



Report on the Gender Budgeting Training Workshop for Council Management held from 31 August to 3 September 2010 at Holiday Inn, Harare



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Acronyms

CEO	Chief Executive Officer
ED	Executive Director
HOD	Head of Department
GB	Gender Budgeting
MDGs	Millenium Development Goals
MWAGCD	Ministry of Women Affairs Gender and Community Development
ZWRCN	Zimbabwe Women's Resource Centre and Network

Introduction

The Gender Budgeting Training Workshop for council management was held at Holiday Inn, Harare from 31 August to 3 September 2010. It was organised by ZWRCN under the Local Government Gender Budgeting programme.

In 2009, ZWRCN conducted a baseline survey on service delivery in the 6 pilot local authorities where the organisation is implementing the Local Government Gender Budgeting programme, and some of the key findings were that the local authorities were not aware of what gender budgeting is, hence they did not know how to implement it.

The aim of the workshop was therefore to train council officials on how to implement gender budgeting in their local authorities. Council officials are the drivers to the local authority budget planning process and key in determining the budgetary allocations in different services provided by the local authorities. ZWRCN aimed to empower them with knowledge on gender budgeting so that they will be able to implement GB in their local authorities.

The objectives of the workshop were to:

- To introduce gender budgeting to the participating local authorities.
- To introduce participants to Gender Budgeting Conceptual framework.
- To build capacity and expertise of participants in GB, gender issues identification and gender policy analysis.
- To assist local authority staff in monitoring and evaluating gender policies and budgets in their work.

There were 31 participants who included 13 female council managers and 11 male managers drawn from the 6 districts in which ZWRCN is implementing the Local Government Gender Budgeting programme and from Marondera, Harare and Chitungwiza. The training was also attended by Honourable Members of Parliament from the Parliamentary Portfolio Committee on Local Government and the Women's Caucus. The detailed list of participants is shown in Annex 2.

Official Opening

By Erica Jones, MLGRUD

Ms Erica Jones, the Director of Human Resources in the Ministry of Local Government, Rural and Urban Development (MLGRUD) who is the gender focal person for the ministry officially opened the workshop.

The Director extended a warm welcome to the participants from the local authorities and noted that the training was borne out of realising the need to fulfill commitments of the government on the SADC protocol on Gender and Development in local authorities. She noted that the training was intended to build capacity on gender budgeting and get rid of the misconception that GB is a separate budget for women.

Deficiencies in using incremental budgeting were highlighted. Incremental budgeting assumes that allocations remain static and incremental amounts will be added for the new budget. As such, the budget end up failing to relate to the level of activity or type of work that it is intended to reflect.

The director noted gender insensitivity in local authorities reflected by their budgets and representation of women in decision making positions within the local authorities. She confirmed that 2% of CEOs, 9% of HODs and 0% of mayors are women. In addition 53% of local authority clients are women. This poses a challenge to local authorities. Service delivery must start from knowing who the beneficiaries are and who the main users of the basic services are.

Ms Jones emphasised that local authorities exist to render the central government's obligation at a local level hence the need for local authorities to define the main users of a service in all sectors before provision of such a service. She expressed concern over the findings from the baseline survey on service delivery in local authorities and reiterated on the need for gender sensitivity in local authorities. Ms Jones further highlighted that the government adopted GB as part of its commitment to gender equality in the fulfillment of SADC protocol and MDGs. Although policies are the foundation, they need financial backing, budgets are built out of these policies hence local authorities as custodians of public funds are subject to the mentioned international commitments towards gender equality.

The speaker highlighted that it is the responsibility of local authorities to consider:

- Gaps in policy and practice
- Accountability issues versus gender equality
- Gender Sensitivity for policies and needs
- Participation
- Effective resource use
- Gendered Impacts of policies and programmes

The local authorities were questioned on the applicability of the 70% of revenue being channeled for service delivery. Ms Jones concluded by highlighting that gender equality is integral part in promoting a democratic society thus can not be ignored. She expressed appreciation of the efforts by ZWRGN in identifying gaps in local government and urged all participants to adopt GB for common sense budgeting at local level.

The workshop was then declared officially open.

Welcome remarks

By Naome Chimbetete, ZWRGN

The Executive Director for ZWRGN, Naome Chimbetete made the welcoming remarks. She expressed gratefulness to participants for their attendance which reflects their commitment to more gender sensitive local authorities. Also noted was that the participants were at different levels in understanding gender and gender budgeting.

The Executive Director also expressed hope that the workshop would create a platform for knowledge and experience sharing for both participants and facilitators. She indicated that the facilitators' team would thus lead a process that every one of the participants would be part of and confirmed appreciation to the dominance of the workshop by men especially the finance directors who manage the resources.

She went on to profile the organisation pointing out that ZWRGN is an information based organisation that has dealt in generation and dissemination of information specifically on gender and feminism for the past twenty years. A number of issues were brought up from the approach and drove the organisation to orient towards gender budgeting at national level in 1996. Entry points to the government were established through the Ministry of Women Affairs Gender and Community Development and Ministry of Finance. The programme realised remarkable

achievements by engendering the call circulars. The programme was then cascaded as pilot in six local authorities upon realising that service delivery occurs at this level.

