMENT FORUM (URBAN) AND HEALTH AND HOUSING COMMITTEE)**
 - **CLLR MUCHANETA MPOFU - VICE CHAIRPERSON – ENVIRONMENTAL MANAGEMENT COMMITTEE –**
- **GENDER FOCAL PERSON - UNITY JAJI**
- **4 INTEREST COUNCILLORS**
 - **CLLR L. MANDIZIBA - FOR THE DISABLED PEOPLE**
 - **CLLR T. CHIKOHORA – FOR INDUSTRY AND COMMERCE**
 - **CLLR P. CHAKAIPA – FOR SMALL TO MEDIUM ENTERPRISES**
 - **DECEASED – FOR GWERU RESIDENTS AND RATE PAYERS**

GWERU DISTRICT GENDER COMMITTEE

GENDER COMMITTEE



GENDER EQUALITY BY 2015, YES WE MUST!

- **GENDER CHAMPIONS PUSH GENDER ISSUES THAT RELATE TO THE CATEGORIES OF PEOPLE THEY REPRESENT.**
- **THEY CONTRIBUTE TO POLICY FORMULATION AND IMPLEMENTATION THROUGH THE COUNCIL'S GENDER ACTION PLAN.**

HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?



1. POLICY INTERVENTIONS

- THE HOLDING OF MEETINGS WITH MANAGEMENT TEAMS OF COUNCIL STAGE I, THE SITUATIONAL

ANALYSIS STAGE II, COUNCIL LEVEL POLICY AND IMPLEMENTATION STAGE III IDENTIFIED GAPS IN POLICY FORMULATION. HOWEVER, THOUGH COUNCIL IS CURRENTLY WORKING ON ADDRESSING THE COUNCIL GENDER POLICY ISSUE, THE FOLLOWING DOCUMENTS ARE BEING USED :

- THE SADC PROTOCOL ON GENDER AND DEVELOPMENT.
- THE NATIONAL GENDER POLICY
- THE ZIMBABWE LOCAL GOVERNMENT ASSOCIATION GENDER POLICY.

- THE CITY OF GWERU DRAFT GENDER AND GENDER BASED VIOLENCE ACTION PLAN.
- COUNCIL'S STRATEGIC PLAN
- COUNCIL'S EMPLOYMENT CODE OF CONDUCT

2. SPECIFIC CAMPAIGNS

- THE ISSUE OF FEW WOMEN IN KEY DECISION MAKING POSITIONS IS CURRENTLY BEING ADDRESSED AS THE MONITORING AND EVALUATION (STAGE IX) HAS IDENTIFIED A BIG GAP IN THIS AREA. A DELIBERATE EFFORT IS BEING MADE TO ENSURE WOMEN ARE TAKEN ON BOARD IN BOTH COUNCIL'S TOP MANAGERIAL AND POLICY MAKING BOARD LEVELS. HOWEVER, THE MIDDLE MANAGEMENT LEVEL HAS THE FOLLOWING KEY POSITIONS OCCUPIED BY WOMEN; 1 ROADS ENGINEER, 1 SENIOR ACCOUNTANT, 1 COMPUTER MANAGERESS, 1 CHIEF TOWN PLANNING TECHNICIAN, 1 ELECTRICIAN, 1 SURVEYOR AND 6 SISTERS IN CHARGE OF COUNCIL CLINICS.

3. PUBLIC PARTICIPATION

- STAGE IV, COMMUNITY MOBILISATION, VILLAGE LEVEL MEETINGS ON THE SADC PROTOCOL HAS CONTRIBUTED IMMENSELY ON COUNCIL'S SERVICE DELIVERY IN TERMS OF COMMUNITY PARTICIPATION IN :
 - REDUCTION OF REFUSE DUMPS
 - ATTENDANCE OF COUNCIL MEETINGS ON BUDGET FORMULATION
 - REDUCTION OF VANDALISM OF COUNCIL PROPERTY
 - CLEAN UP CAMPAIGNS
 - ECONOMIC DEVELOPMENT PROJECTS (FLEA MARKETS, VENDING, NUTRITION GARDENS, SMALL SHOPS, URBAN AGRICULTURE.

4. SPECIFIC CAMPAIGNS

- CLEAN UP CAMPAIGNS

5. INNOVATION

-NUTRITION GARDENS, BOREHOLES AND PUMPS, WEEKEND FLEA MARKETS



GENDER EQUALITY BY 2015, YES WE MUST!

