

UN WOMEN ZIMBABWE 2021 ANNUAL REPORT



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COUNTRY REPRESENTATIVE'S NOTE



Looking back at how we began the year 2021 and where we are now, I see tremendous resilience from our staff and partners. The sheer determination despite the odds and challenges we faced during the year 2021 is impressive and humbling. Given the current context with the prevailing COVID-19 pandemic, 2021 has been challenging while providing opportunities for us to effectively implement our mandate through support to both government and civil society. Sadly, we lost one of our staff members; Mrs Plaxcedes Rwafa, to the pandemic may she rest in peace. There was staff growth with some national staff moving onto international positions within the UN. All the while, we were able to drive our UN Women Zimbabwe Strategic Note agenda throughout the year and achieve results.

2021 marked the end of our 5+1 year Strategic Note 2015-2026. The 6th year extension was a strategic adjustment necessary due to the advent of the COVID-19 pandemic which enabled the Country Office, to identify and adjust interventions to appropriately address the emerging and unsurfaced issues due to the national

responses to the pandemic such as lockdowns which particularly negative and further unequal socio-economic impacts on women and children across the country. In our efforts to influencing the Zimbabwean context we have made significant progress in advancing gender equality, basing our messaging and efforts on foundational global agreements; the Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). We also ensured all our work was aligned to regional frameworks; the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, (Maputo Protocol) and the SADC protocol on Gender and Development.

In an effort to strengthen implementation of gender normative frameworks for gender equality and women's empowerment, Following the technical and Financial support and coordination we provided to the United Nations Country Team (UNCT), civil society and Government of Zimbabwe through the Ministry of Women Affairs, Community, Small,

Medium and Enterprise Development in the development of the national CEDAW reporting in 2020, we followed up support to develop a National Action Plan (NAP) on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) recommendations, which Plan of Action will help Government stakeholders, CSOs and women's organisations to implement and follow up on the implementation of the recommendations and promote accountability from the government on gender equality and women's empowerment.

Under the Spotlight Initiative, working with UNDP, with the European Union Delegation to Zimbabwe, and our government partners, we witnessed the launch of the High-Level Political Compact (HLPC) on Ending Gender-based Violence and Harmful Practices in Zimbabwe demonstrating Coordinated and integrated commitment to addressing Gender Based Violence (GBV). The launch of the HLPC was at the highest level by the President of Zimbabwe H.E President E. D. Mnangagwa.

The recent release of the National Gender Budget Statement for 2022 is a significant milestone and a welcome development for the Zimbabwe country office as it was a long term investment in providing

technical assistance to the Ministry of Finance on ensuring gender inclusion in budget reviews of line Ministries. As of 2022 the Zimbabwe national government budget calls mandatory gender statements in all Ministerial budgets this is the beginning of a journey towards entrenching Gender-Responsive Budgeting (GRB).

Country office saw increased success due to policy level achievements and continued engagement at community level through our home-grown Innovators Against Gender based violence (IAGs); volunteers at community level and our continued high level HeForShe campaign with male Ambassadors and Male Heads of Agency ensuring male involvement on masculinities is well understood and addressed in practical manners. Gender inequalities remain deeply entrenched in Zimbabwe society like many other countries globally. Access to decision-making spaces, economic opportunities, health services, justice within both traditional and statutory systems remain challenges. As an office, we designed our interventions and support based on these core areas of concern. This report outlines the various interventions of 2021. Some were initiated in the first year of our Strategic note in 2015 and others throughout the 6 year period all

culminating in increased awareness of gender equality, strengthening on national institutions relevant to our strategy, introduction of new innovations and geographic spread and development of networks for leadership such as the Zimbabwe Chapter of the African Women's Leadership Network and ramping up narratives of masculinities with the HeForShe national campaign design.

UN Women Zimbabwe remains a dynamic and strong office able to respond to the particular needs of gender equality in the country supporting women rights organisations and women and girls, to attain voice and agency. The successes of our interventions of 2021 embolden me to look ahead to 2022 with the full confidence that despite the uncertainties that may lay ahead UN Women Zimbabwe will remain capable and committed to delivering its mandate as laid out in the cooperation framework with the government of Zimbabwe and new Strategic Note 2022-2026 as we seek the empowerment of women and girls.

Delphine Serumaga
Country Representative

1. INTRODUCTION



Zimbabwe is ranked 129th out of 162 countries with a Gender Inequality Index score of 0.527 in 2019,³ the country exhibits high gender disparities. The country has signed and ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),¹ the Convention on the Rights of Persons with Disabilities (CRPD), the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, the SADC

Protocol on Gender and Development and adopted the UN Security Council Resolutions (UNSCR) on Women, Peace, and Security.

To date, the country prioritized 10 of the 17 Sustainable Development Goals (SDGs)² and progress has been mixed with moderate results on gender equality (5), good health and wellbeing (3) and little achievement on Goals 2, 6, 7 and 16. By the

end of 2021, only 46.7% of indicators needed to monitor the SDGs from a gender perspective in Zimbabwe were available³. Closing these gender data gaps is essential for achieving the SDG gender commitments in Zimbabwe.

