



ZIMBABWE



Pat Made, Board Member



Priscilla Maposa, Country Manager



Tapiwa Zvaraya, Field Assistant



Loverage Nhamoyebonde, Intern

FACT FILE

Country	Zimbabwe
Board Member	Pat Made
Staff Members	Priscilla Maposa - Country Manager Tapiwa Zvaraya - Field Assistant Loverage Nhamoyebonde - Intern
When registered	March 2012
Alliance focal network	Women's Coalition of Zimbabwe(WCoZ)
How many governance COE's	14
How many media COE's	14
Key partners	<ul style="list-style-type: none"> • Zimbabwe Local Government Association (ZILGA) • UCAZ • ARDCZ • Women's Coalition of Zimbabwe (WCoZ) • Women In Politics Support Unit (WIPSU)



Owen Gwasira

"I have worked for the Chiredzi Local Town Council as the auditor for the last two years. One of my most memorable experiences was when the CEO of Gender Links, Collen Lowe Morna came to the council to see the progress of the projects they started. I thought it was wonderful for the CEO to see some of the presentations that have been made on paper, to give them life. It was very humbling to see someone of her stature in the field, interviewing people the way her staff do. She went to see all the good projects as well as some of the projects that are not good - such as the council housing known as Majorada. A top person went to a small town, it was very memorable for me.

I first encountered Gender Links when Bernadette Chipembere and Precious Musetse went through the training given by the organization in 2011. We got so much information from this, and we went on to disseminate all that we learned through the ward and through the schools. Since that meeting, Gender Links has been very supportive in our town. We liaise regularly with Priscilla Maposa, who is very good at communicating and keeping everyone informed of updates.

I can definitely say that I have changed quite a lot over the last year. I have learned that sometimes you think you know something, but you do not. Now, I know a lot more about gender than I did in the past. I have new respect for my partners and colleagues. I see the change in the Chiredzi Town Council; if you would have asked us before, we never would have said that gender was an issue."

Read more: <http://www.genderlinks.org.za/article/owen-gwasira-2012-05-23>

Gender Links started operating in Zimbabwe in July 2009 and became registered in March 2012. The country has 14 media and 14 governance COE's. The Gender and Governance Programme is a partnership with Zimbabwe Local Government Association of (ZILGA) umbrella body of the Urban Councils Association of Zimbabwe (UCAZ) and the Association of Rural Development Councils (ARDCZ). Currently GL Zimbabwe is working with 14 councils, 13 of which have gone through the action planning stage. This number will be expanded to twenty over the course of this year, with support from the Swedish International Development Assistance (SIDA). GL is collaborating with UN Women in a ground-breaking project to gather data on GBV from local, to district, to national levels.

Key achievements

- Registration of the office and fund raising for local operations.
- Adoption of the ZILGA Gender Policy on the 3 December 2011 at the ZILGA AGM held in Victoria Falls.
- Successful piloting of the COE process; during the Sixteen Days of Activism GL Zimbabwe collected "I" stories from both male and female victims and survivors of GBV.
- Cascading of the COE's and cutting edge work on GBV Indicators.

- Emerging evidence of the impact of the gender and local government work - see comments made at a round table meeting with COE's in August 2011, and followed up during the COE verification ahead of the successful Zimbabwe Gender Justice and Local Government Summit in March 2012.

Key challenges

- Implementation of Action Plans.
- Gender issues are not considered as a priority by some of the Councils. In terms of budgeting, council budgets do not have a specific gender component.
- Gender Focal Persons often have other responsibilities; gender is often taken as a secondary issue.

Lessons learned

High level buy-in is key to success. A highlight of the year is when the City of Harare offered to sponsor its own Gender Action Plan workshop in Inyanga (some \$30,000). This yielded a high quality Action Plan that is leading to real change in the city.

Key priorities for 2012

- Cascading COES to other marginal areas.
- Training of Trainers - this will include Gender Focal Persons from all rural and urban councils as well as Gender Champions.
- Rolling out the GBV indicators plan.

Summary of key achievements of the Zimbabwe COE's

Employment

- Bietbridge has started recruiting female drivers.
- Recruiting women to management positions (Bietbridge).
- Victoria Falls has hired several women: municipal police officers, engineers, housing administrators.
- Ruwa after GL training made sure new clinic had gender balance, chair of the finance committee is a woman.
- Bulawayo is working to redress gender imbalances; the director of health is now a woman.

Leadership within councils

- In Chitungwiza, gender champion Councillor Makwarara has been elected deputy mayor.

Economy

- In Beitbridge, only 20% of women had market stands, now there has been an increase to 45%.
- 368 women allocated stands in Victoria Falls, doing strategic projects, "not just doilees."
- Women are being considered in a land reform programme in Makoni.
- Women top the list in skills training projects in Bulawayo.

Budget

- Makoni is campaigning for separate line item on gender.
- Gweru is leveraging donor funds through the gender action plan.

Service delivery

- Ruwa is integrating gender into refusal removal, for example collection times are well known so that people can plan their activities in advance.
- Gweru is upgrading sanitary facilities in the poorest neighbourhoods, working with women in these wards.

GBV

- Victoria Falls has a Victoria Falls Aid Ward (VAW) Committee chaired by the deputy mayor who is a woman.
- Councillor Bernadette Chipembere has mounted a justice in Chiredzi to get police to account to women for non action on high levels of GBV.

Recreation

- Ruwa is now including sports for women.

Gender structures

- Chitungwiza has a gender committee, which is going into schools.
- Gweru has a woman's forum.

Mobilising and cascading

- 200 "Women of Purpose for a Purpose" conference in Chiredzi; according to Councillor Chipembere: "women are like diamonds in the dust, you have to discover them."
- Following the relaunch of the 50/50 campaign in Harare in August 2011, Chiredzi is working with Women in Politics Support Unit (WIPSU) to cascade the 50/50 campaign to Chiredzi and Triangle.