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*"The JPGE is a good practice of collaborative and collective interventions that bring together complementary resources and expertise directly addressing gender inequality within targeted social-economic and political aspects of women's lives"*

Delphine Serumaga – UN Women Zimbabwe Country Representative



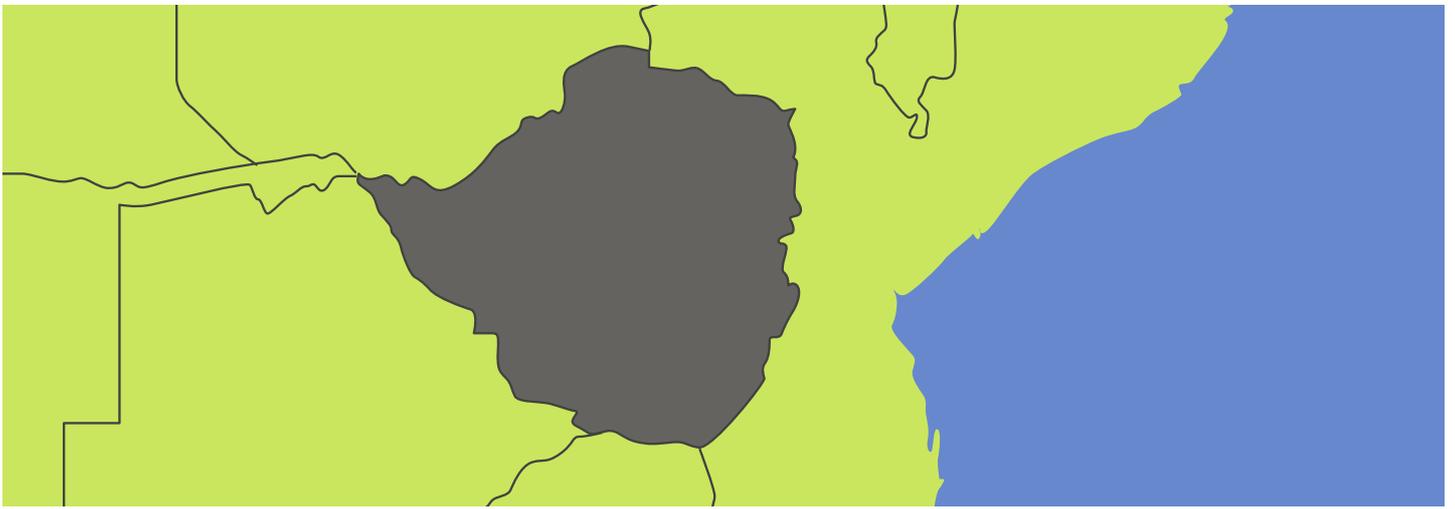
*"The JPGE is the United Nation's collective effort of advancing gender equality and women's empowerment"*

Verity Nyagah – UNDP Zimbabwe Country Director



*"Gender equality is at the heart of decent work and the future of work depends on the future of women at work. When women are economically empowered, the world becomes a better place for all. Promoting decent jobs for women is imperative, now and for the next generation... It is a matter of rights and what is right for women, is right for sustainable development"*