Gender gaps in women's participation and leadership in the private and public spheres continue to exist due to patriarchal norms and structural barriers. Women comprise

31% of the National Assembly and 43.7% of the Senators in the bi-cameral Parliament due to a special measure in the Constitution. In local government councils, where no quota existed, less than 20% of the elected councillors are women. In 2021 wins in the political landscape began to be realised through the amendments in the 2021 Constitutional Amendment Bill (no.2) Act which requires political parties to include women and young women with disabilities on party lists, provides for 10 of the Proportional Representation seats in Parliament to be for women under 35 years, extend the special women's quota in Parliament for 10 years, and introduces a 30% quota for women in the local councils thus raising hopes for increased women participation in politics.

In 2021, the COVID-19 pandemic compounded the effects of the humanitarian crises and shrinking economy, which disproportionately affected women and girls who are among the poorest and most vulnerable in Zimbabwe. The lockdown measures to contain the pandemic, as in other parts of the world, had a negative effect on

women's and girls' safety and security.

This report captures how UN Women in Zimbabwe's 2021 response focused on coordinating the UN system to ensure accountability on gender through employing thought leadership and technical expertise in providing the gender analysis to inform key UN and national documents including the Country Context Analysis National Development Strategy One (NDS1), the Humanitarian Country Team (HCT) Gender Mainstreaming Strategy and the UN Socio-Economic Framework in response to the COVID-19 pandemic. UN Women in Zimbabwe also focused on strengthening gender accountability mechanisms and institutions that provide oversight and monitoring of women's political participation throughout the electoral cycle; supporting high-level advocacy and conflict prevention mechanisms; and raising public awareness on Gender Based Violence, the positive benefits of women's meaningful participation in politics and leadership. The organisations also continue to place women and girls at the centre of plans for a better Zimbabwe placing

emphasis on women economic empowerment.

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2. OUR WORK IN NUMBERS



128

Gender Champions

trained on Ending Violence Against Women through community engagement.



93

civil society organisations equipped to advocate for Gender Equality and Women's Empowerment (GEWE) and ending Violence Against Women and Girls (VAWG)



HeForShe

6812

commitments for #HEFORSHE made in 2021 (Increased from 1262)



239

aspiring women political candidates

in 12 districts equipped with knowledge and skills on how to run and participate in elections.



41

election stakeholders comprising election management bodies, civil society organisations and the police were capacitated to combat violence against women in elections - VAWE



178

community actors trained to effectively rollout PILI, a Toolkit for Action in raising awareness on Gendered response to HIV and AIDS in 6 different Provinces.

1325
+ FIFTEEN YEARS

37

high-level stakeholders were engaged through the African Women Leaders Network Zimbabwe Chapter to reflect and make contributions towards areas for consideration in the development of a National Action Plan on the UNSCR1325 in Zimbabwe. The stakeholders were drawn from government Ministries, civil society organisations, parliament, police, prisons and correctional services and independent commission.

4

Campaigns run focused on Ending Violence Against Women
#HeForShe; #Taking A Stand Against GBV; #SheMatters; #PeaceBeginsatHome and the **Catch Them Young Initiative**.



18

Knowledge Products produced and shared with targeted stakeholders.

96

women benefited from Epworth Safe Market that was constructed under Spotlight Initiative and were trained on business management, SGBV prevention and response and development and implementation of SOPs for the market.



250

Women supported to engage in a virtual gender and macroeconomics policy dialogue with the Minister of Finance and Economic Development.

3. KEY HIGHLIGHTS

UN Women's work on Gender Responsive Budgeting saw the Government through the Ministry of Finance for the first time releasing a National Gender Budget Statement.



Working with the European Union Delegation to Zimbabwe, and our government partners, launched the High-Level Political Compact (HLPC) on Ending Gender-based Violence and Harmful Practices in Zimbabwe under the Spotlight Initiative.

Development of a National Action Plan on Women, Peace and Security. Secured Government commitment to implementation of the action plan by (Ministry of Defence and War Veterans and Ministry of Women Affairs, Community, Small and Medium Enterprises Development as lead Ministries) and other stakeholders such as CSOs, Parliament, Chapter 12 Commissions.



Working with Ministry of Women Affairs, Community, Small and Medium Enterprises Development and other stakeholders, UN Women launched the first ever gender responsive Safe Market in Epworth accommodating 96 women vendors with funding from the European Union under the Spotlight Initiative programme.

UN Women supported the Ministry of Women Affairs, Community, Small and Medium Enterprises Development develop a National Action Plan on CEDAW recommendations which will aid in monitoring implementation of the recommendations and support CSOs to hold the duty bearers to account on delivery of their commitments.



Supported the Zimbabwe Gender Commission to launch a training and mentorship programme, Women Rise in Politics (WRiP) for aspiring women political candidates.

