



INCEPTION WORKSHOPS REPORT FOR THE SIX DISTRICTS

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List of Acronyms

MWAGCD- Ministry of Women's Affairs, Gender and Community Development

ZWRCN- Zimbabwe Women's Resource Centre and Network

UCAZ-Urban Councils Association of Zimbabwe

ZILGA-Zimbabwe Local Government Association

MLGRUD- Ministry of Local Government, Rural and Urban Development

GB- Gender Budgeting

LGGB-Local Government Gender Budgeting

MDP-ESA- Municipal Development Partnership for Eastern and Southern Africa

DFID- Department for International Development

GFP- Gender Focal Person

CEO-Chief Executive Officer

1.0 INTRODUCTION

1.1 Background of the Programme

The Zimbabwe Women's Resource Centre and Network (ZWRCN) initiated the Gender Budgeting (GB) and Women's Empowerment Programme at the national level in 1999 working as a pressure group for government to institute gender budgeting in its systems.

ZWRCN signed a Memorandum of Understanding with Ministry of Women Affairs, Gender and Community Development in 2006 for collaboration in the implementation of the programme. The major goal of the programme is to achieve gender-sensitive budgets that address the needs of women and men, boys and girls equitably and also take into consideration the special needs of people with disabilities, youth and the elderly.

In September 2008, the Department of Foreign and International Development (DFID) and ZWRCN signed a grant agreement of £1.1 million towards cascading gender budgeting to the local government level. This is a follow up to the GB programme at the national level. It emerged from the implementation of the national programme that local government was a crucial institution for change as this was where service delivery occurred and public decisions and resources were allocated directly and affected the daily lives of impoverished communities.

In view of the above, ZWRCN with the support of DFID embarked on a 5 year Local Government Gender Budgeting Programme in 6 pilot districts which are Mutoko, Kadoma, Kwekwe, Gweru, Masvingo and Bulawayo. The 6 were selected because they were already implementing Participatory Budgeting for the previous 5 years. Gender Budgeting is going to land on the foundation laid from Participatory Budgeting, bringing in an element of a gender perspective into the process.

The programme is expected to address current gender imbalances and promote women's participation in local governance through poverty reduction, upholding of human rights and international obligations and improvement of public financial management, promotion of good governance, transparency and fighting corruption.

In order for the programme to be implemented, one of the major activities was to conduct a Baseline Survey in the six pilot districts. The main purpose of the baseline survey was to collect information and data on the level of gender responsiveness in the local government budget planning process in the six districts that ZWRCN will be piloting the gender budgeting programme.

1.2 Workshop Overview

Each of the six pilot districts (Kadoma, Kwekwe, Gweru, Bulawayo, Masvingo and Mutoko) hosted the workshops where key stakeholders in the budgeting process such as the councilors, council management, CSOs, CBOS and representatives from the marginalized groups like the PWD, women and youths attended. Averages of fifty participants were present in each of the six workshops held.

These workshops were meant to highlight on the findings of the baseline survey and sensitise on some critical concepts such as gender and gender budgeting. The context of gender and gender budgeting was emphasised through the presentation on Gender Policies. Information shared at the workshops laid a platform for the local authorities to map their way forward in GB.

The GFPs of the local authorities were strategically asked to facilitate through the workshops, while the District Administrator officially opened the workshops on behalf of the MLGURD. This helped in building total buy-in of the programme from the local authorities, as the parent ministry would be part of the programme. A participatory (interactive) approach was used in and the breakout sessions in between presentations allowed for discussions on some pertinent issues. These issues raised in the discussion sessions were essential in highlighting entry/starting points for the subsequent GB training.

1.3 Objectives of the Workshops

The specific objectives of the workshops were as follows:

- To disseminate and share the findings of the baseline survey;
- To provide an understanding of the National Gender Policy, concept of gender, gender equality and equity issues that maybe addressed by the budget;
- To increase awareness and appreciation of local authorities and civil society on gender budgeting and ;
- To map the way forward on the programme.

1.4 The Team

The team comprised of:

- Eleanor Maeresera (Programme Officer)
- Chipiwa Chifamba (Research Officer)
- Heather Panganai (Programme Assistant)
- Nyarai Mutongwizo (Intern)
- Plaxidia Chirongoma (Ministry of Local Government Rural and Urban Development)
- Angela Kwinjo (Municipal Development Partnership-Eastern and Southern Africa)
- Egnés Nhengo (Ministry of Women Affairs Gender and Community Development)
- Lillian Matsika (Urban Councils Association of Zimbabwe)
- Phyllis Kachere (Sunday Mail Reporter)
- Ignatius Macheza (Driver)

1.5 Organisation of the Workshops

The visits were organized as follows:-

Mutoko	25 February 2010
Kadoma	15 March 2010
Kwekwe	16 March 2010
Gweru	17 March 2010
Bulawayo	25 March 2010
Masvingo	24 March 2010

2.0 THE WORKSHOPS

2.1. Presentations

Presentations were made in English and made in two vernacular languages (Shona and Ndebele) to help everyone be in a position to articulate the concepts being discussed and made understanding of the GB programme simple. This created a free environment for the participants to contribute in the deliberations that were being made and allowed dialogue between the participants.