Hopolang Phororo –ILO Zimbabwe Country Director



# Programme Overview

## Quick Facts



**\$10,623,281**

Total Budget



**\$5,311,640**

Confirmed  
Funding



**3 years**

Programme  
Duration



**15 March 2014**

Start Date

**14 March 2017**

Planned End Date

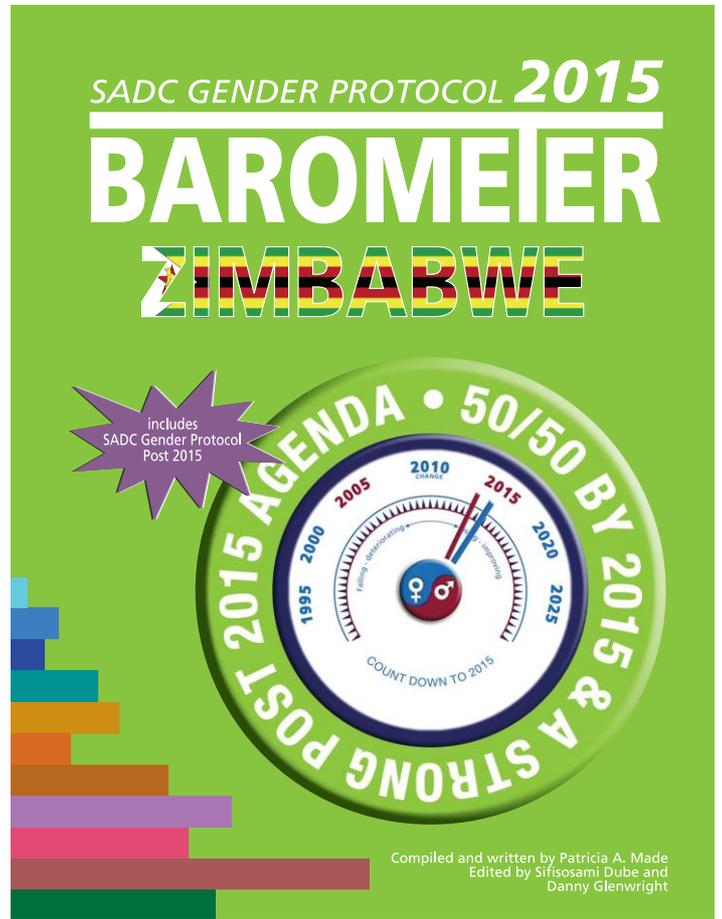
The Joint Programme for Gender Equality (JPGE) supports the Government of Zimbabwe in achieving its national goals in gender equality and women's empowerment through three Programme Goals:

- Increased women's participation and representation in political and decision making structures;
- Increased women's economic empowerment and improved working conditions; and
- Strengthened national accountability on gender equality and women's empowerment.

UN Women, UNDP and ILO are implementing the JPGE in collaboration and partnership with the Ministry of Women Affairs, Gender and Community Development and twelve other Ministries and Government bodies. A number of NGOs/CSOs are contributing in JPGE implementation.

The Government of Sweden is generously providing funding for the JPGE.

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## Annual Survey of Women’s Empowerment in Zimbabwe highlights persistent challenges

At the Zimbabwe SADC Gender Protocol Summit 2015, a senior government official emphasized positive steps the administration has taken to ensure women’s empowerment – even as the launch of an annual report on gender equality shows there is still much to be done.

“As the chair of SADC and the African Union, the Government of Zimbabwe is leading in ensuring that gender equality is entrenched in all areas of human existence as a tool to improve service delivery,” said Dr. I.M.C Chombo, Hon. Minister of Local Government, Public Works and National Housing.

In the speech to a gathered group of government, media and civil society representatives in Harare recently, Mr. Chombo stressed the importance of gender mainstreaming to his ministry.

Women hold only 6 percent of managerial positions in the ministry and 92 local authorities, Mr. Chombo said. In an effort to remedy this, the Local Government Board now ensures that preference is given to female candidates when a male and female candidate perform equally in interviews, he added, before outlining other measures his ministry has taken to promote women’s empowerment.

The Harare summit is one of several national summits organized across SADC countries by Gender Links, a regional “network of networks” devoted to promotion of gender equality.

(continued from page 3)

**The latest report concluded that, overall, there was a “need for improvement” in Zimbabwe.**

The event also marked the launch of the organization's 2015 Zimbabwe Gender Barometer.\* The report measures progress made towards gender quality against 28 targets spanning fields from health to economic and political participation, which two-thirds of SADC countries – including Zimbabwe – had committed to.

The latest report concluded that, overall, there was a “need for improvement” in Zimbabwe.

The country's score in the empirically calculated Gender and Development Index was stagnant, leaving Zimbabwe in 9<sup>th</sup> place among the group.

Meanwhile, its score in a second survey, which analyzes perceptions, took a dip. The drop from 68 to 64 percent in the Citizen Score Card could be attributed to pessimism among the population that, despite fanfare about the new constitution and its provisions benefitting women, implementation is slow and “the country has returned to business as usual,” the report said.

Among the sectors evaluated, the report argued that “Zimbabwe's politicians have failed to create

special measures to increase women's representation in local authorities, or to secure women's representation at 35% or more in parliament.”

Even in the Ministry of Women Affairs, Gender and Community Development, men occupy at least 70 percent of senior management positions, it said.

Things were not much better in the economic sphere. According to the report, the majority of women do not own a house or land and “women's participation in the formal economy remains low.”

Ingrained cultural beliefs which are detrimental to gender equality are also pervasive, including among women themselves. In the age group 15-49, more women than men stated that they believe a man is justified in striking or beating his wife in certain circumstances (37 compared to 24 percent).

In addition, the lack of sex-disaggregated data in line ministries is also a barrier to monitoring progress on gender issues, the report pointed out.