UN Women extended support to women living with or affected by HIV with a focus on promoting gender equality in the governance of the HIV response policies, operational plans, Monitoring and Evaluation frameworks, and budgets.



The Zimbabwe Gender Commission was also supported to produce for the first time its own thematic independent Report to the UPR, paving way for its effective participation in the Country's UPR Periodic reviews, support implementation and monitoring of recommendations in line with its oversight mandate.

Supported ZGC to host the National Gender Forum, which was preceded by 8 Provincial Gender Forum, whose focus was on "Action towards the eradication of Harmful Practises which breeds Child Marriages and Sexual Exploitation and Abuse of young girls".

Continued to coordinate the biggest GBV UNCT programme: The Spotlight Initiative

4. CONVENING AND COORDINATION



The UN System coordination unit mandate encompasses aspects of leading, coordinating and promoting the accountability of the UN system to gender equality and the empowerment of women (GEWE), including regular monitoring of system-wide progress, and more broadly mobilizing and convening key stakeholders to ensure greater coherence and gender mainstreaming across the United Nations Country Team (UNCT).

Prevailing issues and achievements

Placing women's rights at the centre of the UNCT work has been the focus of the coordination unit. The UN Gender Results Group (GRG) was the main coordination mechanism for gender mainstreaming within the ZUNDAF, UN Women has continued to monitor the implementation of the GRG work plan to ensure gender mainstreaming throughout the UNCT. The Coordination Unit provided technical support to interagency coordination to fulfil commitments towards the UNCT SWAP Gender Scorecard through coordination of the UNCT Interagency Team.

The focus of UN Women has been to engage and ensure gender is mainstreamed in the UNSDCF. One key achievement has been the review of the ZUNDAF 2016 – 2021 Gender Mainstreaming strategy and the development of a new Gender Mainstreaming Strategy that is in line with the UNSDCF. The key strategies employed during the period were anchored on Coordination, Coherency and Convening, the 3Cs, Leading the successful preparation of the gender focal persons for the implementation of the UNSDCF cycle.

UN Women also coordinates and technically leads two Joint UN Programmes – the Spotlight Initiative and the MPTF Safe Market. The Technical Coordination of Spotlight by UN Women was recognized in the Zimbabwe Spotlight Initiative (SI) 2021 Mid-Term Assessment (MTA) for ‘assuring the links between coordination, implementation and oversight of the SI in Zimbabwe and for ensuring technical coherence of the joint program. The Spotlight Coordination Unit within UN Women continued the coordination of contributions from the SI

Inter-Agency Team (six RUNOs) for the Spotlight Bi-Weekly Brief. Started in 2020, this publication has been recognized by the Spotlight Secretariat Knowledge Management team as a ‘good practice’ for program learning and documenting implementation of a Spotlight Country program, especially in the context of COVID-19. This Brief was initiated by the Spotlight Technical Coordinator in UN Women. In 2021, 24 Briefs were produced by Spotlight Coordination.

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HeForShe
Impact
Summit
for Diplomats and Business
Leaders

UN Women's Global Solidarity Movement
for Gender Equality and Women's
Empowerment

5. ENDING VIOLENCE AGAINST WOMEN AND GIRLS



UN Women's work on Ending Violence Against Women in Zimbabwe is mainly focused on strengthening women's movement and is supported through the Spotlight Initiative programme, a partnership between the European Union and the United Nations. Main stakeholders include relevant government institutions, academia, financial institutions, funding partners, CSOs, peace networks, media associations, men's organisations, traditional leaders, and faith-based organisations.

Prevailing issues and achievements

The COVID-19 pandemic, particularly the lockdown measures resulted in an increase in GBV cases as the stress and difficult conditions presented by the nature of the lockdown restrictions coupled with socio-economic stresses to households, fuelled loss of employment, redundancy, alcohol abuse and idleness on families.

The strategies employed include working with women's rights groups to demand for social accountability on issues related to EVAW including Harmful Practices (HP) and promotion of Sexual Reproductive

Health Rights (SRHR) at community, subnational, national, regional to global level. Improve women's movement through network, partnerships, and joint advocacy for GEWE and ending VAWG, more specifically, with relevant stakeholders at sub-national, national, regional, and global levels. Some of the achievements attained during the year include:

24

youth drama groups formed to deliver edutainment focused on gender-based violence issues and messaging through the catch them young initiative in Mashonaland Central Province.

4

Campaigns focused on spreading messaging on Gender Based Violence established and currently on-going - **#HeForShe; #Taking A Stand Against GBV; #SheMatters; #PeaceBeginsatHome** and the **Catch Them Young Initiative**

16

Youth Forums focusing on gender-based violence issues and related issues were established in the 5 spotlight implementing districts.

128

Gender Champions trained on ERAW related Community engagement and supporting communities on GBV sensitisation and referral pathways. Implementing Partners programme evaluations indicated that GBV issues are now being considered as public issues of concern than previously where such issues were treated as private issues in the community and according to reports from Peace hut coordinators in Chipinge, this has promoted an increase in the reporting of GBV cases to authorities.

