

Table of Contents

Introduction	3
Organisation of workshops.....	3
Workshop Objectives	3
Target groups.....	3
Expectations	4
Workshop Methodology	4
Workshop Deliberations.....	5
Understanding Gender.....	5
Household Budgeting.....	6
Budget Stakeholder Analysis	7
Introduction to Gender Budgeting.....	8
Council Budgeting.....	9
Conclusion	10
Recommendations	10

Introduction

Sensitisation workshops were held in the six pilot local authorities under the Local government Gender Budgeting programme from the 9th of March 2010 to 24th of March 2010. The workshops were bridging the gap noted in the GB training workshops that were held for HODs and for council committee chairpersons. The training workshops noted that budget allocations originated from section heads and their support staff and there was also need for all councilors to be aware of what gender budgeting entails, for their budget input to be meaningful.

The main objective of the workshop was to raise awareness on Gender and Gender Budgeting to councilors and council staff. A total of 81 females and 204 males were reached in all the six local authorities.

Workshop Objectives

The sensitization workshops aimed at:

- Creating awareness , appreciation and understanding of gender budgeting and its merits.
- Imparting skills required to implementers on how to practice gender budgeting.

Organization of workshops

The workshops were held in the districts to maximize attendance and reduce costs incurred. The date that each local authority received training is as indicated in the table below:

Local Authority	Date
Masvingo	09/03/11
Bulawayo	11/03/11
Kwekwe	16/03/11
Gweru	17/03/11
Mutoko	22/03/11
Kadoma	24/03/11

Target groups

The following were targeted by the sensitization workshops:

- Middle managers and the support staff to departments-section heads, human resources, and finance, administration, health and community services.
- Councilors who are not chairpersons of committees.

Expectations

The participants gave their various expectations and established the group contracts/norms which were to guide the whole procedure of the workshop. The participants had various expectations which fell into two broad categories which by the end of the workshop, they would have acquired:

1. Enough knowledge about gender and gender budgeting to be able to cascade training to their colleagues.
2. Skills to use in preparing gender budgets and analyzing budgets from a gender perspective.

Specifically the expectations raised include:

- To know what Gender budgeting is, its relevance in our day to day living and our work environment
- How can Gender budgeting be applied to improve the family bond/ relationships
- The difference between gender budgeting and the general budgeting and its implications to the community
- What are the advantages of Gender Budgeting
- Definition of Gender , &Gender Budgeting
- Clarify certain issues relating to gender , learn skills and implement
- To be able to prepare a gender sensitive budget
- To be able to impart skills acquired to others
- Why is gender budgeting important to council and community at large
- To network freely and actively engage in participative learning
- Issues of gender beyond budgeting

Workshop Methodology

The one day sensitization workshops were structured in a series of participatory and interactive sessions. These were necessary to stimulate visioning and proactive involvement of participants. Specific methods adopted included brainstorming, lecture, working groups and discussions, report back sessions and slide shows. These methods brought participant contact which is a prerequisite for reinforcement of information conveyed to the learner. More so, the strategies created a platform for problem solving and cross fertilization of ideas for the councilors and council staff from each of the six pilot local authorities.

Workshop Deliberations

The workshops dwelt with the following subjects:

Understanding Gender

Understanding of gender was low in all the six local authorities with the majority proving to confuse the meaning of gender and sex. The following are the definitions that were given for the term gender prior to the session on 'Understanding Gender':

- Gender is all about balancing responsibilities and ideas between men and women
- Mankind
- The physical acceptance of being male and female
- Expected roles of men and women in society
- Men and women and should include the disabled
- Structure of any person
- Equal opportunities between men and women
- Gender is sex

Participants were then exposed to an exercise on identifying characteristics that were associated with males or females. The exercise involved explaining why they had made such classifications as having cooking as a characteristic under females and not males. Most cited factors to support the classifications included biological make up and culture.

The titles were then exchanged to have the male characteristics falling under the title on females. In all instances, participants observed that some characteristics became void and were able to note that these were biological characteristics and could not match interchangeably for females and males. These were pulled out. Socially constructed roles remained feasible even after exchanging titles. The task brought clarity to the differences between gender and sex characteristics. For example, where menstruating would be defined as female, after exchanging titles it no longer was applicable since males do not menstruate, hence menstruating is a female sex characteristic.