\*The full 2015 Zimbabwe Gender Barometer can be accessed at <http://www.genderlinks.org.za/article/sadc-gender-protocol-barometer-2015-zimbabwe-2015-05-05>



Mauritius Councilors Receiving a token of thanks from Zimbabwe Delegates



Delegates Visiting Mauritius

## Can Gender Lessons From Mauritius be Applied to Zimbabwe?

That is the key question a visiting delegation sought to answer as they embarked on a trip to the island nation.

Despite making some progress in gender equality, including the adoption of the new constitution which saw female representation in parliament increasing from 18 to 35 percent, Zimbabwe still faces challenges in ensuring both genders receive equal political, social and economic opportunities.

The UN continues to support the government as it strives for the empowerment of women as a national priority. Encouraging equal participation of women in political and decision-making roles, particularly at local levels, is one of UN Women's key goals.

Only 16 percent of local government officials in Zimbabwe

are women, according to Erica Jones, Principle Director of the Ministry of Local Government.

Recently, Ms. Jones led a delegation of Zimbabwean government and UN Women representatives on a trip to Mauritius to investigate how the country, which also has a highly patriarchal culture, has successfully increased female representation at local political levels in recent years.

In 2011, Mauritius introduced new legislation which stipulated that at least one-third of candidates standing for a political party in an electoral ward must be of a different sex. There has been a notable increase in the number of females elected to office as a result of the law, called the Local Government Act, despite the fact that the gender neutral approach presented no guarantees as such.

The delegation met with varied stakeholders in Mauritius in order to explore how lessons from the island nation can be transferred to Zimbabwe.

Sanjit Teelock, a former government advisor who spearheaded the

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legislation's consultation and drafting process, briefed the visitors on the impact of the act, as well as the electoral processes in Mauritius. The number of women standing for municipal and village council positions during December 2012 elections was 2001 – a significant increase from the 442 candidates in 2005, Mr. Teelock said.

The women elected in the 2012 cycle were truly groundbreakers. A remarkable 94 percent of the newly elected female village councilors were serving their first term, he added.

Perhaps as a result, not many were selected as District Councilors, however Mr. Teelock expressed hope that that number will rise before the next local elections, due in 2018.

Despite the positive figures, it was also clear to the delegation that legislation is not enough to promote women's participation in and of itself. Providing support to female candidates both before and after elections was also crucial, including ongoing education to challenge cultural norms which discourage women from political participation.

During a discussion with a group of local Mauritian officials, one woman revealed that she had been approached by the party to step in as a candidate, after her predecessor's father-in-law spoke out against her involvement in politics. Another participant spoke candidly about the difficulties of campaigning in bars as a woman, due to the social stigma. The group, comprised mainly of female politicians, also noted that necessary support for women's political participation does not end after the election. Newly elected women also require

guidance and support as they embark in their new positions, participants said.

Following the four-day trip, the delegation returned with an action plan to share what they have learned with other branches of the Zimbabwean government. The Ministry of Local Government prepared a memo to explore approaches and suggestions to increase women's political participation, based on lessons learned from the trip. In addition, the ministry also established an agreement with the Ministry of Women Affairs, Gender and Community Development and the Gender Commission to engage in dialogue about the 50/50 equal participation SADC goal – particularly at the local government level. The Ministry of Justice also committed to realigning electoral laws to facilitate equal participation in local government, in compliance with section 17 of the constitution.

**Encouraging equal participation of women in political and decision-making roles, particularly at local levels, is one of UN Women's key goals.**



## During AU Empowerment of Women Year, Ministers Urge for More Dedicated Resources

As current chair of the Southern African Developing Community (SADC), Zimbabwe hosted the 2015 inter-ministerial meeting on the SADC Gender Protocol in Harare.

Attended by officials responsible for gender and women's affairs from most SADC countries, in addition to representatives from UN Women and UNAIDS, the meeting discussed regional progress and challenges in line with the protocol. A meeting of senior officials and technical experts preceded the ministerial meeting.

Established in 2008, the Gender Protocol did not come into force until 2013, when the requisite two-thirds of SADC countries adopted the agreement. Zimbabwe in fact was in fact one of the earliest adopters – becoming the second country to ratify the protocol in 2009.

Key to the meetings held was discussion of the targets set out by the protocol, which are due to expire at the end of this year. The 28 targets are aimed at helping countries take

measurable steps towards the empowerment of women, many in line with the Millennium Development Goals.