128

Several WhatsApp Group initiatives formed to sensitise each other on GBV and referral pathways in the community, very effective during lockdowns where movement is restricted in the communities. In Mashonaland Central the Taking a Stand Against Gender based Violence (TASA) WhatsApp group has a total of 151 members that is inclusive of the gender champions and government stakeholders working on GBV issues, In Mashonaland West the TASA group which is a replica of exactly happening in Mashonaland Central has 147 members. In Manicaland the Peace Begins at Home WhatsApp group is very active on discussing GBV issues with 76 members.

+5000

Children sensitized on ERAW and continue cascading to peers and their families through the Catch Them Young Initiative.

10

men's forums formed that are advocating for ERAW within the Spotlight implementing districts

1200

Sensitized over 1,200 congregants of the Johanne Masowe Apostolic Church (300 men and 900 women) and their leadership on ERAW in Manicaland Province. This was aimed at penetrating the white garment churches where there are high cases of harmful practices such as child marriages.

#HEFORSHE #TAKINGASTANDAGAINSTGBV #SHEMATTERS #PEACEBEGINSATHOME CATCH THEM YOUNG INITIATIVE



The Country Office successfully launched a Feminist and ERAW movement building symposium in Harare with the support of Women's Coalition in Zimbabwe (WCOZ) where joint advocacy statements were released by more than 46 women's groups, CSOs and individual women rights activists.

Successfully supported SI IPs in the 5 provinces to come up with Social Accountability strategies to enhance a well-coordinated Social accountability demand by rights holders to the duty bearers on issues affecting communities through proper social accountability mechanisms.

As part of the Spotlight Initiative, UN Women Country Office roll out of Sexual harassment strategy to non-state actors and state actors was done in Harare, Manicaland and Mashonaland West, Matabeleland South and Mashonaland Central where 251 participants in the workplace were reached and supported to come up with their own workplace strategy in a bid to reduce sexual harassment at the workplace.



#HEFORSHE #TAKINGASTANDAGAINSTGBV #SHEMATTERS #PEACEBEGINSATHOME CATCH THEM YOUNG INITIATIVE

6. GOVERNANCE AND POLITICAL PARTICIPATION



The Governance and Women's Political Participation (GWPP) portfolio in the Zimbabwe Country Office (ZCO) focused on strengthening women's political participation through an aspirant political training and mentorship programme and provided technical support to independent commissions to develop and implement gender and inclusion policies, aimed at women's increased participation in

national processes. The GWPP portfolio also supported the African Women Leaders Network (AWLN) in Zimbabwe's advocacy towards gender-sensitive governance reforms on women's political representation, participation, inclusion, and protection in line with on-going legislative reforms and developments within the Country.

Prevailing issues and achievements

Working and collaborating with the Chapter 12 Commissions; National Peace and Reconciliation Commission (NPRC), Zimbabwe Electoral Commission (ZEC), Zimbabwe Gender Commission (ZGC), Civil Society Organisations (CSOs), Women's Coalition of Zimbabwe (WCOZ), Southern Africa Parliament Trust (SAPST), Women in



Law in Southern Africa (WILSA), Women in Politics Support Unit (WIPSU) etc), Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), Ministry of Defence and War Veterans, our main strategies have included: Institutional strengthening through training and development of key institutional documents; collaboration through partnerships and networks, enhancing capacities of beneficiaries, government actors, CSOs and the women's movement; the development and dissemination of knowledge products; advocacy through radio and TV programmes. Through these efforts we have been able to achieve the following milestones:

240

Aspiring women political candidates

were equipped with knowledge and skills on how to run and participate in elections. Women political participation was strengthened in 12 Districts where the training was held.

The African Women Leaders Network Zimbabwe launched a **mentorship programme** with a first cohort of **18 mentees** and **9 mentors**.

Participation of women in politics

enhanced through awareness raising workshops on legislative reforms were held by the AWLN Zimbabwe Chapter, considering gaps and opportunities for women increased political participation.

The African Women Leaders Network Steering Committee

convened localized high-level virtual consultative events, under the 65th Session on the CSW65 and the Generation Equality Forum (GEF). The CSW65 consultative event had 55 participants, the Generation Equality Forum which had 58 participants created a critical space for Network members, government actors, civil society organizations (CSOs), Chapter 12 Commissions and development partners to discuss challenges and gaps in the implementation of women's political participation and leadership as well the Beijing Declaration and Platform for Action.

96

Women leaders and partners such as the NPRC have adopted gender-sensitive approaches to conflict resolution, mediation, transitional justice and building positive peace while exercising their duties following technical support from UN Women.

The **National Peace and Reconciliation Commission** (NPRC) was supported to develop the **Gender and Inclusion Policy** and **Standard Operating Procedures** (SOPs) for handling and supporting victims of conflict related gender-based violence. These documents will enhance the Commission's use of gender-responsive approaches in its work.