2.1.1 Background of ZWR CN and Sensitisation on GB

Presentations on the background of ZWR CN were made by Eleanor Maeresera who indicated that the organisation dates back its formation to 1990. It is an information based organisation that deals with collecting, analysing, processing and disseminating information on Gender and Development. As such, one of the programmes being run by ZWR CN is Gender Budgeting, officially launched in 2007. She highlighted that GB recognises the different needs, privileges, rights and obligations that women and men have in society. It therefore implies that GB is there to promote gender sensitive development without necessarily increasing budgetary allocations for women but making sure that all groups of people benefit from the budget. The presentation also pointed on the need for gender budgeting in local authorities as an important tool in ensuring transparency, accountability and participation of women and men in decisions that affect their lives.

2.1.2 Baseline Survey Findings

Chipiwa Chifamba and Nyarai Mutongwizo presented on the findings of the baseline survey. It was highlighted the majority of the various community groups were not aware of the Budget Planning Process and denied any involvement in the process while the council management and councilors were highly involved. Marginalized groups such as the PWD, women, youth and the elderly were also left out in the BPP hence they felt their needs were not being addressed by the budgets. It was also noted that women attend meetings in their numbers but lowly participate in such meetings due to some factors such as cultural restrictions to women's active participation in public. Service delivery in the six districts was minimal however, priorities for different groups for council differed. For example, women prioritised water services first whilst men prioritised roads and communication services. It was also discovered that there was

very little appreciation of the gender concept among both the council management and councilors. This was due to lack of exposure as most of them (over half) had not been trained on gender. Further highlighted was that half of the councilors and council management were aware of the National Gender Policy but only 5% of these had read through the document. GB was also new and none of the local authorities was implementing it. It was therefore recommended that capacity building be an essential part of the programme. A copy of the presentation is attached as Annexure.

2.1.3 Sensitisation on Gender and Gender Policies

Egnes Nhengo from the MWAGCD and Angela Kwinjo (MDP-ESA) sensitised on Gender and Gender Concepts. International and Regional instruments were cited as informing the National Gender Policy. Of these are CEDAW, Beijing Platform for Action and the MDGs and Regional instruments such as the SADC Protocol on Gender and Development, SADC Gender Policy and AU Gender Policy. The presenters indicated that Zimbabwe is a signatory to these regional and international conventions hence was obliged to domesticate these policies and came up with the National Gender Policy. The NGP was adopted in 2000 and seeks to mainstream gender issues into all sectors in order to eliminate all negative practices that impede equality and equity of the sexes. Local authorities were challenged to develop their local level gender policies. The need for gender realisation was said to emanate from the realisation of the previously existed gender gaps. From this, a definition for gender was given. It was then highlighted that gender has been misconceived to mean women yet it refers to everyone hence it was everybody's role to see that there is total support for equity and equality of sexes. The presentation is as in annexure.

2.1.4 The Programme 's Way Forward

Heather Panganai presented on the programme's way forward and indicated that inception workshops marked the beginning of implementing GB in the local districts as training workshops on GB are lined up in each of the districts, to train the council management and councilors on gender sensitive budgeting. The community will also be trained in their role in the BPP. This is expected to promote capability in communities and accountability in local authorities. The presentation is as in Annexure.

2.2 Summary of the Deliberations in the 6 Districts

The common deliberations in the six local authorities were:

- It was noted that the term 'gender' has been misconstrued to mean women' issues. Men hence tend to resist getting involved in programmes associated with 'gender'. From this, the meetings agreed on the need of continuous training in the field of gender.
- It was also highlighted that there is need to involve men in the process of initiating gender budgeting in the local authorities to enlighten the communities on gender issues.
- The confusion in 'gender' has been reinforced by the existence of the Affirmative Action whose agenda has not been clearly defined to the ordinary persons: as a strategy to address the gender gaps in Zimbabwe. For example, the girl child is

allowed to get into the same university programme with lower points than those of the boy child.

- There was consensus among the participants in all the six districts that marginalized groups are often left out in decision making. The groups most excluded are the PWDs, youths and the elderly.
- The meetings highlighted that GB was a new concept and participants indicated their willingness to be actively involved in the programme and promote development of the local authorities

However, each of the local authorities had some unique issues discussed that pertain to their locality. These are as follows:

MUTOKO – 25 FEBRUARY 2010

- The participants outlined that some groups like the disabled and children are undermined in society and capacity building would be essential so that they may also be active in the development and budget meetings.
- The meeting called for more promotional materials in terms of reading material.
- ZWRCN highlighted that Gender has to do with both men and women and hence in the implementation of Gender Budgeting, will target all groups of the society i.e men, women, youths and the disabled.
- The chiefs present emphasised that Gender has to be culturally contextualized to be acceptable in the different communities. An example was that 'gender' has to take into consideration roles for husbands and wives in family set-ups.

