



REPORT WOMEN IN POLITICS WORKSHOP

Country: Zimbabwe

Dates: 25-26 JUNE 2013

Venue: Pandhari Lodge



Participants acting out a drama at the Women in Politics workshop

Photo: Tapiwa Zvaraya

With financial assistance from Sweden



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Executive summary

The report seeks to provide information on the joint Stage 7 & 8 workshop on gender mainstreaming in local authorities held from the 25–26 June 2013, for Kwekwe City Council, Victoria Falls Municipality and Masvingo City Council **Annex B** for a detailed participants list.

The workshop took place over two days where participants were introduced to gender concepts and equipped with skills on how to use the media and IT for advocacy. The workshop programme (**Annex A**) shows the processes and topics that were covered which were facilitated by GL GFPs and MLGURD as well as partners. Participants evaluated the workshop at the end of proceedings. See the comprehensive evaluation attached as **Annex C**.

Objectives of the workshop

The objectives of the workshop were as follows:

- To provide background on the gendered dimension of governance particularly elections
- To build a core team of local government trainers who will assist in cascading the COE process in SADC
- To help participants understand the provisions of the SADC Protocol on Gender and Development and apply them to their different contexts
- To gain an understanding and skills on how to advocate for key gender issues in the action plans
- Equip participants with skills to train women politicians to hold the media and government accountable
- Figure out how to build gender into election campaigns
- Enhance participants' IT for advocacy skills

Process and Activities

The two day training programme employed the learning by doing approach which enables participants to be involved in the activities. Participants were mostly involved in group activities especially campaigning and the use of IT in elections.

The programme covered several items including the introduction to gender mainstreaming, gender and media and gender and strategic communications and the use of Information Communication Technologies (ICTs) for women in politics.

Day one

The workshop began with Beitbridge Town Council Deputy Chairperson, Councillor Patricia Ndlovu giving opening and welcome remarks. She stated that being a woman should not confine women councillors to be only councillors and senators. She stated that, the fact that women are the electorate, they automatically become politicians. She urged women to support each other through and through.

Women in Local Government Forum (WLGf) chairperson councillor Holly Dzuda also gave some remarks, in which she stated that women should desist from the Pull Her Down

Syndrome and support each other. At the same time she thanked Gender Links and Civil society for the education that they had been given over the years. She highlighted that it was in everyone's best interest to ensure that gender issues were taken to the community.

Councillor Edna Murahwa stated that regardless of political affiliation there was need for women to work together and not take gender issues lightly. There was need for female politicians to educate each other and be knowledgeable on gender issues. She thanked Gender Links for all the work they had done and urged all participants to use this knowledge.

Key gender concepts

Sex and Gender

Participants went through the sex and gender concepts in plenary. Participants reiterated that sex was the biological nature of human being while gender is the socially constructed views and norms on men and women. Unlike sex these can be changed. Participants were able to differentiate between gender roles and sex.

Participants were quick to note that stereotypical tendencies were being reinforced in society through culture and tradition, songs, religion and the media. They gave some of the following sayings that were stereotypical and belittle women.

"Mukadzi uyu murume chaiye"- The woman is a man.

"Musha mukadzi"

"Chinoziva ndiamai kuti mwana ndewani"- It is the woman who knows the real father of the baby.

Participants stated that some religious sects reinforced stereotyping as some of them barred women and girls from touching food while they are menstruating.

In regards to the media and advertising participants noted that the media tended to use women's nude images as marketing strategies. They argued that this will affect future generations as they will not be able to differentiate right from wrong because we are making this an acceptable norm. It is prudent that the media and advertising agents be more gender sensitive.

Access, Participation & Transformation

Participants undertook the exercise on Access, participation and transformation. They took the exercise on the factors that hindered women from political participation. They stated that the major hindrance for women's political participation was the Pull Her Down Syndrome. They reiterated that women were not forthcoming to support each other. More often they cited recent events where other women just did not support their fellow women but men in the recently finished primary elections. Other reasons cited that hindered women's participation in politics were:

- Lack of knowledge.
- Lack of confidence.
- Multiple roles of women.
- Inferiority complex.