Gender was defined as the socially constructed differences between men and women which vary from one society to the other while **sex** refers to biological differences between females and males. Sex characteristics are fixed yet gender roles change over time and from one society to the other.

Related concepts were defined. **Gender Equity** refers to the process of being fair to women and men, while **gender equality** refers to the absence of discrimination on the basis of a person's sex in terms of authority, opportunities, allocation of resources and benefits, access and services. **Gender mainstreaming** was defined as a strategy for making women's as well as

men's concerns and experiences an integral dimension of design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The presentations are as in Annex 2.

This session helped participants define and be able to differentiate gender and sex. It laid a foundation in the understanding of gender roles and sex roles in society and the implications brought thereof in development issues. Appreciation of gender was evidenced by participants who commended the approach taken by ZWRN in breaking misconceptions around gender.

In Bulawayo, a medical doctor in the city council acknowledged having previously shunned down workshops on gender on the belief that they advocated for women promotion without merit, which she felt was unfair to people like her who have studied for a number of years to obtain such a qualification. After the workshop she expressed having ironed the misconception on gender, which she felt had built a foundation for her interest in the concept and hoped for further training to enable her implementation of an engendered approach in health issues within the local authority.

Household Budgeting

Participants were grouped as households and given different typical family scenarios where they were supposed to develop a monthly budget for that family identifying specific budget items and amounts that will be spent for each of the items. The decisions were made based on negotiations amongst members of each household. The respective groups would present their budgets and justify allocations made. This exercise was meant to build the concept of budgeting from the known (household) to the unknown (council budgeting). The group budgets are as in Annex3.

Participants were then asked to draw conclusions from the exercise. The following issues were raised and discussed:

- In budgeting basic needs are to be given priority for the budget to be fair to the members that the budget serve.
- Participants learnt that there is no equal opportunity in budget allocations which applies to household, local authority and national level.
- Different people have different needs.
- People are forced to live within one's means; budget allocations depend on resources available.
- The one who is the breadwinner is usually the one who decides on what to budget for.
- Items that are not regarded as pressing needs may be forgone if resources are limited.

A brainstorming session noted that similarities exist between the household budget and the local authority budget. Similarities that were noted in all the six districts are:

- Resources are always limited
- Prioritization of allocations

- Stakeholder involvement
- Decision making and allocations are usually skewed towards the strong voices

Budget Stakeholder Analysis

The session involved a group task where participants identified budget stakeholders in local authorities. The budget process was modeled to a bus. Roles played by each of the stakeholders were equated to the parts that make up a bus. Buses drawn portrayed each group's perception of their local authority budgeting process. Each group would present its bus and justify why portrayal of each stakeholder. Interestingly there was consensus that every stakeholder plays a unique and important role in the process which makes it imperative not to leave out any one of these within the process. Group presentations on the exercise are as in Annex 3.



Stakeholders identified were as follows:

- Business community
- Residents association
- Ratepayers
- Workers
- Workers union
- Vendors
- Residents
- Churches
- Government institutions
- Suppliers –materials , chemicals
- Councilors & Council Management

Group presentations were followed by lively and enthusiastic discussions with some following points being raised.

- Participants felt that the exercise was a good eye opener to their work in stakeholder identification gaps in their specific local authorities' budget process.
- In some local authorities like the case of Kwekwe, Gweru and Mutoko, the exercise was appreciated for having clarified and mended the differences that were emanating in ownership of the budget between councilors and council staff.
- There was debate in every local authority, on which part of the bus each stakeholder would suitably fit though eventually participants realized that the role played by every stakeholder is significant. Where a single part/stakeholder goes missing, the process malfunctions.

Introduction to Gender Budgeting

Subsequent to sessions on Gender and on budgeting, participants were asked to derive their definitions for gender budgeting. Responses given by most participants highlighted gaps in the understanding of the subject. The following emerged as some of the proposed definitions for gender budgeting:

- Gender budgeting is about money
- Allocating funds to everyone's priorities
- In a community the budget must accommodate all males and females
- The budget must be done fairly in council and everybody needs to participate in budget

The facilitator narrated the old folktale, of the rock rabbit. The rock rabbit is said to have been absent at the meeting where tail allocations were made. As a result, the rock rabbit did not get a share of the tail as the resources only catered for those who were present. The essence of the story was for the participants to relate to the budgeting issues. Participants drew the following lessons from the story:

- The story narrates on resource allocation
- Resources were limited
- The need for participation or involvement of stakeholders
- The resources were equitably allocated and everyone who was there got an allocation
- There was prioritization- the story mentions of pressing needs being addressed



One of the participants presenting their group findings

The facilitator then related to the above noted lessons as building on characteristics of a gender budget. **Gender Budgeting (GB)** was defined as an attempt to analyse the impact of budgets, programmes and policies on women and men, girls and boys and how the people respond to them. Emphasis was made on that GB is a tool for mainstreaming gender into local government and national budgets hence critical for fulfilling the government's commitments to gender

equality. Following the presentation, the participants engaged in a discussion on benefits of GB to their local authorities. Major outcomes of the discussion were as follows:

- Reduce chances of objections of the budget by the citizens
- It is transparent and inclusive, and improves participation of stakeholders
- Brings effective resource use
- Rate of paying/ honoring bills by residents will increase

A run down on how to engender budgets pointed to the key questions that need to be addressed to produce a gender sensitive budget, as indicated below:

- Who benefits from services provided by the government?
- Do the budget allocations address any gender issues?
- How much of the expenditure is targeted to achieving gender equality
- Which public services have been identified as priorities to help reduce the burden/constraints faced by women?
- What are the likely gender impacts of the resource allocations made?

Council Budgeting

To enable participants to understand, appreciate and practice gender budgeting, participants were engaged in a group activity where they were expected to propose and justify budget allocations for a named local authority within a stipulated amount. This approach was meant to facilitate understanding on reprioritization and gender sensitivity in allocations. The task is as below:

You are given that the total budget for the City Council is US\$500 000. Allocate funds and indicate percentage taken by each of the following council allocations:

Properties-Capital development, Electricity, Water, Refuse, Sewerage, Housing, Welfare, Health, Education, Labour

Annex 3 illustrates group responses to the above task.

From the discussions on the budgets produced by groups, participants acknowledged having faced challenges in an attempt to produce gender budgets. This led to the identification of challenges that local authorities have to address for effective implementation of gender budgeting to take place. The following were noted:

- Lack of gender disaggregated data and limited capacity for mainstreaming gender
- Gender insensitive cultural values and perceptions
- Limited resources which lead to high level of outsourcing by local authorities and outsourced funds are usually tied to specific priorities that are determined by the funder. The challenge with this is that some of the funded activities might not necessarily be pressing needs for the communities.

Conclusion

Basic principles to good governance as observed by gender budgeting continues to be of great relevance to local authorities in Zimbabwe for service provision to improve. The importance and usefulness of understanding Gender and Gender Budgeting cannot be overemphasized. Capacity building of both policymakers and technocrats in local authorities remains one of the basics for gender mainstreaming of policies, programs and budgets for years to come. However, effort should be made in providing in–depth skills in engendering of the policies and budgets and equipping civil society with necessary skills to demand and track budgets.

Recommendations

Based on the discussions, the following recommendations have been picked to support effective implementation of the project.

ZWRCN must:

- Consider holding similar workshops on gender budgeting sensitization for civil society
- Provide methodological support on engendering the budgets for the policy makers, budget planners(HODs) and section heads
- Prioritize use of the Local Government Gender Budgeting Working group and the budget action committees in facilitating institutionalization of Gender Budgeting in local authorities.