KADOMA-15 MARCH 2010

- Concern was raised by the youths that youth friendly facilities and recreational facilities were not available and youths concerns were never accommodated in the budget.
- Kadoma people recommended that in future a quota system be introduced in the local authority for employment of the qualified PWDs. The PWDs should be active in the budgeting process to have their needs addressed.
- UCAZ informed the meeting that it was assisting local authorities in the formulation of gender policies. This would lay a platform for GB.
- It was noted that the research findings had opened up a doorway for an improved budget making process. However the council lacked resources to conduct effective participatory budget making process.
- As a way forward, the Kadoma people came up with the following:
 - All participants agreed to provide feedback to colleagues who did not attend
 - Kadoma City Council to start working on a gender policy
 - Through participatory budget making process, the 2011 budget for Kadoma is set to be gender sensitive.
 - Lobbying and advocacy for gender sensitivity in budgets will be conducted by the councilors and council staff before the budget period

- Include men as facilitators (As ZWRCN also include men)
- Communities shall be sensitised on gender e.g. using drama
- Council will start engaging different groups during budget process e.g youth, elderly, PWD, PLWHA that were once left out.

KWEKWE- 16 MARCH 2010

- Generally in Kwekwe, very few people were aware of the National Gender Policy. The MWAGCD however advised that individuals have the right to collect these from the ministry offices in Kwekwe. The ministry also proposed to issue some of the NGP to the local authority for distribution.
- Even though the local authority was facing resource challenges, Kwekwe acknowledged that GB was an important tool to address issues of equitable resource allocation within the insufficient resources available. This would see an improved service delivery.
- An emphasis was expressed that gender issues must not interfere with the traditional gender roles in the household, where the man is the head of the household.
- Kwekwe proposed the following as its way forward with the GB programme:
 - Representation of the disadvantaged groups in meetings should be increased.
 - Officers to be trained in Gender Budgeting to prepare for the following budgeting period.
 - All stakeholders to adopt an apolitical approach when discussing developmental issues of the city.
 - Council to revive the youth facilities in partnership with the community.

GWERU-17 MARCH 2010

The meeting discussed over the following issues:

- It was agreed that politicization of the local authority meetings was hindering progress and negatively affecting the way the council budget was being prepared.
- It was acknowledged that the youths are an essential group in development that has been ignored by the local authority and there was need to start including them in the process.
- As a city, Gweru agreed on the following as a way forward with the programme:
 - Councilors and ward representatives to give feedback in their respective associations.
 - The Town Clerk was tasked to monitor community participation in development meetings through the councilors

- The council to identify key stakeholders in the BPP before the 2011 budget.

MASVINGO-24 March 2010

The following were specific issues discussed in Masvingo local authority:

- It was noted that the local authority has managed to recover from the economic meltdown that bedeviled the country between 2007 and 2009 impacting on the health sector. Sanity in the local clinics has been partially restored during the first quarter the first quarter of 2010.
- The meeting recommended for the formation of the budget committee under its local authority that would comprise all stakeholder representatives. This would help in defining ownership of the budget and bring a partnership between the council, councilors, and the community in the BPP. Capacity building was noted as a crucial tool in achieving community participation in the BPP.
- The meeting proposed that ZWRCN facilitate sharing of experiences between local authorities, which they believed would open up points of weaknesses and strengths that each local authority would be experiencing. This will improve collaborations and help strengthen the way local authorities operate.
- As a way forward, it was recommended that the Town Clerk be responsible for the agreed way forward for the local authority, as follows:
 - Masvingo City Council intends to develop a local authority Gender Policy by June
 - All representatives at the workshop to report back to their constituencies by end of March 2010
 - In preparation for the 2011 budget, Masvingo is set to redefine the composition of the stakeholders involved in the Budget Committee
 - CSOs and council to provide civic education to community in the budgeting process.
 - Recruitment policy need to be revisited

BULAWAYO-25 APRIL 2010

Bulawayo had the following from the discussions:

- There was a discontent on the issue that there is no youth's involvement in the BPP process. The stakeholders blamed the youths for not associating themselves with development meetings in the city. The City of Bulawayo, as a way of bringing in youth to the process, should target youth based

organisations as entry points to lure the youths in development meetings as their role is crucial in attaining quality service delivery.

- Participants highlighted that, although their degree of community involvement has been commendable in the baseline survey, it was essential that the report outlines clearly what each local authority was like instead of having it generalised. Bulawayo residents felt it was important for their local authority to improve and rectify any challenges noted for an improved service delivery.
- The way forward proposed is as follows:
 - All participants to give feed back to the constituencies they represented.
 - Councillors to establish youth contacts so that these are not left out in development issues and involve them in ward development meetings.
 - There was a call to depoliticize development issues in wards and in council activities as this is everyone's responsibility regardless of one's political affiliation.
 - All councilors should attend all budget consultation meetings
 - Council called on early budget consultations to give more time for consultations with different stakeholders in their respective wards.