During the meeting, ministers noted the need to review the targets and agreed to incorporate, for the first time, indicators to ensure progress is fully measured.

The ministers also discussed another key barrier to women's empowerment in the region: lack of funding.

In a communiqué issued after the meeting, the ministers "strongly called for the increased budgetary allocation for the implementation of the SADC Gender Programme at both regional and national levels." In Zimbabwe for example, the recently published 2015 Gender Protocol Barometer identified the "paucity of financial resources" dedicated to gender equality initiatives as a "strong indicator that there is a gap between words, policies and action."\*

Discussants also focused on women's equal participation in politics and decision-making as a key topic of discussion. Just over half of the SADC states had reached at least 30 percent female representation in parliament, participants noted. Countries lagging behind in

**“The ministers also discussed another key barrier to women’s empowerment in the region: lack of funding.”**

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implementing measures to achieve the 50/50 participation goal were encouraged to take appropriate steps. Unfortunately, Zimbabwe is currently included in the group of countries, which have failed to achieve this target – despite having strong legal protections for women's empowerment on paper.

Often running in tandem with political power, the economic empowerment of women was also highlighted during discussions. According to the communiqué, the ministers recommended that member states “develop a Regional Multi-Dimensional Women's Economic Empowerment Programme.”

Furthermore, the ministers also addressed regional initiatives to fight various threats to the physical wellbeing of women, including

trafficking of persons, sexual and gender based violence (SGBV), and health threats including HIV/AIDS.

The meeting comes at pivotal year, not only for women's empowerment but also the broader development world. In addition to being the African Union's Year of Empowerment of Women and review of the Beijing +20, 2015 also marks the end of the Millennium Development Goals.

The next meeting of SADC Ministers responsible for Gender/Women's Affairs will be hosted by Botswana in 2016.

\*For more information on the 2015 Gender Protocol Barometer, visit <http://www.genderlinks.org.za/>





Presentation on what women likes in men



The team listening to the presentation of the Gender Transformation Action Plan



A gender based violence session in progress

## Murewa

Officials from Murewa district recently attended a training workshop in Harare on Women's Economic and Social Empowerment, as members of the District Implementation Committee of ILO's skills development project for Women under the Joint Programme on Gender Equality.

productivity and expect to grow and develop as a country", said Mwila Chigaga, Senior Region Gender Specialist with the ILO.

People need to understand and appreciate the linkage between gender equality and national economic growth, she said.

In conjunction with the other components of the Joint Programme for Gender Equality, implemented by other participating UN organisations, UN Women and UNDP, the ILO is facilitating specific projects on skills development for women, projects that will demonstrate that an empowered woman is an asset to the family, community and nation, according to Ms. Chigaga.

Murewa's District Administrator, Maxwell Mabhuuro, agreed that the JPGE will help the nation achieve its national economic goals by creating employment for women and reducing poverty levels.

Also in attendance was Director of Women Affairs in the Ministry of Women Affairs, Gender and Community Affairs,

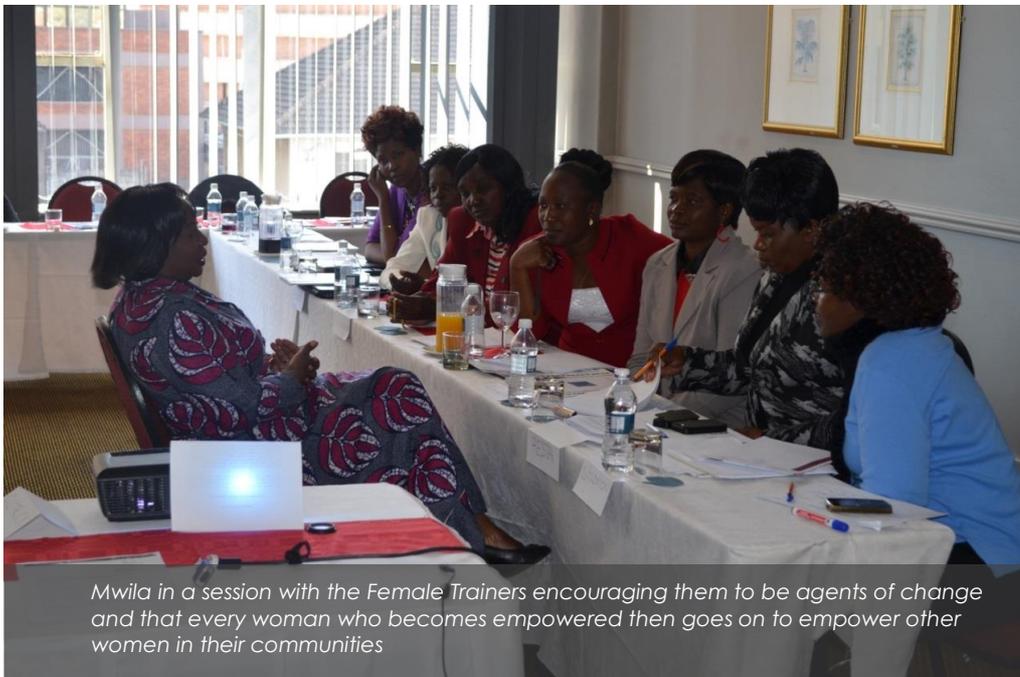
**“People need to understand and appreciate the linkage between gender and national economic growth.”**