Annex 1: Participant Lists

Gweru City Council

Name	Sex	Organisation	Contact
Mlambo B	M	GCC	077 2 011 078
Mavambe T	F	GCC	077 4 675 009
Ruwiza C	M	GCC	054 224072
Majari M	M	GCC	077 2 895 999
Shoko T	F	GCC	077 3 011 554
Chinene T	M	GCC	077 2 445 662
DuzaT	M	GCC	077 4 667 767
Ngadze B	M	GCC	077 2 890 745
Gambiza M	M	GCC	077 2 465 405
Jaji U	F	GCC	0712 432 581
Demo T	M	GCC	077 3 011 033
Munacho A	M	GCC	077 2 111 082
Rutsvara K	M	GCC	077 3 409 868
Dzuda H	F	GCC	077 3 011 027
Hove L	M	GCC	077 3 594 137
Saungweme M	F	GCC	077 3 011 127
Takawira D	M	GCC	054 224071
Sithole KM	M	GCC	071 3 321 569
Chigutire J	M	GCC	071 4 665 007
Pasipanodya NC	M	GCC	077 3 591 890
Musadaidzwa G	F	GCC	077 2 937 351
Tsuro J	M	GCC	071 2 564 709
Mafuwa S	F	GCC	071 3 544 233
Janina V	M	GCC	077 2 011 234
Marusenga E	M	GCC	077 5 343 032
Mpofu M	F	GCC	077 3 011 250
Kwaru C	M	GCC	077 3 378 556
Mabhena Q	M	GCC	077 7 988 121
Moto ST	F	GCC	071 2 326 760
Chimombe TT	M	GCC	071 4 224 280
Rukuture B	F	GCC	071 4 009 566
Siziba A	F	GCC	071 2 343 006
Mavhondo F	M	GCC	077 3 591 882
Mukwazhe F	M	GCC	077 3 011 030
Mapetere G	M	GCC	077 3 437 230
Mavunga M	F	GCC	077 6 991 853
Chikwechwe EM	M	GCC	077 2 597 689
Makumbe T	M	GCC	077 3 383 304
Matyorauta A	M	GCC	071 2 564 715
Mlambo N	F	GCC	0773 475 852
Chikwatu AN	F	GCC	077 3 288 050

Ndhlovu J	M	GCC	077 4 485 015
Munyari J	M	GCC	077 3 374 151
Mandiziba R	F	Aide-	071 2 742 354
Mandiziba L	M	GCC	077 2 413 865
Mutanga H	M	GCC	077 5 773 745
Marerwa T	M	GCC	054 224071
Matau A	M	GCC	054 224071
Komichi BM	F	GCC	077 4 024 435
Jasi E	M	GCC	077 2 788 005
Chinodya S	M	GCC	077 5 462 496

Kwekwe City Council

Name	Sex	Organisation	Contact details
Maguchu G	M	City Of Kwekwe	077 3 863 096
Magaya EF	M	City Of Kwekwe	071 2 888 181
Sithole EP	M	City Of Kwekwe	077 3 014 843
Kondowe A	M	City Of Kwekwe	077 2 860 404
Kunje M	M	City Of Kwekwe	071 2 286 386
Matemai V	M	City Of Kwekwe	071 2 336 010
Dingane T	M	City Of Kwekwe	055 22301
Mavhengere W	M	City Of Kwekwe	077 3 014 840
Chitopo Q	f	City Of Kwekwe	077 3 014 846
Mutirwara S	F	City Of Kwekwe	077 3 014 842
Mada C	M	City Of Kwekwe	0773 058 250
Dube K	M	City Of Kwekwe	077 5 246 093
Mutama L	M	City Of Kwekwe	077 4 020 237
Machingauta T	M	City Of Kwekwe	077 3 501 711
Marongwe A	M	City Of Kwekwe	077 3 014 851
Mutizira F	M	City Of Kwekwe	077 2 294 520
Mutema F	F	City Of Kwekwe	077 2 101 105
Masiya W	M	City Of Kwekwe	0774 624 642
Moyo Y	M	City Of Kwekwe	yetani@gmail.com
Ndlovu M	M	City Of Kwekwe	077 3 011 598
Mukandapi Y	F	City Of Kwekwe	077 2 784 535
Jack R	F	City of Kwekwe	077 2 403 250
Munyati D	F	City Of Kwekwe	073 4 456 608
Mugadza S	F	City Of Kwekwe	077 3 013 772
Nyakudzuka S	F	City Of Kwekwe	077 3 884 004
Kagwamba W	F	City Of Kwekwe	077 3 014 859
Midzi V	M	City Of Kwekwe	077 6b 443 980
Wakatama TN	M	City Of Kwekwe	055 23401
Munyoro W	M	City Of Kwekwe	077 3 014 843
Dapi M	M	City Of Kwekwe	077 4 014 334
Musara S	M	City Of Kwekwe	musara12@gamil.com
Jima F	M	City Of Kwekwe	077 7 008 004
Marongwe N	M	City Of Kwekwe	077 3 014 851
Kowero M	M	City Of Kwekwe	077 4 342 244