2.3 Lessons Learnt

The following lessons were learnt from the workshops held:

- Generally, there is a misconception on the concept of Gender, to imply women's issues. There was need to involve both men and women in the training of gender.
- GB was accepted by all the local authority local authorities despite being relatively a new concept in Zimbabwe.
- The local authority called on the programme to facilitate sharing of experiences between local authorities for enhanced capacity building in GB.
- Training in the six local authorities should be targeted to different groups of the community separately i.e councilors on their own, council management and gender focal persons.

3.0 CONCLUSION

The main conclusions were that there has to be council-community partnership to reach the goal of the LGGB programme. Experiences were exchanged, ideas brought up and programmatic activities planned. Participants from all the local authorities left the workshop inspired and motivated as shown by the brilliant action plans (way forward) that they set for themselves. Noteworthy is the working relationship that was sealed between ZWRCN and the six local authorities.

The concept of GB fits extremely well to the concerns of the BPP and the interests on service delivery by the community members. The participants identified themselves with the programme and got enthusiastic about the possibilities of implementing GB in the near future.

On the other hand ensuring a real multi-stakeholder character of the GB seemed to have been achieved, given the wide representativeness of the workshop participants. Participants viewed the workshop as bringing a great possibility to build coalitions between councilors, council management, and the community; a platform that the community can use to influence the local authority's governance issues.

Annex 1- Presentations –Background to ZWRN and Workshop Objectives



BACKGROUND TO ZIMBABWE WOMEN RESOURCE CENTRE AND NETWORK (ZWRN) AND OBJECTIVES OF THE WORKSHOP

1. ABOUT ZWRN

- Formed in 1990 - an information based organisation with a focus on collection, analysis, processing and dissemination of information particularly on gender and development
- Conduct outreach activities working closely with communities, gathering women's voices to share on issues that confront them.
- ZWRN has been undertaking gender analysis of monetary and fiscal policies, the national budget and selected sector budgets yearly.
- Conducting workshops before and after national budget announcements every year in order to solicit views, needs and assess their impact on men and women, girls and boys and inform the Ministry of Finance and other related ministries.

2. GENDER BUDGETING PROGRAMME IN ZIMBABWE

- MOU between MOWAGCD and ZWRN in Dec, 2006
- Official launch 2007
- Local Government Gender Budget Programme in 2009
- Baseline survey at local government level- 2009

3. WORKSHOPS OBJECTIVES

- ❖ To disseminate and share the findings of the survey;
- ❖ To provide an understanding of the national gender policy, concept of gender and gender equality and equity issues that maybe addressed by the budget;
- ❖ To increase awareness and appreciation of local authorities and civil society on gender budgeting and ;
- ❖ To map the way forward on the programme.



WHAT IS GENDER BUDGETING

Different names-women's budget, gender sensitive budget, or gender budgets

No stand alone definitions- several definitions?

- It is an attempt to analyse the impact government programmes and budgets make on the poor women and men, girls and boys and how people respond to them(are women's and men's needs and interests budgeted for? GB recognises the different needs, privileges, rights and obligations that women and men have in society.)
- It does NOT mean separate budgets for women and men- focuses on mainstreaming in all aspects of budget at all levels.
- It does not mean increasing budgetary allocation to women.

GENERAL OBJECTIVES OF GENDER BUDGETING

- Raise awareness of the gendered impact of policies and corresponding budget allocations.
- Highlight the gap between policy and budget allocations.
- Make local government and communities accountable to gender equality.
- Bring about changes to policies and budgets that promote gender equality.
- Promote gender sensitive development.

WHY GENDER BUDGETING?

- The Budget is an important tool that reflects national/local authority priorities.
- Gender Budgeting brings about economic efficiency, efficient use of resources by ensuring that all groups of people benefit from budget.
- Gender budgeting is vital in ensuring transparency , accountability and participation of women, men in decisions that affect their lives- thus bring about sustainable development.
- Stress reprioritising within and across sectors rather than only an increase in overall government expenditure.

BENEFITS OF HAVING GENDER SENSITIVE ECONOMIC POLICIES AND BUDGETS

- IMF and WB – Reduction of gender inequalities is beneficial for economic growth- gave strong evidence that inequalities between men and women is costing billion dollars year loss in economic growth – use budget to ensure government money is used in ways that reduce gender gap.
 - In Sub- Sahara Africa, if men and women had equal schooling, child mortality rate would have been 25% lower in 1990.
 - In India children of literate mothers spend two more hours/ days studying than children of illiterate mothers.
-



GENDER BUDGETING AT LOCAL LEVEL

- Experience from other countries
- Bringing programme closer to the people.
- Participatory budgeting- value addition (linking GB to participatory or people centred budgeting exercise is developing a rights based approach to gender and budgets and this is a potential way to mainstream gender and broaden participation in national budgetary processes).
- Special attention to different groups of people in the community, women, men, boys and girls.

