

**REPORT**  
**CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP**

**Country: Zimbabwe**

**Council: Shurugwi Town Council**

**Dates: 4-5 February 2013**

**Venue: Bronte Hotel**



Participants undergoing group work Photo: Tapiwa Zvaraya



**UCAZ**



**ARDCZ**

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## **Executive Summary**

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage five- Action planning workshop held from 4 – 5 January 2013 at Bronte Hotel.

This action planning workshop came in light of the council's completion of the inception workshop.

*The purpose of the programme was to;*

- Build participants understanding around gender planning concepts.
- To know the difference between practical and strategic gender needs.
- To understand the concept of gender mainstreaming and gender disaggregated data.
- To learn modules on Gender & the economy, HIV/AIDS & Care Work, Local Economic development, Climate Change and Sustainable Development.
- To develop a Gender & Gender Based Violence Action Plan for council.

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

Over the two days, the workshop was attended by council officials and councillors. In total 17 participants (10 men and 7 women); see **Annex B** for the full workshop participants list. The Shurugwi Draft Gender and Gender Based Violence Flagship Action Plan is attached as **ANNEX C**. The evaluation is attached as **Annex D**.

## **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 ground-breaking 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 ten countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a 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, and to ensure their effective participation.

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. GL further took the regional Gender Justice and Local Government Summit and Awards to National level and in 2012 held its first ever national summits in Botswana, Madagascar, Mauritius, Namibia, Zambia and Zimbabwe. This buttressed the notion of Centres of Excellence Work and the need to incorporate more councils into the program as echoed by the Zimbabwe Minister of Local Government, Urban & Rural Development. This was followed by Training of Trainers in programme September 2012 which was meant to capacitate Gender Focal Persons (GFPs) so that the cascading process of all councils to all 92 councils in Zimbabwe.

### **Process and activities**

The 2 - 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 and relative and informative case studies used to provoke thought and discussions about and plan the work of Councils from a gender perspective.

Issues covered in the programme included key gender planning concepts, gender mainstreaming, gender budgeting, gender management systems. Modules on Gender and the economy, HIV/AIDS and Care work, Local Economic Development, Climate Change and Sustainable Development were also at the fore of discussions.

### **Welcome & Opening Remarks**

The Council Chairman, Councillor Madzitire gave opening remarks stating that it was a pleasure having to work with GL and for being incorporated into the COE program. It was his hope that many of the questions that lingered on many people's minds on what gender mainstreaming is all about would be answered through this workshop. he stated that the council hoped to use the lessons learnt in their communities.



**Shurugwi Town Council Chairperson, Cllr Madzitire giving opening remarks  
Photo: Tapiwa Zvaraya**

GL Country Manager, Priscilla Maposa thanked participants for setting aside their precious time attending the workshop. She stated that it was her hope that both participants and GL would learn from this experience. For the benefit of the participants she went through the history of GL in the region and in Zimbabwe since

inception. In addition, she gave an in-depth explanation of the Centres of Excellence (COE). Furthermore she talked about the upcoming summit and encouraged the council to participate.

### **Gender Planning Concepts**

Participants were introduced to the module on gender planning concepts. The group went through the practical and strategic needs exercise. They defined practical needs as those needs that are basic, needed for the survival of a being and are often immediate needs e.g. refuse collection, water, housing and food. Strategic needs are those needs that are needed for the long term benefits e.g. schools and hospitals.

### **Gender Mainstreaming**

The group defined gender mainstreaming as a process of highlighting the consequences for women and men brought about by any planned action in all spheres.

Participants read the case study on Bringing hope to Citizen X and identified the following situations tabulated below.

<b>Issue</b>	<b>Policies/Actions</b>	<b>Responsibility</b>
Rape & HIV/AIDS	Access to drugs, VCT, Sensitize Community, Report to the police.	Social Welfare Dept, Victim Friendly Unit, Health Services, Child Protection Committees
Employment	Non- discriminatory H.R Policy	H.R Dept
Unwanted Pregnancy	Legal Abortion, PMCTC	Government, Health Services
Shelter	Housing Policies that give the disadvantaged opportunity to own land.	Council
Stigmatization	Non-discrimination, Community Awareness programmes	Community
Justice	Impose stiffer and more harsh	National Government, Judiciary

Concerning gender blind and gender aware policies, participants alluded that there was a need to review some of the council's policies.

### **Gender Disaggregated Data**

Participants were introduced to the section on gender disaggregated data. After going through the exercise on pulling out the gender statistics participants stated that council did not have sex disaggregated data, though some sections in council had sex disaggregated data.

### **Gender Management System**

The group went through the gender management systems. They stated that the coordination of gender issues was now being run by the GFP. The council was eager to ensure that gender awareness would cascade down to all employees and councillors so that they could conscientize the community.