The five-day Training of Trainers Workshop introduced gender issues ranging from gender-based violence to transformational leadership, and was attended by a senior government official as well as representatives from the International Labour Organization and UN Women.

Murewa is one of eight districts in Zimbabwe where the Joint Programme on Gender Equality, is currently being implemented.

During the workshop, a prominent gender expert emphasized that the empowerment of women is an important stepping-stone towards national development.

“People should come alive to the fact that we can't leave behind more than half of our population in terms of



Mwila in a session with the Female Trainers encouraging them to be agents of change and that every woman who becomes empowered then goes on to empower other women in their communities



*(Continued from page 9)*

Thecla Madziwa, who delivered a presentation on how the government is promoting gender equality.

In addition to promoting the economic empowerment of women under the JPGE, ILO is also promoting the application of international labour standards, particularly as they relate to women

such as pay equality and maternity protection.

In closing remarks at the workshop, ILO Country Director Hopolang Phororo urged the participants to use the knowledge and skills they had acquired to make a difference in their communities.



The ILO Director giving closing remarks



Some of the layers that are laying the golden eggs



One of the beneficiaries (left) and the Director of Women Affairs (right) showing some of the egg which were picked from the layers

## Chivi Eggs

Though egg consumption in Zimbabwe currently remains low, egg production and the poultry sector overall is believed to have great potential for improving people's diets and adding regular income for families – including helping women gain greater economic independence.<sup>1</sup>

And for 60 women in Masvingo Province's Chivi district, getting their start in the industry just became a little easier.

As part of the Joint Programme on Gender Equality, a three-year project funded by the Swedish government, the International Labour Organization provided the women with 791 pullets as well as poultry management training. As the pullets were already laying, the program helped the women avoid one of the challenges of the sector, which is sourcing point of lay hens.<sup>1</sup>

Besides creating employment for the group, aged between 18-45, the project also created two security guard jobs in the district. In a drought prone area where

most people survive on handouts and casual labour, the project brings a ray of hope to some of the poor and vulnerable.

This economic empowerment project, coupled with ILO gender sensitization campaigns and gender equality trainings, will help women in the district gain greater strength both within the community as well as in the home.

"My husband has changed," said participant Simbiso Toindepi, "he now treats me with respect and supports me all the way."

In fact, the spouses of participants had a key role to play in the project by helping build fowl runs, three storerooms and an office.

The pullets are expected to produce 26 crates of eggs per day once they reach 24-weeks. There is a ready market for the product and customers have already made advance orders.<sup>1</sup>

One woman described the project as the organization making "the impossible, possible."

"Fending for the family was hard but now as a woman I will contribute to my family's income," said Kubvoruno Shylet.



Fowl runs under construction

During a recent visit to the project site, the Director of Women's Affairs, in the Ministry of Women Affairs, Gender and Community Development, Mrs Thecla Madziva, inspected some of the neatly stacked eggs produced by the project and praised the programme's progress.<sup>1</sup> She urged the beneficiaries to consider the Chivi Egg Production project as a company.

The Chivi Egg Production project is located 6 km from the Chivi Growth Point, in region five.



Young MPs at the workshop



Women's Caucus at Tourbeck Hotel and Conference Centre

# Gender Equality Advocacy Strategy Developed

**“Create conducive environments that facilitate women's political participation and representation in leadership and decision making.”**

With Support from UNDP, the Parliament of Zimbabwe (PoZ) and Ministry of Women's Affairs, Gender and Community Development (MWAGCD) convened a capacity building workshop for the female politicians in Nyanga recently. The event, attended by 26 officials, including MPs, was aimed at formulating an advocacy strategy on gender issues in Parliament.