The Programme will address

- Poverty reduction-poverty and gender reinforce each other
- Upholding of human rights and international obligations and
- Improvement of public financial management

OBJECTIVES

- To equip local govt stakeholders with skills and techniques to mainstream gender and equity into their programmes, activities and budgets
- To increase participation of all stakeholders in the determination of district priorities and spending, particularly citizens participation in local level budgeting.
- To increase visibility and participation of women in the local level economy and ensure their needs are central to budget needs.

PROGRAMME ACTIVITIES

- Human capacity building
- Research and publications
- Advocacy, network and coalition building

EXPECTED OUTPUTS

- Increased capacity of local government officials to formulate and implement gender sensitive policies programmes and budgets.
- Increased participation of citizens including women in the budgetary process

EXPECTED OUTCOME

- Improved service delivery- improved quality of life of the communities (women and all other disadvantaged groups)

DURATION

5 Years

PARTNERS IN IMPLEMENTATION

MOWAGCD, MLGRUD, WIPSU, ZILGA/UCAZ, Councils, Residents Associations and other community based organisations, media, researchers, Politicians/legislators.

Annex 2 Participant Lists



Kadoma LGGB Inception Workshop-15 March 2010
Kadoma Hotel and Conference Centre -Kadoma

Name	Sex	Organisation	Contact Details
Alderman M Mazike	F	Kadoma C.Council	
His Worship The Mayor Cllr Matambo	M	Mayor Kadoma City Council	068 22044-6
His Worship Deputy Mayor	M	Deputy Mayor Kadoma City Council	068 22044-6
Nyamukondiwa A	M	Councillor	091 3 010 797
Moyo J	F	Councillor	091 3 010 793
Kazaza C	M	Councilor	091 3 010 787
Pasipamire B.R	M	Councilor	091 3 013 421
Ndhlovu S	F	Councilor	091 2 013 423
Mugwira T	M	Councilor	091 2 986 926
Munemo S	F	Councilor	091 3 010 794
Gava H	M	Councilor	091 3 101 796
Warurama L	M	Councilor	068 22044-6
Gore M	M	Councilor	091 3 013 420
Rev B Kazingizi	M	Kadoma Beneviral Ass	091 3 806 011
Mangwengwende W	M	Kadoma City Council	091 2 871 387
Huseni M	F	ZNPP+	073 3 501 470
Mundandi G	F	Kadoma City council	091 2 674 798
Hanyane G	M	K.C.C	091 2 251 971
Madzivanyika J	M	K.C.C	068 22044-6
Gondiwa D	M	MLGRUD	068 22037/8
Mojapelo S.J	M	GRRA	091 3 202 303
Mukaka G	M	K.C.C	091 3 956 907
Mupamombe R	F	V.O. D	091 2 620 088
Chipare T	F	Ward 1	011 726 049
Imedu A	M	Ward 3	091 5 778 442
Kagwamba S	F	Ward 6	091 4 726 082
Kathamba C	M	Ward 4	
Chigaro J	M	Ward 4	
Mudunguri P	M	Youth rep	
Mandipota F	M	K.C.C	091 4 142 603
Chaguta J	M	K.C.C	091 3 014 979
Jochore E	M	K.C.C	091 3 010 791
Marashe A	F	K.C.C	091 5 448 137
Gamanya C	F	K.C.C	091 3 740 922

Dhliwayo M	F	K.C.C	091 2 739 335
Sibanda M	M	K.C.C	091 3 014 998
Mujuru L	M	Arts Council	091 3 583 306
Zvarevashe C	F	V.O.D	091 3 825 554
Zhou F	F	K.C.C-GFP	091 2 438 440
Munyaradzi R	F	K.C.C-Junior Council	091 2 630 156
Chapotoroka E	M	Ward 5 rep	091 5 078 800
Sigauke N	M	Ward 3 rep	091 2 726 082
Musariranwa	F	Ward 7 rep	073 3 728 775
Chingwe F	F	Ward 7 rep	011 321 355
Chitate C	F	Ward 17	091 3 008 218
Staff and partners			
Chimbetete N	F	ZWRCN	
Maeresera E	F	ZWRCN	
Panganai Heather	F	ZWRCN	
Chifamba C	F	ZWRCN	
Mutongwizo N	F	ZWRCN	
Chirongoma P	F	MLGRUD	
Kwinjo A	F	MDP-ESA	
Kachere P	F	Sunday Mail Reporter	



Mutoko LGGB Inception Workshop-26 February 2010
Mutoko Rural District Council Boardroom