The ED highlighted that a number of activities including the baseline survey and training of trainers, have been carried out at local level. Institutionalisation of GB has been initiated through training of public service trainers. GB at ZWR CN is therefore being implemented at local, national and regional levels. Key to advocacy in GB are the local and regional networks formed by ZWR CN. GB elevates ZWR CN's position being the lead in the economic justice cluster in the SADC Protocol Alliance.

Participants Expectations

Participants were asked to note their workshop expectations. The following were noted:

- To learn more on gender, gender mainstreaming and come up with a gender budget
- To acquire knowledge on gender action plans and develop these
- To be more knowledgeable about gender budgeting and use the knowledge in 2011 budget preparations
- To appreciate gender budgeting and be able to put it in practise and analyse the impact of gender budgeting
- To really understand the concept of budgeting, monitor and evaluate it
- Fuel participation of consultation of the budget that will make a visible impact in communities
- To articulate issues/ gaps between the existing practises in local authorities and the desirable levels in gender budgeting
- A thorough rundown on how to have equal gender participation in budgeting
- Come up with strong principles that help women to stand up for their rights during the budget process
- To understand how budgeting is being done in local authorities and how to engender the process
- To be gender sensitive in all areas of life
- To get practical tools for implementation of GB in local authorities
- To be equipped with knowledge to influence policy at local level
- To understand the difference between the term gender and women rights
- How to make women participate meaningfully in civic affairs
- To network with fellow participants from other local authorities and learn from their experiences

Understanding Gender

By Lindiwe Ngwenya, ZWRCN

The facilitator assisted the participants to explore the term gender through the use of a slide picture where a man was shown with a kid on his back while he washed the dishes. Participants were then asked to comment on the picture below.



The following comments radiated from the discussion:

- A man can only do that from the effect of love portions
- He is probably divorced/widowed and has no option so he is doing the female chores
- He is a loving man
- It looks like he is a child minder
- It seems he does not have an appreciation of what he is doing

The facilitator went on to ask for the definition of sex and differentiated it from gender. Sex was defined as the biological differences between men and women, while gender refers to the different social roles, responsibilities and identities of women and men and the power relations between men and women in given societies. While gender characteristics are dynamic and vary from one society to the other, sex characteristics are universal and static. Gender related terms were selected and defined. Among these were gender roles, gender needs, gender equality, affirmative action and gender mainstreaming. A definition of stereotypes was given to participants. The facilitator emphasised that stereotypes are reinforced by idioms, media, culture, and advertisements. A discussion was opened and participants suggested some commonly said stereotypes as follows:

- **Musha mukadzi** (for a home to be worthy, there must be a woman)
- **Vakadzi vatsvuku vanoroya** (a woman who is light in complexion is believed to be a witch)
- **Murume ibhuru** (a man is like a bull, it can be one in the kraal full of several cows)
- **Vakadzi ngavave pasi pevarume** (women must be submissive to their husbands)
- **Murume pachake** (a successful/stern female is referred to as a male)

It was observed from the discussion that stereotyping perpetuates gender gaps and place women in an unfavourable position hence the need to promote gender equality.

Participants were asked to give their understanding to gender equality from an illustration of the see-saw given. The following responses were noted:

- Giving women what men have
- Freedom to have what one wants
- Individual abilities and capacity to be considered
- Distribution of resources equally for women and men
- Access and opportunities

The discussion was concluded by highlighting that a grasp of gender concepts is essential for analysing socio-economic situations from a more realistic perspective. Analysing women's and men's concerns enhances effectiveness of both sectoral and national development plans and programmes.

Budgeting

By Farai Makombe, ZWRN

The session commenced with the facilitator asking for a definition for a budget, where participants noted that budgets are statements of income and expenditure; a financial wish that is expressed in quantitative terms. An explanation was given on revenue and expenditure classification where participants came in to give examples of revenue and capital expenditure within their local authorities. Capital expenditure refers to expenses incurred towards adding value to assets while revenue expenditure pertains to day to day running expenses for the local authority. The facilitator then took the participants through the local authority budget cycle, explaining what each stage entails. The facilitator highlighted that the budget is there to guide measures to achieve targets and plans.

A discussion session which opened on the budget cycle had the following issues raised on the formulation stage:

- The limitation to consultation is the cost attached to the process; however the ministry stipulates that the budget be submitted with a certificate of consultation. The structure of budget consultation differs from one local authority to the other and a number of local authorities lie about having conducted consultations.
- Budget committees are only found in some local authorities, others do not have these
- There is a general misconception by stakeholders that there should be consensus in the process, that's why Local Authorities will proceed with the budget even if other stakeholders do not agree. However, what is critical is to give due consideration (from a legal and moral perspective) to all objections raised and minute these.
- Limited involvement of stakeholders call for awareness raising for citizen participation in the budget consultations and change the mindset of the citizens towards the process.
- The time allocated for the budget planning process is limited hence limited time to carry out effective consultations. However, it was noted that councilors were not meeting with their residents regularly as expected to identify problems within the system.
- Kwekwe suggested that local authorities make an effort to know their stakeholders as in their case where ward development committees are in place to assist councilors and ad hoc committees spear headed by the business communities. If all important people are consulted there will be minimal objections. Continuous monitoring is therefore required
- Mindset of citizens remains a challenge. Citizens view local authorities as an imposed structure and does not belong to them. The citizens should actually lead the council processes and technocrats.
- The main problem is who does the costing, whose priorities the budget will address and what information must be consulted for by the local authorities.
- Politics come into play when rates are being imposed on residents and politicians are forced to discourage ratepayers from paying particularly if there is no service delivery or development in the area and residents are not happy.
- Civic education/awareness on the budget process – knowing stakeholders and bringing them into workshops to raise their awareness on the budget processes so that when they are called for the budget process they will be able to articulate the issues much better
- Major benefit of consultation is ownership of the budget by stakeholders - ask them what priorities they want and at what level of service delivery e.g water levels of pumping capacity (80%, 90%, 100%) and the implications of that in terms of rates/tariffs.
- Need to come up with realistic strategies during budget workshops that can be implemented on the ground. E.g. it is not practical for residents to cost the budget, they

can only contribute to a certain extent such as their wishes and priority needs are catered for.

- While costing of the budget lines is based on expenditure, the problem is that local authorities always work out services in monetary terms when sometimes if communities are consulted, will volunteer with human capital.

The discussion led to a debate on strategies that local authorities would adopt if resources are limited. Participants had the following suggestions:

- Increase tariffs for residents
- Prioritise activities
- Budget committees within local authorities (some only have council officials while others may include civil society).

Household Budgeting

As an exercise, participants were given different family scenarios and asked to come up with a budget for those households.

Household	Head of Household	Income	Household members
1	Male teacher	\$150	-2 children-boy aged 16 and girl aged 18 in school, pregnant wife, 86 year old mother in law, 34 year old brother unemployed & sick, 4 children in primary school- 1 girl 3 boys
2	Tin smith-apostolic sect	\$400	4 wives,15 children,6 in primary school, 4 girls in secondary school, 3 toddlers-1sick,2 unemployed boys aged 23 and 21,76 year old blind father- in- law, sister to head of household who is aged 40 and HIV positive
3	Single female market vendor	\$200	-7 yr old son, 15 yr old daughter,18 yr old brother unemployed,20 yr old sister assist in housework, supports 70 yr old mother in the rural areas,
4	Farmer	\$50	Wife,3 children in school-2 girls and 1 boy, 6 month old baby, 5 children from dead sister, 2 girl twins aged 15,2 boys aged 5 and 7 in school, 2 yr old girl, 90 year old father

Emerging Issues

- In reality, relatives (sisters and brothers) who will be part of the main family are not usually budgeted for. They provide 'cheap' labour. However, some argued that it was critical to budget for these relatives' allowances as they may flout the budget if they are left out.
- Basic needs are prioritised when funds are not adequate.
- The participants questioned on why entertainment is usually budgeted for the father only. This brings out the weaknesses in most budgets where priorities of those who are powerful are addressed out of the limited resources regardless of whether they are real needs or not.
- It was suggested that the budget must allocate for inputs essential to raise other income e.g. the budget for a farmer should include inputs for the next farming season since the family relies on income from the farming.

The facilitator went on to highlight issues emerging from the exercise and equated the household budgeting to the local authority level budgeting where the priorities of the stronger voices are addressed before those of the weaker voices, even though the priorities of the stronger voices may not be needs. On the other hand, resources are never adequate for all budget allocations/priorities be it on a family level or local authority budgets.



Participants work through an assignment given

Gender Budgeting Principles and Concepts

By Nyarai Mutongwizo

What is gender budgeting?

The facilitator asked participants to re define gender and budgets, and then coin a definition for gender budgeting in pairs. Majority of participants had been exposed to the definition of gender budgeting. The following are the definitions from the pair work:

- GB is putting up a budget taking into cognisance of the needs of different groups of people.
- Budgeting across the board
- Allocating resources equitably among women, men, girls and boys
- GB demonstrates the difference between women and men
- Take care of the marginalized group, and inclusive budget
- Empowering the marginalized and reduction poverty in general

While there is no stand alone definition for GB, GB was defined as an attempt to analyse the impact of budgets, programmes and policies on poor women and men, girls and boys and how the people respond to them. It was highlighted that GB initiatives are known by a range of different names such as 'women's budgets', 'gender-sensitive budgets', 'gender budgets' and 'applied gender budget analysis'. Further highlighted was that several misconception underlie GB such as that of taking GB to mean separate budgets for women or increasing allocations for women's issues in the budgets. GB is therefore about:

- Including a gender perspective into budget planning and analysing budgets according to their impacts on women and men
- Including a gender perspective into the entire budget including seemingly gender neutral budget lines
- Reprioritising and refocusing of spending and restructuring of taxes

Goals of GB

Budgets are a core instrument of policy, which define and/or reflect the priorities of a government. Policies are a reflection of the government's commitments at national, regional and international level hence indirectly budgetary allocations must fulfill these commitments .e.g. the SADC Protocol. Budgetary policies can have significantly different impacts on women and men and, once this is acknowledged, budgetary allocations can be better designed to achieve outcomes that meet women's and men's needs.