Zimbabwe Electoral Commission (ZEC) was supported to implement its **Gender and Inclusion Policy** through training workshops on Gender Responsive Monitoring and Evaluation and Gender Responsive Budgeting.

Facilitated the submission of a **stakeholders' report from CSOs** on the **Universal Periodic Review to the Human Rights Council**, on progress made by the Government in implementation adopted recommendations and proposing recommendations to be adopted at the next UPR meeting of Zimbabwe in 2022. A total of 250 stakeholders participated in four consultative meetings and a validation. Meeting. translated and disseminated soft copies of the UPR CSO report in Shona and Ndebele.

Facilitated national consultations on the proposed **Women in Trade Protocol** on The **African Continental Free Trade Area** (AfCFTA), produced, translated into Shona and Ndebele booklets on **“Understanding the AfCFTA and how it relates to Zimbabwean Women in Trade”**

Secured Government commitment (Ministry of Defence and War Veterans and Women Affairs as lead Ministries) and stakeholders who included CSOs, Parliament, Chapter 12 Commissions to develop a **National Action Plan (NAP) on Women Peace and Security**.

Provided support to **Zimbabwe Young Women for Peace Building** and the **Zimbabwe Electoral Commission** to roll out GEF activities on **Youth participation in Electoral Processes and Gender Equality** which included a virtual youth rally attended by 76 (31 Male, 45 Female) participants, development of 10 podcasts, two national radio panel discussions, street quizzes and a roadmap on youth participation in electoral processes.



7. INSTITUTIONAL STRENGTHENING



As a cross-cutting priority area, we support the Government (national gender machinery and CSOs to ensure recommendations and commitments in normative frameworks such as (Beijing Platform of Action (BPfA), Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), SADC protocol, The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo protocol) are domesticated, implemented, and monitored. This year UN Women continued to strengthen CSOs' capacities to hold duty bearers accountable to the

protection, and enforcement of the human rights of women and girls. Government institutions were supported to ensure their capacities are enhanced and gender responsive national policies and plans for inclusive and sustainable economic growth are developed, while the national gender machinery was strengthened to push the gender agenda within Government and Parliament.

Prevailing issues and achievements

In an effort to strengthen implementation of gender normative frameworks for gender equality and women's empowerment, UN Women supported the Ministry of Women Affairs, Community, Small, Medium and Enterprise Development to develop a National Action Plan (NAP) on CEDAW recommendations (2021-2024), which Plan of Action will help government stakeholders, CSOs, women's organisations to implement and follow up on the implementation of the recommendations and promote accountability from the government on gender equality and women's empowerment.

To strengthen the capacity of Oversight Institutions, UN Women supported the Zimbabwe Gender Commission to develop a Monitoring and Evaluation framework and database user-friendly software for data collection, analysis, and reporting. The framework is designed to enable the ZGC to effectively implement its constitutional mandate of monitoring gender equality in Zimbabwe. The major purpose of the M&E system is to support the collection of credible and usable data which will inform decision making for the Zimbabwe Gender Commission and stakeholders.

UN Women also provided technical support and guidance to the Zimbabwe Gender Commission to develop its thematic independent report to the Universal Periodic Review as well as training the Commissioners and Secretariat on the universal periodic review process. The result was increased knowledge, capacities, and skills on how to participate in future Government of Zimbabwe UPR processes.

UN Women also facilitated and supported the ZGC to undertake 8 Provincial gender forum community dialogues and the hosting of the National Gender Forum running under the theme: 'Ending Child Marriages and Sexual Exploitation and

Abuse of Young Girl's.

In the area of Gender responsive budgeting, UN Women helped the Ministry of Finance and Economic Development to develop Gender responsive budgeting guidelines and tracking tools, which are key resources that will guide various Ministries to develop Gender Responsive Budgets. As a result, UN Women's work on GRB saw the Government of Zimbabwe through the Ministry of Finance and Economic Development for the first time publicising a National Gender Budget Statement an indication of the positive impact of UN Women's work on GRB.

UN Women also supported the University of Zimbabwe Department of Economics and Development to roll out a Nine modular course on Gender and Macro Economics as follows:

- Introduction to Economics
- Introduction to Gender-Aware Economics and Methods of Analysis
- Gender and macroeconomics
- Unpaid care work
- Employment, Decent Work and Social Protection
- Gender, Income Inequality and Poverty
- Gender, Income Inequality and Poverty
- Gender, Trade and Value Chains
- Economic Policy Making and the SDGs: How to reach the Goals.

In addition, UN Women facilitated evidence-based policy dialogues between women from across all provinces of Zimbabwe and the Ministry of Finance and Economic Development. Women were able to engage with the Minister of Finance and Economic Development and other Government officials on gender and the economy. 250 women from different networks participated and were able to bring their voices, capacities, and contributions in support of gender equality and women's empowerment. Some of the issues raised during the dialogue touched on the following; limited participation of women during budget consultations; the impact of pandemics such as COVID-19 on women and girls and the need for the national budget to address disaster risk reduction programmes; women and the economy – the need to ensure adequate budgetary allocation to social protection systems; and access to financial products and services for women; burden of unpaid care work on women and the need to value it; and limited budgetary allocation to GBV and SRHR programmes.