Name	Sex	Organisation	Contact Details
Mr P Sigauke	M	MRDC-CEO	
Chief Chiripanyanga Onias	M	MRDC Chief	
Chief Gurupira Nathaniel	M	MRDC Chief	
Chief Kazizi Jare	M	MRDC Chief	
Chief Nyamukondiwa C	M	MRDC Chief	
Her Worship, Cllr Mwenye	F	MRDC Vice Chairperson	Box 224 Mutoko 091 2 717 436
Cllr Manyuchi T	M	Mutoko R.D.C Councilor	Box 509 Mutoko 011 764 756
Cllr Shamu Katiwu	M	MRDC Councilor	Bag 509 Mutoko
Cllr Kabasa Taurai	M	MRDC Councilor	Box 86 Mutoko 091 6 621 257
Cllr Chipunza W	M	MRDC Councilor	091 4 098 598
Cllr Mburudu T	M	MRDC Councilor	011 374 997
Cllr Mudiwakare S	M	MRDC Councilor	Box 88 Mutoko
Cllr Chabikisa S	M	MRDC Councilor	091 3 075 325
Cllr Masendeke J	F	MRDC Councilor	011 500 747
Cllr Nyabote R	M	MRDC Councilor	091 2 818 836
Chinawa R	F	MRDC Councilor	091 5 134 074
Chayambuka J	M	MRDC Councilor	011 870 413
Mutukwa G	M	MRDC Councilor	
Yelodi Fungisai	F	MRDC-GFP	Box 509 Mutoko
Karumazondo C	M	Mutoko R.D.C	Box 509 Mutoko
Musanhi D	M	Mutoko R.D.C	Box 509 Mutoko
Kazizi Xavier S	M	MRDC	Bag 509 Mutoko 091 3 128 229
Mazarura B	F	MRDC	Box 180 Mutoko
Matema L	M	MRDC	Box 509 Mutoko
Mapfumo C	F	MRDC	Box 111 Mutoko 091 3 287 917
Chindenga M	M	MRDC	Box 1 Mutoko
Munokori T	F	MRDC	Box 112 Mutoko
Misheck N	M	MRDC	Box 58 Mutoko
Kaponda Tendai	M	MRDC Official	Bag 509 Mutoko 091 4 038 088
Mabvuta R	M	MRDC	011 374 956
Magura B	F	MRDC	011 940 930
Jinjika T	M	MRDC	011 963 712
Nhidza Z	M	MRDC	091 2 281 162
Lunga C	M	MRDC Official	091 2 818 552

Makore Reason	M	MRDC official	
Zinoro P	F	MRDC	091 2 411 220
Muvirimi B	M	MRDC	
Sakutanda Russel	M	Informal traders	091 3 675 989
Staff and Partners			
Kiriana Magaya	F	MDP-ESA	
Chirongoma P	F	MLGRUD	
Kachere P	F	Sunday Mail	
Nhengo Egnés	F	MWAGCD	
Panganai H	F	ZWRCN	
Mutongwizo N	F	ZWRCN	
Maeresera E	F	ZWRCN	



Masvingo Inception Workshop Participant List

Name	Organisation	Sex	Contact details
Chimwayange B	City Anti AIDS	M	091 3 897 228
Mugandani P	RASA	F	091 2 776 270
Vira N.H	MASA	F	091 2 668 848
Sithole Janet	RASA	F	091 2 642 578
Beta B	Ward 9	M	091 2 293 179
Dube T	Masvingo City Council	F	011 620 881
Mugodzwa T	MURRA	M	091 3 682 767
Vunganai M	ZWCWU	M	091 2 955 916
Chirape T.J	Masvingo City Council	M	091 3 537 258
Chikumbu D.N	ZWITAD	F	091 3 764 650
Chitsaka P	MURRA	M	091 3 895 140
Gezi E	City of Masvingo	M	011 728 519
Gono J	City of Masvingo	M	091 2 409 019
Mutumbami I	City of Masvingo	M	091 5 724 304
Breda A	Masvingo City Council	F	011 869 053
Moyo D	Masvingo City Council	F	091 5 330 291
Maridza S	Masvingo Councilor	F	091 2912 220
Josiya G	Masvingo Councilor	F	091 5 782 882
Muchuchuti D	Masvingo Councilor	M	091 2 589 389
Chakabuda M	ZWTAD	F	0912 406 235
Makumbe M	ZWTAD	M	011 405 861
Gadaga P	City Council	M	
Mhizha Lidia	MCC-Women's Clubs	F	091 3 591 409
Jenya Flora	ZRUWCU	F	091 2 292 911
Bere Lydia	COMARRA	F	091 2 165 700
Mugabe Chipiwa	COMARRA	F	091 3 805 768
Ngonidzashe Mudzingwa	MWAGCD-Msgo	F	091 2 243 057
Nyoni Angel	MLGRUD-Msgo	M	091 2 958 887
Masomere Claret	MURRA	F	0912 245 970 clamasomere@gmail.com
Munganasa Zvapano	City of Masvingo	M	091 2 570 180
Makanda Willie	MURRA	M	091 2 244 381
Mutungira Tendai	MURRA	F	091 2 451 026
Mutero S	City of Masvingo	M	091 3 899 156
Tigirigi D	Ward 14	M	091 4 744 082
Charerwa T	Ward 14	M	073 3 214 281
District Administrator			
Mayoress			
Deputy Mayor			
Rep for Provincial Administrator			