GB thus aims to:

- Make governments accountable for their gender budgetary and policy commitments
- Raise awareness and understanding of gender issues and impacts of budgets and policies
- Change and refine government budgets and policies to promote gender equality

The specific objectives of gender budgeting

These are to:

- 1 Raise awareness of the gendered impact of policies and corresponding budget allocations, not just for women but, for example, people with disabilities of those caught in a cycle of poverty;
- 2 Highlight the gap between policy and budget allocations;
- 3 Make government and communities accountable to gender equality
- 4 Bring about changes to policies and budgets that promote gender equality

Why gender budgeting?

Women and men differ in terms of their access to and control over resources as well as their needs. It takes into cognisance that even though women and men have some common needs, women have an extended need by the reproductive role they play in society. Thus, gender budgeting recognises that women and men have different roles and capacities in societies. GB therefore is necessary for promotion of: Efficiency, Effectiveness, Equity, Good governance and Human rights.

Benefits of Gender Budgeting

Participants in a question and answer session pointed out benefits of GB implementation at local government level. The major benefit arising from GB was on promoting transparency and accountability in resource management as it can be used as a tool to track budgets and so reduce corruption. Notable also was that GB can be used to report on government's progress on national and international commitments to gender gender-related commitments, recommendations and action plans (e.g. national gender policies, the MDGs and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)).

Emerging issues for the session

- There is need to always mention that GB increases productivity since variations in the social roles between women and men are taken into consideration.
- MDGs are part of commitments that reinforce the need to have GB but most people are not informed on these especially in rural areas. It is thus critical to explain on these commitments when training on GB.
- The population for women is higher than that of men but women are not found in decision making positions. Those in power will favour their own interests which may not be priorities for the women.

Gender Budget Conceptual Framework

By Nyarai Mutongwizo

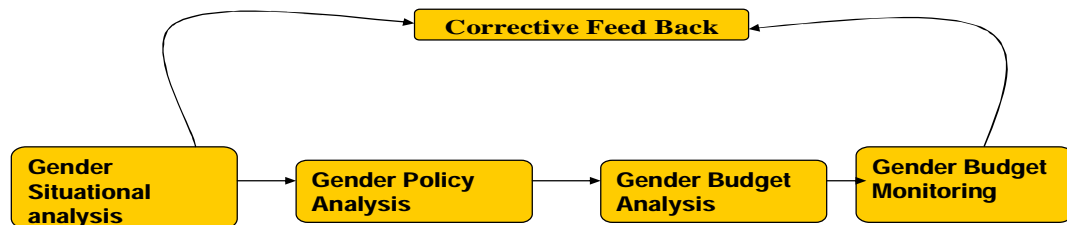
The facilitator indicated that there are two basic frameworks to implementing gender budgeting. These are: The Australian three way categorisation of expenditure and the South African five step approach. Adopted for the programme is the five step approach that assumes that five stages are followed.

The five steps are:

1. Analysing the situation of women, men, girls and boys
2. Assessing the gender responsiveness of policies
3. Assessing budget allocations
4. Monitoring spending and service delivery
5. Assessing outcomes

The conceptual framework for a gender budgeting process outlined above is illustrated diagrammatically below and discussed in the subsections that follow.

Gender Budget Conceptual Frame work



Gender Situational Analysis

By Lindiwe Ngwenya

The facilitator highlighted that gender situational analysis is the first step in the gender budget conceptual framework and is necessary to:

- Provide a baseline;
- Identify the needs of women and men;
- Enable priorities to be set; and
- Facilitate planning.

She went on to explain on gender issues which was defined as a situation that arises when an instance of gender inequality is recognized as undesirable or unjust. There are three aspects of gender issues, which are gender gaps, discrimination and women's oppression. Participants were then exposed to an analysis of gender issues from the picture.



The following comments were made in relation to the picture:

- Women are burdened with firewood collection
- Women spend more time in household chores
- It seems as if the women have walked a considerable distance
- Environmental degradation can result as a consequence of gender issues

Gathering the information needed to analyse the situation of women, men, girls and boys (and their different sub-groups) can be done through a combination of national (local) and international sources that include international compendiums, cross-country statistical data, national development plans, government policy documents, official government statistics, administrative data and independent research. Because of the history of gender bias against females, most documents that analyse the gender situation concentrate their finding on the status of women and girls.

The in-country sources of gender specific information and data include:

- Census data
- Household surveys;
- Demographic Health survey
- The Zimbabwe Statistics Agency
- The national women's machinery (MWAGCD);
- Sectoral agencies for administrative data;
- University departments, research institutes and libraries;
- Women's organisations and other civil society organisations;

Stages in carrying out the gender situational analysis were outlined as follows:

- Review and analyse existing data
- Identify causes of the problem
- Describe the consequences of the issues
- Suggest possible solutions/ interventions to the problem and determine who is responsible

Examples were given on each of the stages noted. Participants were then asked to carry out a gender situational analyses of their local authorities in groups from the following questions.