Chitate C	M	City Of Kwekwe	chitate.chitate@gmail.com
Maisire M	M	City Of Kwekwe	077 3 014 854
Mukhandla L	F	City Of Kwekwe	055 22301
Mkosana H	F	City Of Kwekwe	077 3 011 595
Mupomhori E	F	City Of Kwekwe	055 24310/071 2
Dete NT	M	City Of Kwekwe	077 4 776 986
Gwalazimba AM	M	City Of Kwekwe	077 3 014 843
Mhike JM	M	City Of Kwekwe	077 5 775 990
Chidzurira A	M	City Of Kwekwe	077 2 545 353
Bheka J	F	City Of Kwekwe	077 5 116 573
Mutema M	M	City Of Kwekwe	077 2 814 046
Bandama J	M	City Of Kwekwe	055 23184

Masvingo City Council

Name	Organisation	Sex	Contact Details
Mutumbami L	Cllr	M	077 2 114 293
Chivhange N	Cllr	F	077 3 657 908
Mabaya F	Clr	M	077 3 876 192
Mhangami M	Cllr	M	039 262431-4
Josiya G	Cllr	F	077 7 306 103
Munhazu T	staff	M	039 262431-4
Chingadza M	staff	M	039 262431-4
Makezhe P	staff	M	039 262431-4
Gondobwe Z	staff	M	039 262431-4
Jori P	staff	M	039 262431-4
Mukosera M	Masvingo City Council	F	Box 17 Masvingo 077 2 471 603
Makaudze M	Masvingo City Council	M	039 262 431
Mazarire BT	Masvingo City Council	M	039 262 431
Josia S	Masvingo City Council	M	039 262 431
Mhizha L	Masvingo City Council	F	077 3 223 531
Matiza R	Masvingo City Council	M	039 262 257
Ncube H	Masvingo City Council	M	077 4 666 009
Mawadze M	Masvingo City Council	M	039 261 414
Bradea A	Masvingo City Council	F	071 2 869 053
Mutikani J	Masvingo City Council	M	071 2 207 067
Dube CT	Masvingo City Council	M	039 262431-4
Tanyanyiwa T	Masvingo City Council	M	039 262431-4
Gozo CE	Masvingo City Council	M	071 2 450 608
Mukaratirwa E	Masvingo City Council	M	077 3 223 531
Shumba S	Masvingo City Council	F	077 3 0-98 983
Muchuchuti D	Cllr	M	077 2 589 389
Gono J	Masvingo City Council	M	077 3 409 019
Gapare M	Masvingo City Council	M	077 2 400 359
Tamaboga FN	Masvingo City Council	F	077 2 912 220
Chinyenyani N	Masvingo City Council	F	039 262431-4

Chidzimura C	Masvingo City Council	F	077 2 890 928
Chigwida C	Masvingo City Council	M	071 2 869 053
Saungene S	Masvingo City Council	M	039 262 414
Rinouya S	Masvingo City Council	M	0912 406 235
Mundingi C	Masvingo City Council	M	039 262431-4
Mangwarira G	Masvingo City Council	M	077 2 922 301
Geza T	Masvingo City Council	M	077 4 330 988
Magoche E	Masvingo City Council	M	077 2 91220
Maredza S	Deputy Mayor	F	maridzastandare@yahoo.com 039 2622257
Chakabuda FF	Mayor	M	039 262431-4
Vasivenyu D	Cllr	M	077 2 329 267