## **Gender Budgeting**

The group alluded that gender responsive budgeting was the allocation of resources in an equitable manner and according to the needs of the service user. Participants did the exercise on allocating resources. They reiterated that there was a need for council budgets to address pertinent issues. The group went through the budget allocation exercise in which they identified a need to proportionately allocate budgets to gender needs as they ultimately cater for everyone in society directly or indirectly.



**Ms Nkalakata presenting the gender budgeting exercise**  
**Photo: Tapiwa Zvaraya**

## **Gender & the Economy**

Participants went through the "Lie of the Land" cartoon. Having gone through the cartoon, participants' consensus was that women were multi-tasked. The cartoon shows that women do a lot more work than people imagine. The problem with society is that, it assumes that when someone refers to work they mean paid formal work. The group were in consensus that women played a major contribution to the economy of any nation.

## **Making Care-work Count in Local Government**

### **Definition of Terms**

Care-work was defined as volunteer work being done to assist people living with HIV/AIDS, orphans, the disabled and the elderly. Council highlighted that they were not actively involved in the care-work business.

### **Men and Care-work**

Participants acknowledged that care-work was a responsibility for both men and women. Even though they were fewer men doing care work, there was a need to educate them on the need for undertaking care initiatives.

## **Gender & Local Economic Development**

### **Definition of Terms**

### **Local Economic Development**

Local Economic Development (LED) was defined as the process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment creation.

### **Shurugwi's LED Initiatives**

In a bid to promote LED, Shurugwi Town Council has a specified people's market. The council used to have market stalls but the financial incapacity of council has meant that it is unable to provide such structures.

In terms of procurement the council has a gender blind procurement policy, which the council needs review. In terms of land tenure council has a draft housing policy. Council has a manual procedure that allows for couples to register for land. In addition the names of the couples' children are also registered so that in the event that they die. Single women are not discriminated against as well as they are encouraged to apply for land.

## **Barriers to participation in LED**

The group cited they were in agreement to the barriers to participation in LED as stated in the manual. These included:

- Bureaucracy.
- Un-user friendly forms.
- Lack of representation in decision making structures.
  
- Limited skills development to certain occupations and positions.
- Cultural constraints on mobility of women.
  
- Multi-tasking leaves almost no free time or energy for participation in public affairs.

## **Gender, Climate Change & Sustainable Development**

### **Definition of Terms**

#### **Climate Change**

Participants unilaterally stated that climate change was the change in weather patterns directly or indirectly attributed to human activity.

#### **Sustainable Development**

Participants defined sustainable development as development that meets the needs of the current generation without compromising the ability of future generations to benefit from the same development.

#### **Link between Climate Change & Sustainable Development**

The group highlighted that there was a relationship between climate change and sustainable development in terms of human activity. The activities that humans have been engaging in over the last few years have been contributing to climate change, thereby affecting sustainability.

#### **Shurugwi's Climate Change Issues**

Shurugwi has been experiencing changes in the climate. These include:

- Droughts.
- Late rainfall.
- Extreme temperatures (too hot or cold).

Participants went through the gender dimensions of climate change and the general consensus was that women were mostly affected in the following areas:

- Migration.
- Water
- Labour.
- School drop-out.

#### **Outputs**

Shurugwi Town Council Draft Gender and GBV Action Plan.

#### **Closing Remarks**

The council chairperson, Councillor Madzitire gave the closing remarks, in which he thanked GL for their program. He stated that comparing prior workshops to this one, this one has brought transformation. He acknowledged that there was need to push the gender machinery in council. "It is necessary that we go back to council and apply what we have learnt as well as teach those who are not here", he said.



**GFP Lizzie Makohliso & Ms Nkalakata developing a GAP Photo: Tapiwa Zvaraya**

## ANNEXES

### ANNEX A: PROGRAMME

#### PROGRAMME STAGE FOUR AND FIVE: INCEPTION & ACTION PLANNING WORKSHOP



DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY ONE:</b>			
8:00 – 8:30	Registration	30 min	GL
8:30 – 8:45	Opening	15 min	GL/GFP
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL/GFP
<b>Key gender concepts</b>			
9:00 – 10:00	Sex and gender	1 hour	GL
10:00-10:30	Group work on stereotypes	30 min	All
10:30 – 11:00	<i>TEA</i>		All
11:00-11:30	Report back	30 min	All
<b>Gender, governance and transformative leadership</b>			
11:30-12:00	At the Coalface DVD	30 mins	
12:00- 13:00	Access, participation, transformative leadership Group work (role plays)	1 hr	GL/All
13:00 – 14:00	<i>LUNCH</i>	30 min	GL
<b>Conflict resolution</b>			
14:00 – 14:30	What is conflict?, Conflict at the local level	1 hr	GL
14:30-15:00	Resolving conflict	30 min	All
15:00 – 15:30	<i>TEA</i>	30 min	GL
<b>Gender policy and planning concepts</b>			
15:30 – 17:00	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	GL
17:00	<b>Closure</b>		All
<b>DAY TWO:</b>			
<b>Gender and the economy</b>			
8.00 – 8.30	The unwaged work of women	30 min	GL
8:30 – 9:30	Care work	1 hr	GL
<b>Local Economic Development</b>			
9:30 – 10:30	Gender and local economic development Strategies for local economic development	1 hr	GL
10:30 – 11:00	<i>TEA</i>	30 min	All