List 5 services provided by local authorities
Identify two major gender issues for each of the services listed
What in your opinion are the causes of the above gender issues that you would like to address?
What are the consequences of not addressing these gender issues?
Suggest possible solutions and interventions to address the highlighted gender issues.

The presentations are as in annex 3.

Gender Policy Analysis

By Nyarai Mutongwizo

A sample policy (HIV and AIDS policy) was given for participants to identify gender specific components of the policy. Participants were also asked to suggest any two ideas they would include in that given policy to make it more gender sensitive. Deliberations in making the policy more gender sensitive include:

- Including special needs of women with HIV e.g. taking pregnant spouse and family on board
- Provide sex disaggregated data for beneficiaries –how man women and men are going to benefit and for the peer educators
- Sex disaggregate data for employees to be covered by the policy
- Extend the benefits to immediate family members
- Have peer educators in equal numbers for both men and women
- Extend maternity leave for HIV positive pregnant employees

Gender policy analysis is the second stage in the budget conceptual framework and involves analyzing whether the policies designed are addressing the issues noted in the gender situational analysis. It is therefore crucial to be able to establish whether the proposed interventions respond to women and men's strategic and practical gender needs in the sector? If yes, how? If not, why? This is the stage when proposals can be made on how the gender-responsiveness of the policies can be improved. Policies must be examined for whether they are, either implicitly or explicitly, about gender.

Gender blind policies were defined as those policies that do not recognise that there may be differences in situation, needs, feelings, interests etc of women, men, boys and girls; gender neutral policies treat all groups be it women, men, girls and boys as if they are a homogeneous group and gender specific policies attempt to address gender inequalities.

Participants were then asked to analyse their local policies for gender sensitivity. It was observed that all local authorities present did not have policies that they considered being gender sensitive. The reason cited for gender insensitivity of policies was lack of gender lens when these policies were made. However participants indicated willingness to make their policies gender sensitive from the exercise.

Gender Budget Analysis

By Lindiwe Ngwenya

With the background of the situation and policy analyses, the focus of the third step shifts to the budget itself.

Gender budgeting is about action, not intentions. The main aim in this step, therefore, is to see whether the budget allocations are adequate to implement the gender responsive policy identified in the second step. If the second step reveals that policy is gender insensitive, or may even exacerbate gender inequality, the third step can be used to reveal the extent to which funds are being misallocated. The main source for this information is the budget book.

A useful method is to categorise expenditures into:

- Gender specific expenditures-budget lines that target specific gender issues
- Equal opportunities expenditure-equal opportunity issues in public sector management
- General mainstream-budget lines targeted at reducing gender issues in general

A question and answer session had participants classifying the given list of expenditures into their categories. The session was concluded by a group exercise on analysis and classification of budget allocations into the different expenditure categories.

Tools for Gender Analysis

By Farai Makombe

The session dwelled on tools that are used to analyse local government budgets. The 7 tools described are as follows:

- Gender Aware beneficiary assessment
- Gender Aware policy Appraisal
- Public Expenditure Incidence analysis
- Revenue Incidence analysis
- Sex-Disaggregated Analysis of the Impact of the Budget on Time Use
- Gender-Aware Medium-Term Economic Policy Framework
- Gender-aware Budget Statement

Of these, the commonly used tools for local governments are as follows:

- **BENEFICIARY ASSESSMENTS** - Collect and analyse the opinions of women and men concerning the extent to which current forms of public service delivery meet their needs, and how current patterns of public expenditure accord with their priorities. Such assessments use opinion polls, and attitude surveys (focus group discussions, participant observations, interviews).
- **PUBLIC EXPENDITURE INCIDENCE ANALYSIS** -A quantitative tool for assessing the distribution of public spending by gender, income, region, etc. Two sorts of measurements needed, namely measurement of the unit costs of providing a particular service, and a measurement of the number of units utilised by women and men.
- **GENDER AWARE POLICY APPRAISAL**- LOOKS at policies and services provided from a gender perspective, asking whether the policies and their associated resource allocations likely to reduce, increase or leave unchanged gender inequalities.
- **GENDER AWARE BUDGET STATEMENT** - Demonstrates gender inequality issues being addressed in terms of expenditure by sector or programme through the desegregation of programme expenditure into gender relevant categories and categorisation of gender budget expenditures.

Practical work -Prioritisation in Budgeting (Gender Budgeting)

Participants were divided into two groups and asked to budget for the two different districts that had different needs and resource level, taking into consideration the gender aspect. The gender focal persons were assigned to be the judges for the budgets. Part of the question is as follows:

Discussion question

You have been tasked by the Mayor of Palm Island district to develop a budget that will meet central government conditions but at the same time take care of the district's internal problems and needs.

Develop an activity budget and show how each district service will address gender issues and how many men and women will be targeted as beneficiaries

The responses are as in annex 5.