8. WOMEN'S ECONOMIC EMPOWERMENT



UN Women supports women's economic empowerment in line with Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and International Labour Organization conventions on gender equality such as the Convention on Gender based violence at work. Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.

Prevailing issues and achievements

UN Women constructed and launched the first ever gender responsive safe market in Epworth with funding from the European Union under the Spotlight Initiative. We took lead in setting an example for the eradication of sexual gender-based violence in the marketplace through the construction of a gender responsive safe markets which has accommodated 96 women vendors. (48- selling vegetables, and 48- running flea markets). The market is designed in such a way that it creates a safe, clean operating environment where women will be able to trade freely. The market will help improve women's income



and livelihoods, as they will be able to pay school fees for their children, pay for health care and improve household nutrition status and help eradicate poverty.

UN Women takes pride in advocating for safer public spaces for women in Zimbabwe. Testimonials from the local authority and the Ministry of Women Affairs, Community, Small and Medium Enterprises Development is an indication that they are happy with the safe market model and plans are underway of its replication by the other local authorities in other areas.

Through the work around safe markets local authority stakeholders in Chipinge and Epworth have improved appreciation of gender issues as they were trained on gender mainstreaming in local governance and gender responsive budgeting. The Epworth Local Board received an award from Gender Links in 2021 for being the most improved local authority on embracing gender equality and women empowerment and other local authorities have been visiting the local board to learn about the model safe market.

In addition, in a Joint MPTF Safe Markets Programme with UNDP and ILO, the project saw the refurbishment of the Mbare mass market, construction of an ablution

UN Women in close collaboration with other UN agencies participated in interagency networks and in the Government National Social protection Committee meetings and the Social Protection Working Group meetings where they continue to advocate and influence gender responsive policies that promote decent work, social protection for women, facilitate women's economic participation and promote the sharing of responsibilities between women and men for unpaid care work; leveraging innovation and technology to support women's access to trainings and markets and supporting the private sector to implement commitments to women's economic empowerment.



The market is designed in such a way that it creates a safe, clean operating environment where women will be able to trade freely.



9. FOR WOMEN LIVING WITH OR AFFECTED BY HIV



UN Women has been supporting women's mobilisation, organisation, and leadership in the HIV response and ending violence against women, and in the current environment, there is need to maintain and strengthen this support through:

- Creating space for dialogue between the networks of women living with HIV and the national AIDS coordinating bodies to facilitate women's inputs into the design, implementation and monitoring of the national HIV responses.
- Strengthening institutional capacity of the networks of women living with HIV to highlight their priorities at key decision-making fora.
- Supporting women living with HIV to engage in a dialogue with key line ministries and government departments to highlight rights violations in the context of HIV.
- Addressing the intersectionality of Gender-based violence (GBV) prevention and response are critical to effectively treating and reducing the spread of HIV.

Prevailing issues and achievements

For women living with or affected by HIV our focus is aimed at promoting gender equality in the governance of the HIV response policies, operational plans, Monitoring and Evaluation frameworks, and budgets. Enhancing the leadership and participation of women and girls in decision-making remained pivotal while applying a rights-based, woman-centred and integrated approach to our programming. Focusing on legal rights, equality and inclusion and Strengthening gender and HIV implementation through normative frameworks (CEDAW, BPfA, CSW Res 60/2) remained a strong focus of our work.

Supported by the Spotlight Initiative, addressing HIV and Violence Against Women through the SASA! Together remained an element of our programme. Some of the achievements from our efforts in the sector during the year include:

Facilitated participation of women's organisations including women living with HIV in the **Zimbabwe Funding Request to Global Fund COVID-19 Response Mechanism**.

7 843

people were reached through the **Power Of Positive** (POP Show as part of a campaign which was aimed at addressing stigma against Woman Living with HIV, the Campaign was aired on YouTube and Facebook.

6812

Implemented a **Know Better, Do Better Campaign** (Multi-purpose Van), which raised awareness on GBV in the home and **encouraging victims of GBV to report to the ZRP**. This culminated in the increased commitments for Zimbabwe under HEFor She campaign from 1262 to 6812 commitments.

SASA!

Replicating the SASA! community-based initiative that aims to prevent violence against women and reduce HIV infections amongst women by **raising awareness on the linkages between VAW and HIV within communities**. 150 community activists (75 men; 75 women) were capacitated under the SASA! Together programme.

9

Supported roll out of the SASA! Together methodology for women's organisations and Global Fund grantees in 9 districts.

Supported Joint trainings with UNAIDS, UNESCO, NAC, SAFAIDS and MOHCC for Faith Based Organisations and Interfaith Leaders on **male engagement for HIV, SRHR, GBV and CSE** as they are part of custodian of culture.