6. PARTICIPATION BY WOMEN IN COUNCIL

- THE CHAIRPERSON OF THE HEALTH AND HOUSING COMMITTEE IS FEMALE AND NORMALLY RAISES ISSUES IN COMMITTEE THAT RELATE TO OWNERSHIP OF HOUSES AND STANDS BY WOMEN, ECONOMIC EMPOWERMENT OF WOMEN, WATER AND SANITATION ISSUES, HEALTH ISSUES AND RECRUITMENT OF WOMEN IN KEY COUNCIL POSITIONS.



GENDER EQUALITY BY 2015, YES WE MUST!

- THE GENDER FOCAL PERSON IS MAKING STERN EFFORTS TO ENSURE GENDER MAIN-STREAMING PROGRAMMES ARE SUPPORTED. ATTENDS WORKSHOPS AND BRIEF COUNCIL. CURRENTLY WORKING ON A GENDER POLICY.



UNITY JAJI WITH
GENDER CHAMPIONS
FROM CHIREDDZI,
VICTORIA FALLS AND
CHEGUTU COUNCILS.

7. PUBLIC PARTICIPATION

- COMMUNITY PARTICIPATES IN THE ANNUAL BUDGET FORMULATION PROCESS.



8. CLIMATE CHANGE

- PROVISION OF WATER THROUGH SINKING OF BORE-HOLES, BUSH PUMPS INTRODUCED.
- POVERTY ALLEVIATION PROGRAMMES SUCH AS NUTRITION GARDENS, VENDING STALLS HAVE BEEN ESTABLISHED.



ESTABLISHED, COUNCIL HAS GONE INTO AN AGGRESSIVE CAMPAIGN TO REPLACE TREES. 5 000 TREES PLANTED IN 2012/2013.



GENDER EQUALITY BY 2015, YES WE MUST!

9. HIV AIDS AND CARE WORK

- DISTRICT AIDS ACTION COMMITTEE CO-ORDINATES PROGRAMMES.
- GWERU HAS A VERY VIBRANT STRATEGY WITH 13 000 PEOPLE ON ART
- NEW START AND NEW LIFE CENTRES RUN BY COUNCIL.
- NATIONAL AIDS DAYS COMMEMORATED
- PREVENTION FROM MOTHER TO CHILD TRANSMISSION (PMTCT) PROGRAMMES RUN AT COUNCIL CLINICS.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?



9. GENDER SPECIFIC PROGRAMMES

- THERE IS A DISTRICT GENDER COUNCIL AND COUNCIL IS A MEMBER. EDUCATION AND TRAINING PROGRAMMES ARE WELL CO-ORDINATED.
- PUBLIC AWARENESS CAMPAIGNS, INCLUDING DRAMA DONE.
- COUNCIL ENSURING GRASS IS CUT AT BLACK SPOTS, PUBLIC LIGHTING IS MAINTAINED. STREETS ARE NAMED.

GENDER EQUALITY BY 2015, YES WE MUST!

10. BUDGETS

- COUNCIL HAS SET ASIDE A BUDGET OF US\$10 000.00 FOR GENDER MAINSTREAMING. TWO (2) FEMALE COUNCILLORS AND THE GENDER FOCAL PERSON ATTEND WORKSHOPS AS WELL AS THE SUMMITS AND LEARN FROM OTHER LOCAL AUTHORITIES.



GENDER EQUALITY BY 2015, YES WE MUST!

- COMMEMORATION OF INTERNATIONAL WOMEN'S DAY, NATIONAL AIDS DAY AND 16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE.



CYBER DIALOGUES 2012 HELD IN CONJUNCTION WITH GENDERLINKS

11. RECREATION FACILITIES

- FUNDING FOR REPAIRS AND MAINTENANCE, SPORTING PROGRAMMES A MAJOR CHALLENGE.



12. MONITORING AND EVALUATION

- STAGE IX VERY CRITICAL IN COUNCIL'S SERVICE DELIVERY STRATEGY AS PARTICIPATION OF ALL CONCERNED IS PARAMOUNT.

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

PROTOCOL TARGET	COUNCIL ACTIONS
ARTICLES 4 -11 CONSTITUTIONAL AND LEGAL RIGHTS BY 2015	<ul style="list-style-type: none"> • ALLOCATION OF HOUSES AND STANDS TO BOTH MALES AND FEMALES. • CONSIDERATION OF SURVIVING SPOUSE AND ORPHANS ON ALLOCATION OF HOUSES, STANDS, VENDING FACILITIES, SMALL SHOPS IN THE EVENT OF DEATH. • CONSIDERATION OF BOTH SEXES IN EMPLOYMENT AND AWARDED OF CONTRACTS.
ARTICLES 12 – 13 GOVERNANCE (REPRESENTATION AND PARTICIPATION) 50/50 BY 2015	<ul style="list-style-type: none"> • THE 50/50 CAMPAIGN ON REPRESENTATION BY BOTH SEXES IN ALL AREAS OF DECISION MAKING.