Emerging Issues

The following were comments from the judges:

- Election expenses to be left out
- Fund staff salaries from the grant, and thereafter from collections
- Address the high crime rate not through the police, make them productive
- State house may be left out but not the car for mayor
- Inequalities were partly addressed
- Service delivery not exhaustive, youth centers, libraries (use specific demographic data)
- Prioritization of expenditure is necessary
- Gender needs of various groups to be addressed and funded
- Disparities addressed were few
- No explanation was given on expenditure items

The following issues emerged from the discussion:

- The budgets were not supported by demographic data
- It is difficult to budget for limited resources, however prioritisation will be critical to address needs of different groups

Budget Monitoring and Evaluation**By Chipiwa Chifamba**

The session marked the fourth stage of the conceptual framework and the stage is essential in keeping track of events. Budget monitoring and evaluation helps determine whether budget lines adhere to set targets, whether the designed objectives have been met or not. The main aim of monitoring is to improve budget process and delivery of services, thereby promoting efficiency, effectiveness and value for money.

Participants were given the chance to discuss on what is monitored within the local authorities and the following emerged:

- Costs of production
- Whether services are being provided
- Projects being undertaken by Local Authorities
- Policy makers do monitor residents
- Incomes used to implement programmes of council
- Check overspending on unbudgeted items-this is done by treasury for all departments
- Financial meeting at least once a month (to monitor the inflow and usage of resources and take corrective actions, interested groups are part of that committee, such as residents associations) – provided by the act but silent on who should attend, except councilors
- Town clerk is responsible for overall monitoring through his key executives
- Sections in each department should monitor their budgets to bring efficiency in the system

Further highlighted was that budget monitoring is an ongoing process therefore is expected to begin by monitoring inputs. Inputs are what is needed to deliver a particular service e.g. wages for labour, computer, while outputs are final goods and services that government plans, actually produces or delivers to the public e.g. number of kilometers of roads constructed.

Indicators are used to measure the delivery and impact of an expenditure on women. Indicators were then defined as quantitative estimates of something i.e. a numeric value for the measure. Examples were given for both input and output indicators from different sectors. The participants had a group discussion on developing gender budget input and output indicators based on gender issues for different services that local authorities offer. The presentations produced from the group work are as in annex 3.

Development of Gender Budget Action Plans

By Nyarai Mutongwizo

The session was hinged in making progress and promoting implementation of GB in local authorities. Gender budget action plans are a commitment by local authorities. As such local authorities noted any three gender issues they were committing themselves to addressing in the following budgeting period and highlight the intervention they are going to make in addressing that issue. The session built up from the previous sessions where gender issues were noted, possible interventions were put forward, indicators drawn out and budgetary allocations estimated. Additions to the plans included identifying who will be responsible for making sure the commitment made is fulfilled as well as the time frame for doing so. An example was given and participants in their local; authority groups, developed their GABPs as shown in annex 3.

Closing Remarks

By Naome Chimbetete

The Executive Director of ZWR CN, Naome Chimbetete thanked the participants for having made the GB training workshop successful and expressed hope that the trained will embark on gender budgeting in their local authorities. She appreciated the sharp presentation skills from the team and the sharp minds portrayed by the group. She pointed out that the group had the 'real' people who deal with the real issue on gender hence is assured of sustainability of the project since these are the drivers to GB in the local authorities. She stressed on the role of ZWR CN in GB technical backstopping. Further highlighted was that the training marks the beginning of GB implementation and thus will also target councilors as decision makers and representatives of the society at large. This means that there will be so much going on around training in the districts hence those from the group who were once trained as trainers will be involved in that process.

The Executive Director took the opportunity to remind the local authorities on the documents that ZWR CN had requested for use in analysis, and the intended uses of the documents in the programme.

- Local Authority Policies (gender, transport, etc)
 - To assist the local authority to redesign policies which are more gender sensitive
 - Budget makes policy real
- A summary of budgets from the 6 Local Authority that has been received, does not tell much, thus requesting a detailed budget
 - Need to review the gender sensitivity issues
 - Analysis and share with the Local Authorities

- Roundtables to discuss progress
- Working group meeting
 - Technocrats,
 - Establish a working group for peer support and review of each other
 - Chose 5/6 people to work with from this group
 - Moral support – peer backstopping

Honourable Nyamupinga, the chairperson of the Women's Caucus in her closing remarks expressed gratitude to have been given the chance to participate in the GB trainings. She felt empowered by getting to know what gender budgeting is and its importance, which is invaluable to local authorities. She encouraged local authorities to implement GB and promote a consultative budgeting process that is open and democratic.

She further emphasised the value in consulting citizens as facilitating citizens proclaim ownership of the budget. She also advised the local authorities to refrain from top to down approaches in planning, abide in accountability and transparency and make efforts to please citizens even under heavy budget constraints. Where the local authorities deliver services they are meant to, the legislators will support.

In closing, Honourable Nyamupinga stressed on the need for everyone to put gender dimensions in everything they do and cascade the workshop to grassroots.



Honourable Nyamupinga, Chairperson of the Women's Caucus gives her closing remarks

Recommendations

From the evaluation of the workshop, the following recommendations were made:

- The training has to be cascaded to the councilors and town clerks as well.
- Review the 2011 budget to track progress of implementation in what has been learnt.
- Refresher workshops are essential to help retention of information.
- Developing gender aware budget action plans is an essential element in implementation of GB and should have been given more time.

