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ZIMBABWE



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15 years of service

- 2009: Zimbabwe office is born with 1 employee. Partnership with UCAZ & ARDCZ established.
- 2010: Local Government Research Study - Production of At the Coalface Zimbabwe. COE programme begins with 10 councils.
- 2012: Zimbabwe office registered. GL Funded by the Embassy of Sweden. GBV National Survey conducted. First Zimbabwe National Summit.
- 2013: FLOW programme begins with 5 initial councils. COEs grow to 23.
- 2014: First DL Summit: Embassy of Sweden grant extended. Partnership with ICLD. FLOW councils grow to 10.
- 2015: Mauritius Study visit on Local Government quota COE councils stand at 58.
- Staff complement stands at 4.
- 2016: GL @15
- **Key partners:** Ministry of Local Government, Public Works and National Housing; Ministry of Rural Development, Promotion and Preservation of National Culture and Heritage; Ministry of Women Affairs, Gender & Community Development; Women's Coalition of Zimbabwe; The Embassy of Sweden; UNWOMEN; Zimbabwe Local Government Association - Association of Rural District Councils of Zimbabwe (ARDCZ) and Urban Councils Association of Zimbabwe (UCAZ); International Centre for Local Democracy (ICLD).

The Zimbabwe Office has evolved from a 'brief case office' in 2009 to a fully-fledged office in 2012, with solid support from the Embassy of Sweden. 2015 proved to be a year of highs and lows. However the unity and strength cultivated in the team resulted in the office delivering beyond expectations.

Key achievements

Lobbying for a local government quota: GL Zimbabwe stepped up its efforts to lobby for a quota for women in local government to be tabled in parliament. In May 2015, representatives from the Ministry of Local Government, Ministry of Justice, Zimbabwe Electoral Commission, UNWOMEN and GL undertook a learning visit to Mauritius to analyse the possibilities of crafting a legal instrument that would help create a feasibility model for a quota system at the local government level. This is critical ahead of the upcoming 2018 tripartite elections. The outcome of this visit was a position paper which has been developed and will be forwarded to parliament for consideration.

Roll out of the Centres of Excellence (COE) programme: GL Zimbabwe extended the rollout of the COE programme to 58 urban and rural councils covering all the 10 provinces of Zimbabwe. This represents a completion rate of 63% of

the total 92 councils in the country. GL Zimbabwe has added 10 more councils in 2016. Old and new councils have been implementing their gender action plans with some allocating gender specific budgets for activities including 50/50 campaigns totalling USD 212,000.00. Most councils have focused on systemic and structural changes within councils to advance gender mainstreaming and have set up Gender Committees at council level.

An analysis of council progress scores for 32 councils showed that their average baseline score stood at 50% as compared to the 65% progress score, representing an increase of 15% in the council scores since they started working in the COE programme. Hurungwe RDC showed the greatest improvement in their rating from a baseline of 45% to a progress score of 81% (an increase of 36%). This is largely attributed to the fact that the council has embraced gender mainstreaming in their service delivery.

At different times in 2015, GL and the Embassy of Sweden undertook verification visits to Hurungwe RDC, Kariba Municipality and Karoi Town Council witnessing at first hand gender aware approaches to waste management. GL visited Mutare City Council, Rusape Town Council and Umguza RDC and noted the value councils have placed on

improving their health care facilities in gender sensitive ways. Mutare City Council and Rusape Town Council prioritise water service provision. Umguza RDC illustrated the value of partnerships as integral in managing service provision.



GL and The Embassy of Sweden Field visit to Kariba Municipality.
Photo: Lovrage Nhamoyebonde

Ending violence, empowering women: GL Zimbabwe completed the Entrepreneurship project and conducted the repeat Monitoring and Evaluation (M&E) as well as full impact assessment of the programme in the 10 pilot councils. GL reached 150 beneficiaries through this project. GL Zimbabwe became the first country to enlist a private sector partner - NetOne which has engaged some of the women in its vendor programme. 92% grew their businesses in some way; 86% added new products, 79% found new markets and 67% opened a bank account. 98% completed a business plan and 96% followed through on the plan. Average income per month among participants in Zimbabwe rose from US\$51 at the beginning of the project US\$144. 91% of participants said they now experience less or much less GBV, whilst 3% still experienced the same levels of GBV; 6% of the beneficiaries experienced more or much more GBV. Overall, the relationship control index that measures power within intimate relationships increased by two percentage points to 54%. Gender attitudes as measured by the Gender Progress Score (GPS) in the communities increased by three percentage points from 59% to 62%. At 70% the participants scored a GPS of eight percentage points higher than their communities. Councils provided US\$3430 in in-kind support to the project. Participants gave the councils an overall rating of 76%.

District and National Summits: GL Zimbabwe hosted two District Summits and a National Summit. These events proved to be of great value as they illustrated the work being done by local authorities in their endeavours to mainstream gender. The 2015 National summit was arguably one of the biggest events since the inception of country summits in 2012. The summit recorded the highest number of participants (169) and entries (131) since summits began at country level. The increase in the number of entries was noted in the following thematic areas: Leadership, Gender Based Violence (GBV), Sexual, Health and Reproductive Rights, Economic Justice & Education and Climate Change. The highest number of case studies recorded under the GBV category indicate the increased awareness of GBV issues at the local level as a result of councils implementing their GBV action plans and influencing attitudinal change through strategic campaigns. Councils have taken ownership of reducing GBV in their localities. The Climate change category had the second most case studies, implying a growing concern by councils to counter the effects of climate change in their

localities. Categories such as economic justice and 50/50 campaigns had no entries in 2014 and received a significant number of entries in 2015. This shows that councils are now fully implementing their action plans with tangible results to share as best practices. Although other categories like media had low entries, the entries signified the critical role media plays as a tool and medium for advancing women's rights and gender equality.

Key challenges

Job losses, and financial uncertainties in the councils constitute important external challenges. GL will continue to strengthen the approaches that have made it possible to function so far. These include working closely with key ministries and council associations; balancing work with urban and rural councils; nurturing and expanding partnerships, and insisting that councils make in-kind and direct contributions to enhance ownership.

Key priorities for 2016

- **Funding:** With the Embassy of Sweden grant coming to a close in 2016, GL Zimbabwe is gearing up its fund raising efforts.
- **Establishing new partnerships and strengthening existing ones:** GL will continue to engage more partners. It is also essential that GL looks to diversify its portfolio to suit emerging trends, in particular looking at the integration of the Sustainable Development Goals (SDGs) into programmatic areas.
- **COE cascading and roll out:** Cascading the COE process is of paramount importance. Currently GL has worked with 58 councils, both urban and rural. 2016 will be a milestone year as GL will work with a further 10 councils in the COE process.
- **Backstopping and Strengthening of COE:** GL will continue to engage old COE councils through backstopping. Furthermore, with the review of the SADC Protocol targets set for 2016, it provides a platform for training and capacity building of these into both new and old councils. GL will also seek to roll out the entrepreneurship programme, and to strengthen the COE model through various programmatic interventions.
- **Training of trainers' workshop:** GL intends to hold more training for GFPs and Gender Champions to build their capacity. As Zimbabwe is headed towards elections in 2018, 2016 going forward provides a platform to spearhead knowledge on Gender and the Elections. The training of trainers will be a focal point of this among other capacity building efforts.



Women in brick moulding at the Rusape Field Visit. Photo: Tapiwa Zvaraya