The strategy for the female parliamentarians seeks to

increase the capacity of women politicians in lobbying and advocating for higher and more positions in key policy and decision-making positions. The Strategy will equip the female politicians with advocacy conceptualization and issues that will assist them to lobby and advocate decision-makers in order to promote equality between women and men.

In her opening remarks Minister of Women Affairs, Gender and Community Development Hon. Nyasha Chikwinya challenged female academics and civil society leaders to enter politics so that when they carry out capacity –building based on practical experience. The Minister noted that politics was a good entry point for women in general and women emancipation in particular. She said that once women enter the political arena particularly Parliament, they would be able to sort out all other issues related to gender equality.

Echoing similar remarks, the

Deputy Speaker of the House of Assembly Hon. Mable Chinomona called for gender equality in all facets of development in general and politics in particular. She recalled the successful participation of women in the G20, a broad based coalition of women in politics, parliament and civil society in order to monitor the constitution-making process, adding that the constitution offers opportunities for gender equality in politics.

In a speech that was read on her behalf by the Deputy Chairperson of the Zimbabwe Women's Caucus Ms. Paurina Mpariwa, the Hon. Mutsvangwa Chairperson of the Zimbabwe Women's Caucus and Deputy Minister of Media, Information and Broadcasting Services said political parties, policy reforms, electoral reforms targeting electoral laws, review of rules and regulations and systems should all be intensified “to create conducive environments that facilitate women's political participation and representation in leadership and decision making.”



*MP's from different political parties in a facilitated discussion*

Key issues identified in the proposed include the need for sensitizing the political party leaders at the top since they are the gate keepers of the nomination of candidates to stand in in elections and other key political positions such as ministerial positions; influencing political party leaders to come up with sensitive political party manifestos and constitutions and implementing them; finding sustainable funding mechanism for women to carry effective and sustainable electoral campaigns; and media engagement so that the media projects and portrays women as good leaders rather than enhancing stereotypes.

Others are building the capacity of women who are already in political position of local government and build strategies to reach out to those who are not in parliament or local government and engaging young women on politics and leadership through outreach at universities, political parties, youth wings and other your forums.

## JPGE Past and Upcoming Events

OCTOBER 2015 EVENTS	S	M	T	W	TH	F	S	
						1	2	3
	4	5	6	7	8	9	10	
	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	25	26	27	28	29	30	31	

### 5-8

**Pillar 2:** Women's Political Participation  
**Agency:** UN Women  
**Objective:** Training legal drafters  
**Date:** 5-8 October  
**Venue:** Nyanga

### 26-30

**Pillar 3:** Women's Economic Empowerment  
**Agency:** ILO  
**Objective:** Awareness raising on non-discrimination/WWRs and improving working conditions for women  
**Date:** 26 – 30 October  
**Venue:** Amber Hotel, Mutare

NOVEMBER 2015 EVENTS	S	M	T	W	TH	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30					

### 4-6 & 9-11

**Pillar 3:** Women's Economic Empowerment  
**Agency:** ILO  
**Objective:** Personal mastery and transformational leadership training  
**Date:** 4 – 6 & 9 – 11 November  
**Venue:** TBD

### 9-10

**Pillar 3:** Women's Economic Empowerment  
**Agency:** ILO  
**Objective:** JPGE Joint Monitoring Visit  
**Date:** 9 – 10 November  
**Venue:** Nyanga

### 11-13

**Pillar 3:** Women's Economic Empowerment  
**Agency:** ILO  
**Objective:** Capacity building of pillar experts panel, national gender machinery, gender focal points on equality – workplace perspective  
**Date:** 11 – 13 November  
**Venue:** TBD

### 17

**Pillar 3:** Women's Economic Empowerment  
**Agency:** UN Women  
**Objective:** Financing Conference  
**Date:** 17 November  
**Venue:** TBD

**Pillar 2:** Women's Political Participation  
**Agency:** UNDP  
**Objective:** Development of the A Draft Strategy for Women's Participation in Politics and Decision Making  
**Date:** TBD  
**Venue:** TBD

**Pillar 4:** National Accountability  
**Agency:** UN Women  
**Objective:** Training organisations on women's accountability and constitutionalism  
**Date:** TBD  
**Venue:** TBD

**Pillar 4:** National Accountability  
**Agency:** UN Women  
**Objective:** Follow up training on Women and accountability tools, constitutionalism, tools development and action plans  
**Date:** TBD  
**Venue:** TBD

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