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

- ARTICLES 15 – 19
PRODUCTIVE RESOURCES,
EMPLOYMENT AND
ECONOMIC
EMPOWERMENT BY 2015.

- THE GWERU BUSINESS
COMMUNITY CONTRIBUTE
TO COUNCIL GROWTH
THROUGH ECONOMIC
DEVELOPMENT
PROGRAMMES AS COUNCIL
SUPPORTS THEM WITH
WATER, TRADING SPACE,
GOOD RAIL, AIR AND ROADS
NETWORK,
ACCOMMODATION.

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

PROTOCOL TARGET	COUNCIL ACTIONS
ARTICLES 20 – 25 – GENDER BASED VIOLENCE – TO HALF CURRENT LEVELS BY 2015.	<ul style="list-style-type: none"> • GBV AWARENESS CAMPAIGNS. • 16 DAYS OF ACTIVISM AGAINST GENDER BASED (CYBER DIALOGUES). • INTERNATIONAL WOMEN’S DAYS. • NATIONAL AIDS DAYS.
ARTICLE 26 – HEALTH	<ul style="list-style-type: none"> • COUNCIL RUN 7 CLINICS INCLUDING 2 MATERNITY CLINICS.
ARTICLE 27 – HIV/AIDS	<ul style="list-style-type: none"> • COUNCIL RUN DAAC, NEW START CENTRE, 1 NEW LIFE CENTRE. • 13 000 PEOPLE ARE ON ART.

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

PROTOCOL TARGET	COUNCIL ACTIONS
<ul style="list-style-type: none">ARTICLE 28 – PEACE BUILDING AND CONFLICT RESOLUTION	<ul style="list-style-type: none">WOMEN’S COALITION (COUNCIL IS A MEMBER) RAN THE PROJECT ON PEACE BUILDING AND CONFLICT RESOLUTION.COUNCIL STRIVES TO PROVIDE QUALITY SERVICES TO THE PEOPLE TO PREVENT CONFLICT WITH THE GENERAL PUBLIC.

IMPACT



- 1) MTAPA URBAN RENEWAL AND HOMEOWNERSHIP WHERE NEW TOILETS WERE BUILT AND THE HOUSES SOLD TO SITTING TENANTS.
- 2) NUTRITION GARDENS CONTRIBUTING TO FOOD SECURITY.
- 3) PROVISION OF WATER THROUGH SINKING OF BOREHOLES.

CHANGING LIVES



- NOKUTHULA CHOTO MUDZIVO, A MARRIED WOMAN WITH THREE CHILDREN STAYING AT HOUSE NUMBER 3174/1 MKOBA 5, GWERU, HAD HER HUSBAND STRUCK BY A SEVERE HEADACHE AND BECAME BLIND. SHE HAD NO MONEY TO PAY FOR HER CHILDREN'S FEES, FOOD, UTILITY BILLS, AND MEDICAL BILLS FOR HER HUSBAND. SHE SURVIVED FROM CROSS BORDER TRADING BUT COULD NOW NOT CONTINUE LEAVING

THE BLIND HUSBAND AND THE 3 CHILDREN ALONE. SHE APPROACHED THE OFFICES OF THE GOVERNOR, THE SOCIAL WELFARE AND FINALLY GWERU CITY COUNCIL WHERE SHE GOT EMPLOYMENT AS A GENERAL HAND. SHE CAN NOW FEND FOR THE CHILDREN AND HUSBAND AND IS SO GRATEFUL TO THE MAYOR, THE WARD COUNCILLOR AND THE COUNCIL FOR HEARING HER PLIGHT. YES, GWERU CITY COUNCIL LISTENS AND RESPONDS TO THE WAILING VOICES OF THE MARGINALISED.

CHALLENGES TO GENDER MAINSTREAMING

- FINANCIAL CONSTRAINTS TO FUND THE GENDER ACTION PLAN.
- NO WELL DOCUMENTED AND APPROVED GENDER POLICY.
- GENDER DESK/OFFICE NEEDS A SUBSTANTIVE GENDER OFFICER.
- NO COMPUTERISED DATA BASE.
- NO MONITORING AND EVALUATION PROGRAMME.

WAY FORWARD

- WHAT ARE THE NEXT STEPS?

- STREAMLINED GENDER BUDGETING.
- ADOPTION OF A GENDER DESK/OFFICE MANNED BY A SUBSTANTIVE GENDER OFFICER.
- COMPUTERISED GENDER DATA.
- MONITORING AND EVALUATION PROGRAMME.

I THANK YOU!!



ANY QUESTIONS?

ENDING GENDER EQUALITY BY 2015. YES WE MUST