Kwekwe LGGB Inception Workshop-16 March 2010
Golden Mile Hotel-Kwekwe

Name	Sex	Organisation	Contact Details
Mavhengere William	M	Councilor	091 3 014 840
Chitopo Queenly	F	Council Official	091 3 014 846
Marongwe Admore	M	Council Official	091 3 014 851
Mutirwa Shirley	F	Council Official	091 3 014 842
Chanza Amanda S	F	Councilor	091 3 014 847
Sithole A.P	M	Councilor	091 3 014 839
Ndhlovu M	M	Councilor	091 3 011 598
Gwalazimba A.M	M	Councilor	091 3 014 843
Machingauta T	M	Councilor	091 3 501 711
Mutizira F	F	KKCC	091 2 294 520
Phiri M	F	WADCO	
Bwerinofa Sekai	F	WADCO	091 3 640 014
Mazabuka Dereck	M	WADCO	091 5 148 403
Alufandika Tunika	F	WADCO	091 5 154 505
Mandongwa Ernest	M	WADCO	073 3 643 403
Pamuli Douglas	M	WADCO	091 2 555 176
Machisvo Simon	M	WADCO	091 3 014 426
Nzuma Joseph	M	WADCO	091 4 308 562
Haterere Alice	F	Religious Group	091 2 977 374
Bhuka Evangelist	F	WADCO	091 2 230 192
Mhlanga Tsitsi	F	Ward Rep	054-23640
Chinhango Chiedza	F	Ward Rep	091 5 739 391
Ncube S	F	WADCO	091 3 224 600
Kisimusi G	M	Ward Rep	091 5 535 721
Kwinjo Angela	F	MDP-ESA	091 2 240 955
Nhengo Egnés	F	MWAGCD	011 509 887
Mkandla Lucia	F	City of Kwekwe	055 26155/011 345 868
Tobaiwa S	M	City of Kwekwe	055 24620/091 3 014 841
Mkosana H	F	City of Kwekwe	091 3 011 595
Muduna C	M	MLGRUD-Kwekwe	055 27321-3
Matsika L	F	UCAZ	091 3 435 834
Sima N	M	Religious fraternity	091 2 639 674
Jim M	F	Religious Fraternity	091 2 928 026
Chawira M. D	M	Ward Rep	073 3 817 974
Miti B.S.N	M	Ward Rep	073 3 770 089
Gangaita G.K	M	Ward Rep	091 4 025 073

Nyakudya E	M	Youth Rep	073 3 359 716
Bobo C	F	WDC	073 3 024 328
Masiya W	M	Councillor	091 3 011 596
Ngozo J	M	Councillor	091 3 014 844
Dhlamini F	F	WDC	073 3 906 098
Fazhe W	M	City of Kwekwe	055 22301
Makore H	F	City of Kwekwe	055 22301
Gochera P.G	F	City of Kwekwe	055 23184
Zingwe A.D	M	City of Kwekwe	055 21654
Mazombe F.M	M	Ward 12 rep	091 3 862 151
Dube B	F	Ward 5 Rep	
Mbele Vinnah	F	Ward 4 rep	
Makaza M	M	Ward Rep	
Tshabalala A	F	Ward 9 rep	
Qonga F	F	Ward 13 rep	091 2 977 062
Kwaramba N	M	Ward 9 rep	073 3 910 483
Chipara S	F	Ward 10 rep	055 22556
Mkosana T	F	Ward 12 rep	091 2 482 206
Mawoneke L	F	MWAGCD-Kwekwe	011 727 155
Mutunhame F.C	F	Min of Youth Dvpt, Ind&Empowerment	055 22759
District Administrator			
Assistant DA			