178

people (113 women and 65 men) from youth led organizations, women's coalitions, disabled people's organizations, the interfaith network, the MoWACSMED the National AIDS Council, and the Zimbabwe Gender Commission, had their capacities built in **applying gendered response to HIV/AIDS** programming in six provinces through the **Pili Toolkit trainings**.

10. KNOWLEDGE MANAGEMENT AND MONITORING



The office uses M&E to help the organisation conduct meaningful analysis of the outcomes and impact achieved through implementation of various interventions. M&E supports the programmes in monitoring projects and programmes results, capturing, and using qualitative data to inform project decision making and learning. During the year a thematic assessment was conducted on a fisheries project supported by UN Women in 2011 to generate information and knowledge regarding the longer-term changes that have occurred in the lives of women and community that benefited from the fishing rig. This assessment emphasised the need for women to be included in the fish value chain from the fishing, processing, and marketing. Joint monitoring visits in partnership with other UN organizations were conducted to provide an opportunity to enhance ownership and quality. Further, the UN Women conducted monitoring and verification visits to all its partners that are supporting implementation of UN Women programmes.

23 Civil Society Organisations and

Community Based Organisations were supported to strengthen their M&E frameworks to enable them better monitor and evaluate their work. Through feedback received from participants, many of whom expressed a keen interest in learning more on M&E the discussion became regular and were conducted quarterly using virtual platforms. The CO conducted regular reviews of programme effectiveness through weekly and quarterly progress tracking of the workplan and this improved programme delivery and reporting. Despite the limitations of COVID-19 restrictions, virtual platforms were used to assess programme progress, share evidence, lessons learned and provide feedback to ensure that planned deliverables would be met.

To improve quality of programmes through evaluations, UN Women initiated a Country Portfolio Evaluation (end of cycle evaluation) for the Strategic Note 2016-2021. The evaluation will be finalised in 2020 and it will be programming once completed. In addition, a baseline assessment for the MPTF COVID 19 SAFE Markets Project was conducted. The findings of the baseline informed the design of the programme implementation strategy.

These meetings became platforms for the team to strategise to mitigate emerging risks especially those related to Covid -19 and the related lockdowns as this had an impact on programme implementation.

Knowledge Product	Product type	Brief Description and Purpose
Gender Profile	Guidance note	The profile also provides concrete recommendations and strategies in accelerating the advancement of gender equality and the social and economic empowerment of women. Provide insight and context to the gender dynamics in Zimbabwe
Fact sheets on GBV	Briefs/Factsheets	Contains the most relevant statistical information on GBV globally and locally. The factsheet was developed to highlight messages on violence against women and girls.
Women and Men report	Assessments	The report presents statistics on the status of men and women in Zimbabwe and brings light on progress that has been made to address inequality in various areas such as education and health.
ZGC M&E Framework	Tools	A documentation of the ZGC M&E system to guide implementation and monitoring and evaluation of gender programmes at the national level.
IAG Policy Briefs by IAGs	Research Papers	A set of policy briefs developed by Innovators against Violence aimed at Informing policy at different levels of implementation and programming on a number of GBV and SGBV related topics.
NSDSII Evaluation Report	Research Papers	An assessment of the national statistical strategy from a gender perspective. Purpose: Monitoring and Evaluation Report

Knowledge Product	Product type	Brief Description and Purpose
ZIMVAC Report	Assessments	Brief description: A gender analysis of the 2020 ZIMVAC assessment to ensure that gender is mainstreamed in key humanitarian responses and in interventions to ensure food and nutrition security. Purpose: To Inform programming.
Video Documentary	Infographics	Highlights impact of the Spotlight Initiative, Capturing Accounts and experiences of Beneficiaries who participated during the implementation of the project.
United Nations Essential services package for women and girls subject to violence	Tools	The knowledge product provides guidelines for implementation of programmes that are aimed at service provision in addressing VAW. This is key for movement builders to hold service providers and responsible authorities accountable.
It's All One Curriculum: Guidelines and Activities for a Unified Approach to Sexuality, Gender, HIV, and Human Rights Education	Tools	The knowledge product details an inclusive approach to programming with an orientation towards inclusion of groups of populations facing multiple or intersecting forms of vulnerability.
Consolidated Social Accountability Strategies	Tools	The knowledge product gives information on the Social Accountability mechanisms that were developed by Spotlight Implementing partners and they include relevant social accountability tools and issues to be addressed.
RESPECT FRAMEWORK Preventing Violence Against Women	Tools	The Knowledge product provides knowledge, tools and strategies for preventing VAW and engagement of men and boys in the process.
#HeForShe Indaba Model	Tools	The knowledge product provides an Action tool kit and guidelines for implementing multi-stakeholder solution-focused dialogues that are aimed at advancing social accountability and joint advocacy for EVA and GEWE.
ZGC Research Report	Research Papers	Document outlines ZGC'S Monitoring and Evaluation Framework which is designed to enable ZGC to effectively implement its Constitutional mandate of monitoring gender equality in Zimbabwe.