There was a need for women to access basic knowledge on how to actively participate in politics and this was being done with most councillors through civil society organisations like GL and WiPSU among others. This knowledge however, had to be taken to the grassroots as most women did not know the value of political participation. The onus was on everyone to ensure that they spread the knowledge in their communities.

For transformation to take place participants highlighted that there was a need for:

- Policies to be put in place that encourage women's participation.
- Women need to help each other to access information and other necessary tools to enable them to participate.
- There was also need for women to document their practices for institutional memory. It was cited that the idea of having Early Childhood Development Centres (ECDs) was proposed by women councillors.
- Women in politics and prospective political office bearers should take their position with confidence.

Campaigning and Its Strategies

Participants defined a campaign as coordinated activities that are meant to achieve a defined objective. Participants were grateful for the 50/50 Women in Local Government Forum (WLGf). They stated that they undertook various campaigns ranging from clean-up to specific campaigns like the one woman, one vote campaign.

Participants went on to formulate a campaign of their choice in their different groups. Participants also defined communication as the movement of messages to and from individuals through different mediums. Participants undertook the broken telephone communications exercise. A message that began as "we had bacon for breakfast", ended up being "country tree". They reiterated that communication often broke down because of various reasons like lack of understanding the message, distortion in the original message, and inappropriate medium of delivery or just misinformation.

Gender & Media Literacy

Participants did dramas on how communication was done in their jurisdictions clearly demonstrating how communication was lost and understood. Participants analysed the day's newspapers. Their observations were that men were used more as sources to stories even those that contained issues that had to do mostly with women. They argued that this type of thinking reinforced stereotypical tendencies. Where women were interviewed, they would be associated with men e.g. "Mrs Chirasha, the wife of the late business mogul Cornelius Chirasha". Participants also observed that women were used mostly in images where they were naked. It was essential that this thinking that women are merely sex objects must be done away with.

Strategic Communications- IT for advocacy & Building Campaign Skills

Participants were introduced to the module on Strategic Communications by Ms Angela Shoko who introduced participants to the national ICT policy strategies for gender mainstreaming:

- Take into account gender information needs and interests of both men and women in all information and communication programmes.
- Develop mechanisms of increasing women's access to ICTs especially in rural areas so as to reduce the digital gender divide.
- To use non-discriminative, gender sensitive language in information and communication programmes.
- Ensure equal participation in all aspect of ICT development.

Using ICTs to win Votes

The presentation focused on how politicians could use ICTs to their advantage. The sole purpose of political campaigns is to win the vote. As such it was integral to too have a lasting campaign. There was need for the politician to engage the voter, to mobilise and get the campaign message to the right people. The key is to find where the young professionals meet and in this digital age, they do so online.

It is against this background that politicians be able to use trending technologies to lure voters. Platforms like whatsapp, linkedin, twitter, facebook and other social sites can be used to lure voters. These were easily accessible and cost next to nothing as people only needed a smart phone. Perhaps the best form of campaign tool that people all over had been the cell-phone. Messaging was the simplest form of communication which was very instant. Other tools that could be used when using campaigns was electronic mail (email).

Way forward

- Participants agreed that this workshop came at an opportune time for the candidates who had been successful in the primary elections as such they were going to use these skills and technologies for the upcoming election.
- Even for those councillors who had not won in the primary elections, it was time to go back to the drawing board and come up with strategies to win in other elections in the future.
- There was a need for councillors and officials to help each other to craft strategies to enable women to participate.
- Now is the time for women to vote for any woman in the upcoming elections regardless of political affiliation.

Conclusion

Participants thanked GL for the exposure to this workshop which came at a time when the primary elections were being undertaken. "The experience with GL has been very exciting", they said. They urged GL to keep in touch with them even after they have departed the political arena for those that were leaving and for those that were staying, the time to make women's voices heard was now. GL Country Manager, Priscilla Maposa thanked the

participants for their participation and hoped that they would stay in touch with every participant at the workshop because this program's successes are attributed to the work they put in.