Mutoko Rural District Council

Name	Organisation	Sex	Contact Details
Mapfumo C	Cllr	F	077 4 574 247
Chinawa R	Cllr	F	073 4 020 370
Kazizi S X	Cllr	M	077 3 128 229
Muvirimi B	MRDC-Cllr	M	077 7 578 825
Sigauke P	CEO	M	077 3 004 826
Gurupira M	MRDC	M	077 3 804 043
Nyamukondiwa N	MRDC	M	077 6 221 913
Munokori T	MRDC	F	071 2 055 415
Masendeke J	MRDC	F	071 2 500 747
Magura R	MRDC	F	071 2 028 129
Musanhu D	MRDC	M	077 5 124 013
Mutukwa G	MRDC	M	077 7 422 497
Mwenye S	MRDC	F	077 2 717 436
Chief Nechombo	MRDC	M	Box 180 Mutoko
Chief Mutoko	MRDC	M	Box 34 Mutoko
O Chiparanyanga	Chief aide	M	Box 67 Mutoko
Chief Nyamuzihwa	MRDC	M	Box 123 Mutoko
Chief Rudzito	MRDC	M	Box 51 Mutoko
R Gurazunzu	MRDC	M	Box 57 Mutoko0
C Kaudzo	MRDC	M	Box 134 mutoko
G Chogugudza	MRDC	M	Box 70 Mutoko
Maguta D	MRDC	M	Box 57 Mutoko
Mashingaidze R	MRDC-staff	F	077 3 456 676
Makore S	MRDC	M	0262-330
Katsande T	MRDC	M	0262-330
Kamabani T	MRDC	M	0262-330
Ruvara N	MRDC	F	0262-330
Kaukonde V	MRDC	F	077 2 333 569
Murunzi N	MRDC	F	077 3 987 281
Matakandimo S	MRDC	M	0262 330
Kembo W	MRDC	F	077 2 402 779
Mabvuta R	Nyamutsanhu Ward	M	077 8 009 311/ 0775 066 702

Taurai Kabasa	Kabasa B	M	077 6 621 257
Chabikisa Senzi	MRDC	M	077 3 075 325
Chindenga M	MRDC	M	0774 533 827
Nyajudanga M	MRDC	M	0773 013 433
Manyuchi T	MRDC	M	077 5 491 804
Karumazondo C	MRDC	M	077 5 136 850
Mazarura B	MRDC	F	073 4 020 382
Madzivagwara N	MRDC	F	077 5 617 675
Kazizi SX	MRDC	M	077 3 128 229
Chitongo V	MRDC	F	071 2 390 499
Mavuka S	ZRP	M	077 2 376 615
Zulu P	MRDC	M	077 3 004 826
Kahuni Z	MRDC	M	Plot no. 2 Tabudirira, Nyadire Ward
Guziwe G	MRDC	M	071 2 781 281
Chari A	MRDC	M	077 5 612 438
Lunga C	MRDC	M	
Kativhu S	MRDC	M	077 3 729 847
Dende K	MRDC	M	077 4 504 632
Nhidza Z	MRDC	M	077 2 281 162
Mburundu T	MRDC	M	073 4 004 678
Jinjika T	MRDC	M	Box 150 Mutoko
Matema L	MRDC	M	077 2 936 116
Chipunza W	MRDC	M	077 4 098 598
Manyanga A	MRDC	M	073 3 071 086
Nyikayaramba I	MRDC	M	077 4 686 815
Jakarasi I	MRDC	M	0773 754 910

Kadoma City Council

Name	Organisation	Sex	Contact Details
Maruni EM	Kadoma City Council	M	emaruni01@gamil.com 077 3 360 241
Gore Michael	Kadoma City Council	M	077 3 013 420
Sibanda M	KCC	M	077 3 014 998
Gava H	Cllr	M	077 3 010 796
Kazaza C	Cllr	M	077 3 010 787
Motsi S	Kadoma city Council	F	077 3 199 824
Hlekisani K	KCC	F	077 3 811 016
Kazembe P	KCC	F	077 2 651 505
Mugwira T	KCC	M	077 2 986 926

Tsara B	KCC	F	077 2 933 165
Mazike M	CLLR	F	077 3 966 029
Mutswiri M	KCC	F	077 2 393 766
Munemo S	KCC	F	077 3 010 794
Jochore E	Cllr	M	077 3 010 791
Moyo J	KCC	F	077 3 010 793
Ndhlovu S	KCC	F	077 3 013 423
Mandipota F	KCC	M	077 4 578 522
Zhou FT	KCC	F	077 2 438 440
Malingwa J	KCC	M	077 2 390 500
Warurama L	KCC	M	077 2 429 981
Dondo M	KCC	M	077 2 651 260
Chaguta J	KCC	M	077 3 014 979
Pasipamire BR	KCC	M	077 3 013 421
Chinyanganya M	KCC	M	077 3 010 795/ 073333029
Dhliwayo M	KCC	F	077 2 739 335
Nyamukondiwa A	KCC	M	077 3 010 797
Chifamba J	KCC	M	077 3 268 871
Chaguta J	KCC	M	077 3 014 979
Daudi K	KCC	M	077 4 388 865
Nyamangara T	KCC	F	077 4 656 090
Mbira N	KCC	M	077 3 466 778
Shumba R	KCC	M	073 3 011 911
Kaitano N	KCC	M	077 2 656 332
Mapire M	KCC	F	077 4 112 010
Zharare B	KCC	M	077 3 426 665
Ngwinjo T	KCC	M	077 6 233 334
Mafuta A	KCC	F	077 3 989 767
Kandulu AS	KCC	M	077 2 380 790
Kamdefwele E	KCC	M	077 4 014 880
Chiyapi L	KCC	F	077 4 448 490
Zhangazha S	KCC	M	077 5 777 990
Sogogo P	KCC	M	077 4 505 346
Matambo P	KCC	M	077 4n014 792
Hanyani F	KCC	M	068 22044-6