Knowledge Product	Product type	Brief Description and Purpose
CEDAW Recommendations	Position Papers/ Thematic Strategy Briefs	Offer recommendations and Informs Policy emphasising importance of SDG 5 on Gender equality and mainstreaming the principals of equality and non-discrimination throughout all 17 Goals
Gender Responsive Budgeting Guidelines and tools	Capacity Development Modules	Capacity building tools on GRB for the Government Ministries and other stakeholders

#HeForShe Impact Summit

for Diplomats and Leaders

UN Women's Global Gender Equality Movement
for Gender Equality and Women's Empowerment

Through 2021, UN Women continued to strengthen established relationships with fellow UN Agencies, benefited immensely from the support of funding partners (The European Union, the Irish Aid and The United Nation System) and continues to work collaboratively with relevant national government ministries and departments in its on-going work for the development and implementation of gender-responsive and inclusive laws and policies aligned to international and regional gender equality normative frameworks. Independent Commissions and Parliament remained essential partner in programming on

accountability to gender equality and women's rights.

Partnerships with gender equality and women's rights activists and organisations was critical to influence political, social, and economic transformative change such as strengthen movement building against GBV. UN Women used its convening power to strengthen alliances with community-based organisations to reach the most vulnerable women in line with the Leave No One Behind Principle (LNOB) and widen its demographic reach. Continued emphasis was given to men as partners in promoting positive masculinities with a specific focus on attracting more young men to participate in the HeForShe campaign and the Generation Equality Forum. Partners in the media and digital platforms influencers remained essential in standing in for the marginalised and sharing key messages on gender equality and women's rights advocacy initiatives and in giving visibility to women's voices.

12. COMMUNICATIONS AND ADVOCACY



The Country Office communications and advocacy actions focused on enhancing the visibility and recognition of UN Women's Brand, Programme results and Messages within the context of advancing Gender Equality. UN Women's focus was to establish the entity as a recognised Brand and authoritative voice on gender equality ensuring the women's voice is heard at all levels. Employing a Multimedia Approach UN Women worked with top tie media organisations in Zimbabwe with a combined reach of over a Million people (The Zimbabwe Herald, ZBC, Star FM Radio, ZTN and News Day). Our Social Media Engagement grew in terms of our Tweeter following from 1200 to over 5000 followers.

Communications Training - Training and supporting staff and Implementing Partners on messaging and documentation was centralised to improve reporting and knowledge products shared with strategic partners and the public. Communications and advocacy action also focused on leading on communications Initiatives, advising Programmes teams on campaigns communications, and coordinating the training of staff and

implementing partners on programme communications relating to content gathering, development of key messaging, communications, and knowledge products.

Mainstream Media Engagement – involved forming strategic partnerships with influential Print, Online and Electronic Media Houses throughout the year. While recognising the polarised nature of media, the approach to media engagement ensured an establishment of a strong partnership. Establishing UN Women as a credible source of information and direction for the media on issues related to Gender Equality and empowerment.

Use of Digital Tools – Taking advantage of a dramatic increase in use of social media, mobile applications, and the Internet. The country office aimed at increasing the use of social media in Campaigning and information dissemination initiatives exploring the use of online media, Websites, YouTube, Facebook, Zoom, Twitter, Instagram and other Digital platforms such as SMS tools to engage with the public, drive innovations, influence opinion leaders and reach out to key targets.



13. LOOKING FORWARD



The Country Office will use key lessons learnt during the year to inform key strategies and plans for 2022. these include:

- UN Women Country Office will leverage on its triple mandate (Coordination, Coherency and Convening). The office will purposely collaborate with different stakeholders based on highly consultative processes to build 'unity in purpose'. In addition to its Coordination mandate, the CO will intensify its initiatives to provide technical coherency to the mainstreaming of gender in UN Joint Programmes and UN system-wide actions; and play a greater role in convening the stakeholders in the gender equality and women's rights sector in Zimbabwe to create stronger synergies.
- Continued use of participatory, consultative and co-creation methods to develop interventions with stakeholders and communities at the national and sub-national levels foster a sense of responsibility, accountability, and ownership that ensures sustainability of initiatives.
- UN Women in our coordination role will be working with the Ministry of Women's Affairs, Community, Small Medium Enterprise have agreed to revitalize the national gender machinery to enhance its delivery of the gender equality mandate.

Endnotes

¹ CEDAW was signed and ratified in 1979

² These are Goals 2,3,4,5,6,7,8,9,13 and 17

³ <https://data.unwomen.org/country/zimbabwe>

⁴ These include the Zimbabwe Human Rights Commission, The Zimbabwe Gender Commission, the National Peace and Reconciliation Commission, among others

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Virginea Chihota - Mistakes in the right Lanes. 2013
National Gallery of Zimbabwe Permanent Collection.



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