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
<b>Sustainable Development (Climate Change)</b>			
11:00 – 11:45	Definitions / background Impact of climate change on gender	45 min	GL
<b>Gender Based Violence</b>			
11:45-12:30	Key GBV provisions in the SADC Protocol on Gender and Development. GBV as a key service delivery issue	45 min	GL
<b>Developing a Gender Action plan</b>			
12:30 – 13:00	Developing a gender and GBV action plan	30 min	Groups
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:00	Developing a gender and GBV action plan	1 hr	Groups
15:00 –15:30	<i>TEA</i>		
15:30 –17:00	Developing a gender and GBV action plan	1 hr 30 min	Groups
17:00	<b>Closure</b>		
<b>DAY THREE: Cont. Developing a Gender Action plan</b>			
8:00 – 9:30	Developing a gender and GBV action plan	1 hr 30 min	Groups
<b>Prioritising the action plans</b>			
9:30 – 10:30	Prioritising the action plans	1 hr	Groups
10:30 – 11:00	<i>TEA</i>	30 min	
11:00-12:00	Review of action plan	1 hr	Groups
12:00 -12.30	Agreement on gender task team to finalise plan	30 min	Groups
12:30-13.00	Closure, way forward and agreement on how the plan is to be adopted	30 min	All

## ANNEX B: PARTICIPANT LIST

### ANNEX B: ATTENDANCE LIST SHURUGWI TOWN COUNCIL 4-6 FEBRUARY 2013 BRONTE HOTEL, HARARE

NAME	SEX M/F	ORGANISATION	DESIGNATION	PHONE	E MAIL
1. Maggie Mudzimu	F	Shurugwi Town Council	Councillor	0713 545 258	
2. Lucia Madzivire	F	Shurugwi Town Council	Councillor	0773 010 465	
3. Obert Nyamatendedza	M	Shurugwi Town Council	Councillor	0773 014 546	
4. Regiment Mbizo	M	Shurugwi Town Council	Councillor	0773 010 468	
5. Jericco takavarasha	M	Shurugwi Town Council	Vice Chairman	0772 771 525	<a href="mailto:jtakavarasha@yahoo.com">jtakavarasha@yahoo.com</a>
6. Bulle Madzitire	M	Shurugwi Town Council	Council Chairperson	0772 117 861	<a href="mailto:bullem@gmail.co.zw">bullem@gmail.co.zw</a>
7. Zvidzai Makorovi	M	Shurugwi town Council	Councillor	0772 117 540	
8. Yudit T Mahachi	F	Shurugwi Town Council	Councillor	0772 118 822	
9. Janet Mukokanduku	F	Shurugwi Town Council	Councillor	0772 117 863	
10. Gibson chauke	M	Shurugwi Town Council	Councillor	0772 118 815	<a href="mailto:gchauke@anglo.com">gchauke@anglo.com</a>
11. Venantio Phiri	M	Shurugwi Town Council	Councillor	0772 115 819	
12. Sihle Nkalakata	F	Shurugwi town council	Officer	0772 770 746	<a href="mailto:nkalakatasihle@yahoo.com">nkalakatasihle@yahoo.com</a>
13. Jonathan Asili	M	Shurugwi Town Council	Accountant	0778 393 957	<a href="mailto:asilijon@gmail.com">asilijon@gmail.com</a>

<b>NAME</b>	<b>SEX M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>E MAIL</b>
14. Lizzie Makohliso	F	Shurugwi Town Council	Assistant Housing	0773 497 470	<a href="mailto:tmakohliso@gmail.com">tmakohliso@gmail.com</a>
15. Onesimo Mashoko	M	Shurugwi Town Council	Councillor	0772 118 817	
16. Tapiwa Zvaraya	M	Gender Links	Prog Officer	00 263 773 955 517	<a href="mailto:progzimbabwe@genderlinks.org.za">progzimbabwe@genderlinks.org.za</a>
17. Priscilla Maposa	F	Gender Links	Country Manager	00 263 772 735 722	<a href="mailto:zimlocalgvt@genderlinks.org.za">zimlocalgvt@genderlinks.org.za</a>