Annex 2: Programme

GENDER BUDGETING TRAINING FOR COUNCILORS & COUNCIL MANAGEMENT 22 MARCH 2011 NYAMAKWERE LODGE, MUTOKO		
Time	Activity	Facilitator
0830-0845	Registration	HP
0845-0900	Introductions and Welcome Remarks	Mutoko RDC
0900-0915	Objectives of the Workshop	HP
0915-0930	Expectations and Ground Rules	HP
0930-1030	Session 1: Introduction to Gender	NM
1030-1115	Tea Break	
1115-1215	Group exercise: Household Budget	NM
1215-1230	Presentations & Discussions	NM
1230-1300	Group Exercise – Budget Stakeholder Analysis	LN
1300-1400	Lunch	
1400-1430	Presentations & Discussions	LN
1430-1500	Session 2: What is Gender Budgeting?	NM
1500-1530	Group exercise: Council Budget	NM
1530-1600	Feedback and discussions	NM
1600	Closing Remarks	Mutoko RDC

Annex 3: Group Exercises

Gender Exercise

Man	Woman
Herds cattle, Changes light bulbs, Plays with guns, has testicles, gives orders, plays golf, owns land, plays soccer, grows beard, Municipal officer, doctor, tobacco farmer, chef, MP, drink beer, councilor, municipal manager, fixes the car, bus driver, makes decisions, provides for the family,	Taking care of the sick, sews clothes, lawyer, plays with dolls, fetches water, cooking, hair dresser, nurse, taking care of children, fetches firewood, cleans the house, menstruates, teacher, secretary, maid, takes orders

Household Budgeting

HOUSEHOLD ONE

HEAD OF HOUSEHOLD – MALE TEACHER

INCOME - \$150

HOUSEHOLD MEMBERS

1. TWO CHILDREN BOY AGED 16 AND GIRL AGED 18 IN SCHOOL
2. ONE PREGNANT WIFE
3. 86 YEAR OLD MOTHER IN LAW
4. 34 YEAR OLD BROTHER WHO IS UNEMPLOYED AND SICK
5. FOUR CHILDREN IN PRIMARY SCHOOL, 1 GIRL 3 BOYS

HOUSEHOLD THREE

HEAD OF HOUSEHOLD – SINGLE MARKET VENDOR

INCOME - \$200

HOUSEHOLD MEMBERS

1. 7 YEAR OLD SON
2. 15 YEAR OLD DAUGHTER
3. 18 YEAR OLD BROTHER, UNEMPLOYED
4. 20 YEAR OLD SISTER WHO ASSISTS WITH HOUSEWORK
5. SUPPORTS 70 YEAR OLD MOTHER IN THE RURAL AREAS

Budget Stakeholders' Analysis

Bus 2:- road-government and political environment (parties are sometimes potholes into the councils work)

State of the road – represents the macro economic climate

Fuel- ratepayers, business community and informal sector

Wheels –employees-not very flat, they have issues to cry for but moving.

Engine- represents the councilors

Driver management-

Passengers- all the stakeholders-say bus speeds some complain , slow some groups do complain as well

On carrier – these are the passive passengers ie the old and vulnerable who do not take part, carried on top of the bus

Bus 3:-road depends on the environment

Lights-government

Driver-Finance

Full council - is the door

Wheels are residents and workers, business community limit our speed

Passengers-special interest groups

Windows- environment

Luggage- debtors and elders don't contribute much to the system

Bus 4- driver is mayor and councilors

Engine –management

Fuel- financial director and dept

Wheels are residents

Road-government can give us the green light on approving the budget

Humps and potholes- pressure groups