Annex 1: Workshop Evaluation

Question	Opinion Scale	% of respondents
1. relevance of the GB workshop to your institution or organisation's work needs	5.maximum 4. 3. 2 1.least	74 24 4 - -
2. Focus on this GB workshop on what you specifically needed to learn	5.max 4. 3. 2 1.least	52 4 4 4 -
3. Extent to which the content of this GB training workshop matched the announced objectives	5.max 4. 3. 2 1.least	52 36 12 - -
4. Overall usefulness of the GB workshop	5.max 4. 3. 2 1.least	60 32 8 - -
5. Improvements in your appreciation of the importance of the GB workshop	5.max 4. 3. 2 1.least	40 48 12 - -
6. Extent to which you were exposed to GB issues that were new to you	5. 4. 3. 2 1.	32 20 44 4 -

Question	Concept	Rating/No. in favour
7. What did you find most useful in the workshop	<ul style="list-style-type: none"> • GB concepts and principles • Understanding Gender • GB analysis • GB tools • GB policy analysis • GB situational analysis 	11 11 7 7 6 6 6
9. On what issues would you have rather spent more time(according to rating)	<ul style="list-style-type: none"> • GB Analysis • GB tools • GB Policy analysis • GB Concepts 	7 6 3 2

10. How can the workshop be improved?

The following were the frequent responses to the question:

- Groups may be given different tasks to allow for comments on each other
- Actual budgets in GB analysis would have added value to the work
- Group work is really necessary for enhanced understanding
- Have pre evaluation of the workshop

11. Any other comments/suggestions

- Such training should be cascaded to councilors, and town clerks as well as the central government
- The workshop duration needs to be expanded
- Such a workshop should be dominated by group discussions not assignments
- The workshop was very informative



Annex 1: Programme

GENDER BUDGETING TRAINING FOR LOCAL AUTHORITIES 31 AUGUST -3 SEPTEMBER 2010 Holiday Inn, Harare		
Time	Activity	Facilitator
DAY ONE		
0830-0900	Registration	HP
0900-0930	Introductions and Welcome Remarks	NC
0930-0945	Overview of ZWR CN Programmes	NC
	Objectives of the Workshop	CC
0945-1000	Expectations and Ground Rules	CC
1000-1030	Session 1: Understanding Gender	LN
1030-1100	Tea Break	
1100-1130	Session 1: Understanding Gender Gender Mainstreaming	LN NC
1130-1230	Session 2: Budgeting	FM
1230-1300	Session 3: Gender Budgeting Concepts and Principles	NM
1300-1400	Lunch Break	
1400-1430	Session 4: GB Conceptual framework	NM
1430-1530	Step 1 Gender Situational Analysis	LN
1530-1600	Tea Break	
1600-1700	Group work and plenary	ALL
1700	End of Day	
DAY TWO		
0830-0845	Official Opening	MLGRUD
0845-0900	Recap of Day 1	NC
0845-1030	Step 2 Gender Policy Analysis	NM/FM

1030-1100	Tea Break	
1100-1200	Step 3: Gender Budgeting Analysis	LN
1200-1300	Session 5: Introduction to Gender Budgeting Tools)	FM
1300-1400	Lunch Break	
1400-1500	Implementing GB	FM
1500-1600	GB experiences from other countries (Uganda, Australia)	NM
1600-1630	Plenary discussion on experiences from other countries	LN
1630	End of Day	
DAY THREE		
0830-0845	Recap of Day 2	NC
0845-1000	Session 6: Gender Budgeting Monitoring and Evaluation	CC
1000-1030	Developing Indicators	CC
1030-1100	Tea Break	
1100-1200	Development of Gender Budget Action Plans	NM
1200-1230	Individual evaluation of workshop	LN
1230-1300	Closing Remarks	ZWRCN
1300-1400	Lunch	
1400	LGGB working Group Meeting	
1800	Cocktail Party	

Annex 2: Participant List

LOCAL GOVERNMENT GENDER BUDGETING WORKSHOP PARTICIPANTS REGISTER 31-08-2010 – 02-09-2010			
Name	Organisation	Sex	Contact details
1. Audrey Manyemwe	Bulawayo City Council	F	tcdept@citybyo.co.zw 09 75011 ext 2387
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20. T. Sibanda	ZRP Harare Central	F	0912 629 089
21. Thandiwe Dube	City of Masvingo	F	0912 570 184
22. A E Breda	City of Masvingo	F	0712 869 053
23. D. Moyo	City of Masvingo	F	0915 330 291

24. F. T. Zhou	City of Kadoma	F	faustinatzhou@gmail.com 0912 438 440
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26. Hon L. Karenyi	Parliament of Zimbabwe- PPC on Local Authorities	F	lkarenyi@yahoo.com 0912 324 908 ; 0733 250307
27. S C. Ruwodo	City of Gweru	M	0712 444 088
28. L Nzvura	City of Masvingo	M	lnzvura@masvingocity.co.zw
29. Honourable Nyamupinga	Parliament of Zimbabwe, Women's Caucus	F	
30. Honourable Mbwembwe	Parliament of Zimbabwe- Women's Caucus	M	
31. Mangwengwende W	Chamber Secretary – Kadoma City Council	M	091 2 871 387/068 22044/5 wmangwengwende@yahoo.com wmangwengwende@healthnet.org.zw

Annex 3* - Group Presentations

Annex 3-Gender Issues

a. Council service-Water

Gender Issues

- Women walking long distances
- Increased exposure to water borne diseases
- More time spent

Causes

- Reticulation pipes have outlived their lifespan
- Rural urban migration – overload on pipes
- Lack of foresight
- Lack of strategic plans

Consequences

- Total collapse of the water supply systems
- Increase in illnesses

How are you going to address these issues?