Gweru LGGB Inception Workshop 17 March 2010
The Village Lodge-Gweru

Name	Sex	Organisation	Contact Details
Mapako	M	Wholesale market	091 2 776 342
Ngwenya Jeremiah	M	Stick to One Support Group	091 3 746 651
Zishiri Goodlaw	M	Youth Development	091 3 950 808
Machipisa Mercy	F	Zim Chamber of Informal Traders	091 6 000 381
Muzerengwa Godfrey	M	Zim Chamber of Informal traders	091 3 016 262
Muziva Cainos	M	Informal Traders	011 303 437
Rusere Tsitsi	F	ZCIEA	091 3 620 800
Mpofu Muchaneta	F	Councilor	091 3 011 250
Kwaru Clemence	M	Councilor	091 5 123 178
Mazvikete Emilda	F	Senga Club	091 2 850 563
Munacho A.T	M	Councilor	091 2 111 082
Demo Taurai	M	Deputy Mayor	091 3 011 033
Dzuda Holly	F	Councilor	091 3 011 027
Dzimbisai C.C	M	Councilor	091 3 378 568
Mutodzaniso M	F	Gweru Ratepayers & Residents Association	091 3 769 187
Pasira R	F	ZNNP+	091 3 594 949
Mumvuri M	F	ZNNP+	091 4 033 152
Muramwa J	M	ZNNP+	091 5 341 477
Simango J	M	Mutapa Informal Traders	091 4 027 350
Sunamayi A	M	Vendors Association	091 3 594 021
Samubvu Tekere K	M	GRRPG	091 2 813 814
Rutsvara K	M	Councilor	091 3 409 868
Pasipanodya N. C	M	Councillor	054-229063
Chineni T	M	Councilor	091 2 274 284
Matyorauta A	M	Councilor	011 564 715
Mandiziba L	M	GCC	091 2 413 869
Katsande S	M	GCC	
Maduna Michael C	M	GRRRA	073 3 342 245
Hamadziripi Raphael	M	Residents Association	091 2 846 327
Marufu V	F	GURA	011 774 993
Kasaira R	F	Vendor	091 5 653 089
Tsuro J	M	GCC	011 564 709
Mavondo E	M	GCC	091 3 591 882
Sithole K. M	M	GCC	091 3 011 031
Sibanda V	F	Ndlovu Youth Centre	091 5 878 790
STAFF			
Maeresera E	F	ZWRCN	
Panganai Heather	F	ZWRCN	

Chifamba C	F	ZWRCN	
Mutongwizo N	F	ZWRCN	
Chirongoma P	F	MLGRUD	
Kwinjo A	F	MDP-ESA	
Kachere P	F	Sunday Mail Reporter	



Bulawayo LGGB Inception Workshop 26 March 2010
 Bulawayo Rainbow Hotel-Bulawayo

Name	Organisation	Sex	Contact Details
Ncube Zanele	NYDT	F	091 4 017 334
Tshabangu Sthandazile	NYDT	F	091 2 778 516
Zhou Sikhangele	BCC	F	09 75011
Maphosa Joyce O	BURA	F	073 3 561 712
Ndimande Kimpton Zenzo	Bulawayo City Council(BCC)	F	09 75011 ext 2375
Hwalima Zanele	BCC	F	09 75011 ext 2113
Thembeni Kloza	BCC	F	011 978 053
Elmon Mpofu	BCC	M	09 406229
Nduna M Dladla	BCC- Cllr	M	091 3 382 332
Nyoni Donald	Byo Residents Association	M	09 52614
Tshebe Thsebe Robert	Rep ward 15	M	09 525524
Gwavava Paul	MWAGCD-Byo	M	091 3 721 965 chigarirp@yahoo.com
Sikwila T	MWAGCD-Byo	M	073 3 893 318 squilaz@yahoo.co.uk
Cllr Rafomoyo E	BCC-Councilor(Cllr)	M	091 2 861 509
Cllr Mangena G	BCC-Cllr	M	091 3 410 539
Cllr Hlabani	BCC-Cllr	M	011 914 556
Cllr E Ndhlovu	BCC-Cllr	M	09 472438
Cllr S Ncube	BCC-Cllr	M	09 520 651 091 2 809030
M.W Moyo	BCC- Housing Dept	M	09 71095
Madubeko J. M.A	BCC	M	09 63270
Manyemwe A	BCC	F	09 75011 ext 2393
Cllr J Bent	BCC-Cllr	F	09 460842 091 3 381 892
Cllr T Khoza	BCC-Cllr	F	09 400688
Gumbo C	President's Office	F	09 62472 091 2 305 822
Mpofu Nesisa	BCC	F	09 75011 nmpofu@citybyo.co.zw
Magura T.S	MLGRUD-Byo	M	09 882005
Sithole J	BCC	M	091 3 385 879
Ncube Dumisani	BUTA	M	011 761 900 ncubedumisani87@gmail.com
Mzezewa Robert	MLGRUD-Byo	M	09 887594

			rmushavi73@yahoo.com
Cllr C.Zana	BCC-Cllr	M	09 79686 073 3 479 444
Ncube Emmanuel	PLOT	M	091 5 322 786 majortyk@yahoo.com
Sibanda Prosperity	SAFOD	F	09 62944
Cllr P.Z Ndhlovu	BCC-Cllr	M	09 524323
Ndumeya Moyo	Habbakuk Trust	F	091 2 457 642 moyo.ruth@yahoo.com
Leseli Ndhlovu	ZWIDE	F	14 Stewart Ave,Northend 073 3 479 356
Tsitsi	Translator	F	073 3 512 621