#### **Statistics by gender**

<b>Male</b>	10	41.2
<b>Female</b>	7	58.8
<b>Total</b>	<b>17</b>	<b>100</b>

## ANNEX C: SHURUGWI TOWN COUNCIL GENDER AND GBV FLAGSHIP ACTION PLAN

### SHURUGWI GENDER PLANNING FRAMEWORK

*The fields to be completed are:*

- **Why** - *What is the objective; starting point, answer the questions?*
- **What is the indicator** –*How will progress towards achievement of this target be measured; for example percentage increase in women's representation.*
- **What is the action** – *What needs to be done for the target to be achieved?*
- **Who** –*Which department/s unit/s is responsible of the action?*
- **When** – *What is the timeframe in which this action should be completed?*
- **Budget** – *What financial resources are required for this action to be completed?*

## ANNEX D: EVALUATION

Date:4-6 February2013

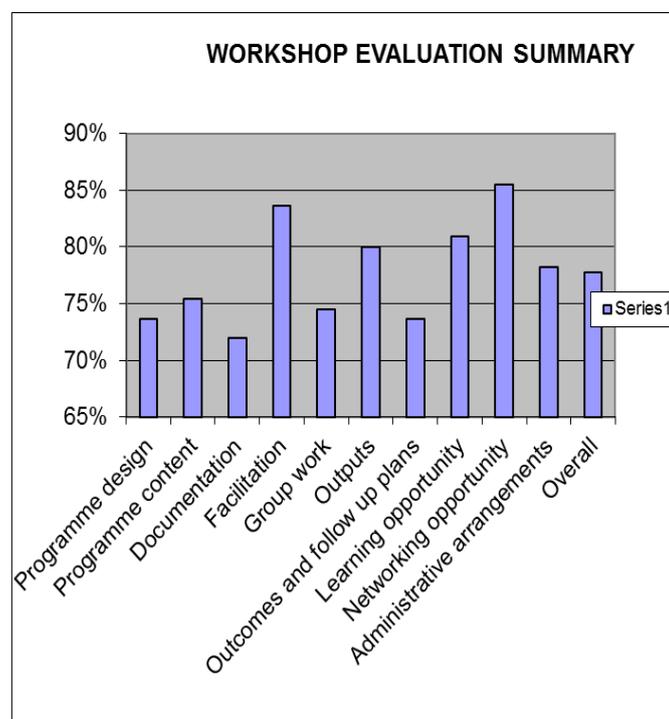
Venue: Bronte Hotel

11 Evaluations received

	1	2	3	4	5	6	7	8	9	10	Total
<b>Programme Design</b>				1	1	1	2	4	0	2	<b>11</b>
<b>Programme Content</b>					1	2	2	3	2	1	<b>11</b>
<b>Documentation</b>		1	0	0	0	1	3	2	3	1	<b>11</b>
<b>Facilitation</b>					1	0	1	4	2	3	<b>11</b>
<b>Group Work</b>						4	2	2	2	1	<b>11</b>
<b>Outputs</b>						2	2	4	0	3	<b>11</b>
<b>Outcomes &amp; Follow Up plans</b>					1	2	4	1	2	1	<b>11</b>
<b>Learning Opportunity</b>						1	3	3	2	2	<b>11</b>
<b>Network Opportunity</b>					1	0	2	1	3	4	<b>11</b>
<b>Administrative Arrangements</b>					1	2	1	3	2	2	<b>11</b>

## WORKSHOP EVALUATION SUMMARY

	Evaluation area	Rating
1	Programme design	74%
2	Programme content	75%
3	Documentation	72%
4	Facilitation	84%
5	Group work	75%
6	Outputs	80%
7	Outcomes and follow up plans	74%
8	Learning opportunity	81%
9	Networking opportunity	85%
10	Administrative arrangements	78%
11	<b>Overall</b>	<b>78%</b>



## **COMMENTS**

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

- All sessions because the workshop was beneficial to all who attended.
- Group work. We shared ideas.
- Conflict Resolution. It's a common problem in council that can paralyse council programmes.
- Access, Participation and Transformation. Learnt why there are fewer women in top political positions. The unwaged work of women topic was intriguing.

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

- None. All sessions were useful.
- Impact of climate change on gender. I still believe that the impact is not sex specific.
- Gender Dimensions of Climate Change.
- Conflict Resolution.

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

- Educating others who did not attend the workshop on what we have learnt.
- Inform my workmates about gender issues.
- Holding gender awareness campaigns in my ward.
- Prepare policy papers and submit to council for adoption.
- Prepare learning material that is gender sensitive.
- I will have to start by applying what I have learnt in my home.

### **4. Any other comments?**

- This workshop was an eye opener to all participants and very educative.
- Time for action planning should be given more priority to allow for careful thought and input.
- It has been very useful and we hope to continue with the workshops and a follow-up plan.