- Need to resuscitate the PSIP programmes
- Ask residents to pay to address the water problem
- Limited resources
- Need to increase revenue bases

b. Service –Water provision,

Gender Issues

- Erratic water supply
- High clinic charges
- Restrictive procedures for a woman to acquire residential stands
- Unfair recruitment of candidates into training institutes

Causes

- Culture and tradition
- Stereotyping
- Restrictive legislation

Consequences of not addressing the gender issues

- Increase in water borne diseases
- Low participation of women in local authorities activities
- Increase of poverty because women are not empowered
- Women remain always despised
- High prevalence of diseases in communities

Solutions to the issues

- Sensitise the communities on gender issues

- Councils to charge realistic fees at clinics and their institutes so that more women can access their services.
- Make processes of acquiring council services like residential stands gender sensitive so that unnecessary bureaucracy is done away with.

c. Service-Health

Gender Issues

- Women bear the burden and usually take care of their selves.
- Women and children usually do the home based care
- Exposure to water borne diseases

Causes

- Societal- men were socialised not to do such duties

Consequences

- Women neglect other duties and concentrate on the home based care
- Continued feeling of inferiority
- Children drop out of school

d. Service-Health, PMTCT

Gender issues

- Problem with disclosing HIV status to partner
- High attrition rate among home based caregivers

Causes

- Infrastructure not partner friendly
- Poor male involvement in antenatal care
- Cultural norms that reinforce that caregivers are women

Consequences for not addressing the issues

- Increased incidents of domestic violence and separation
- Male participants without primary caregivers become isolated and lack the necessary care

Possible solutions

- Advocating for partner friendly facilities that is, new health facilities constructed in a male friendly manner
- Include awareness, male motivation in home based care in operational budget

e. Service- Housing

Gender issues

- Mainly men are the owners of houses
- Upon the death of the man, the relatives of the husband takes over the house without consent from the wife

Causes

- Societal status of women
- Social imbalances
- Legislature

Consequences

- Retards development

- Ineffective use of resources

Solutions

- Gender sensitisation
- Gender mainstreaming
- Gender budgeting

f. Health Services**Gender issue**

- Low male participation of men in health programmes

Causes

- Lack of confidentiality
- Men are less health conscious
- Infrastructure not partner friendly

Consequences

Perpetuation of the problem

Solution

- Use of media
- Sensitisation
- Need for thorough research before taking a programme
- Introduce men friendly health centres

Annex 4: Gender Budget Input and Output Indicators example

Services	Gender issues	Input Indicator	Output indicator
Housing and Community development	Unequal ownership of Housing stands	Serviced stands available for women Number of low cost stands serviced	Number of women accessing stands Ratio of women to men benefiting from allocation of stands
Health	Low participation of men in health programmes More women delivering in homes than health facilities	Number of health programmes targeted for men Number of awareness campaigns	Number of men attending health programmes Number of women delivering in health facilities
Water	More women than men spending time in unpaid work eg collecting water	Number of safe water infrastructure	number of women who spending time on collecting water
Works and transport	Low access to vegetable markets by women in farming areas	Number of available market stalls	Number of women accessing vegetable markets
Refuse collection	More women spending time disposing off refuse	Number of refuse trucks purchased Frequency of refuse collection	Number of women spending time on disposing refuse % change in households reached Frequency of collection
Recreational facilities	High levels of teenage boys frequenting beer halls for entertainment	Youth centres established	Number of youth frequenting the facilities
Human Resources	More females in low salary grades and less females in senior management	Number of women trained Gender sensitive recruitment	Number of females in senior management positions Number of women in low grade salaries
Vending markets	More men than women accessing market stalls	Number of markets constructed	Number of women owning market stalls

Annex 5: Gender Aware Budget Plans

Gender Issues	Causes	Intervention activity	Budget	Indicators	Centre for Responsibility	Time frame
Low access to housing stands by women	Low income	Low deposits and longer repayment period for women	\$500 000	Number of women accessing housing stands	Assistant Director housing	Jan-Dec 2011
Low enrolment of girls in vocational training centres	Low qualifications and inability to pay fees	Grants for disadvantaged girls	\$100 000	% of girls attending institutions	Ass Dir. education	Jan-Dec 2011
Low access to home industry by women	Low access to capital by women	Low deposits and long repayment period	\$200 000	Number of women accessing home industry stands	Ass Dir. stands	Jan- Dec 2011