ANNEXES

ANNEX A: PROGRAMME

Local government Women in Politics training of trainers programme
Dates: 25-26 June 2013
Venue: Pandhari

Objectives of the training of trainers

- To provide background on the gendered dimension of governance particularly elections
- To build a core team of local government trainers who will assist in cascading the COE process in SADC
- To help participants understand the provisions of the SADC Protocol on Gender and Development and apply them to their different contexts
- To gain an understanding and skills on how to advocate for key gender issues in the action plans
- Equip participants with skills to train women politicians to hold the media and government accountable
- Figure out how to build gender into election campaigns
- Enhance participants' IT for advocacy skills.

DAY/TIME	ACTIVITY	DOCUMENTATION	WHO
DAY ONE:			
08:00 - 08:30	Registration and M and E	GMDC registration forms	Gender Links
08:30 – 08:45	Opening		All
08:45- 09:00	Introductions and objectives Expectations from participants To develop guidelines of participation	Programme	Facilitator
09:00-09:30	Key principles on adult learning	Buzz	Facilitator
09:30-10:30	Sex and gender	Training manual	All
10:30 – 10:45	TEA		
10:45 - 11:45	Group work on stereotypes	Training manual	All
11:45 – 12:15	At the coal face DVD and discussion	DVD	All
12:15 – 13:00	Access, participation, transformative leadership Group work (role plays) Report back	Training manual	All
13:00 – 14:00	LUNCH		
14:00 – 15:30	What campaigns have you been involved in?	Buzz with your neighbour	Facilitator/All

DAY/TIME	ACTIVITY	DOCUMENTATION	WHO
	What made them good campaigns?		
15:30 – 16:00	TEA		
16:00-16:30	Case studies of successful campaigns: 50/50 campaign	Training manual	Facilitator
16:30 – 17:00	Allocation of modules to the group <ul style="list-style-type: none"> • Group one: Gender and media literacy • Group two: Gender and communications • Group three: Campaigns and different elements of campaigns • Group four: Writing profiles and mock interviews 	Training manual	Facilitator
DAY TWO:			
08:30 – 10:00	Gender and media literacy	Training manual	Group one
10:00 - 10:30	Debrief		All
10:30 -11:00	TEA		
11:00 - 12:30	Gender and ICTs	Strategic communications module	Ms Shoko
12:30 – 13:00	Campaigns and different elements of campaigning	Strategic communications module	All
13:00-14:00	LUNCH		
14:00 – 15:00	Understanding the internet Creating an email account Online petitions	Strategic communications module	Ms Shoko
15:00 – 15:45	Cyber dialogues and online chats Social media-face book	Strategic communications module	Ms Shoko
15:45 – 16:00	TEA		
16:00 - 16:30	Using cell phones for advocacy Designing mobile campaigns	Strategic communications module	All
16:30-17:00	WRAP UP AND CLOSE		All



ANNEX B: PARTICIPANT LIST

EVENT: Women in Politics

VENUE: Pandhari lodge

DATE: 25-26 June 2013

NAME	SEX M/F	ORGANISATION	DESIGNATION	PHONE	E MAIL
Spiwe Munemo	F	Kadoma City Council	Councillor	0773 010 794	spiwemunemo@gmail.com
Joyce Moyo	F	Kadoma City Council	Councillor	0773 010 793	N/A
Sithembile Ndlovu	F	Kadoma City Council	Councillor	0773 013 423	N/A
Elizabeth Mafiosi	F	Bindura Municipality	Councillor	0773 628 007	N/A
Muchaneta Mpofo	F	Gweru Council Council	Councillor	0773 011 250	N/A
Holly Dzuda	F	Gweru City Council	Councillor	0773 011 027	dzudah@gmail.com
Fabiola M. Gozho	F	Bindura Municipality	GFP	0772 883 340	gozhofm.gozho@gmail.com
Annette E. Breda	F	Masvingo City Council	GFP	0712 869 053	utandie@gmail.com
Clara Makwara	F	Chitungwiza Municipality	Councillor	0772 913 793	claramakwara@gmail.com
Wendy Chiriri	F	Chitungwiza Municipality	Councillor	0773 265 312	chiriri.wendy4@gmail.com
Lucia Madzivire	F	Shurugwi Town Council	Councillor	0773 010 465	N/A
Patricia Mwale	F	Victoria Falls Municipality	Councillor	0772 645 5001	patriciamwale@gmail.com
Shirley Mutirwara	F	Kwekwe City Council	Councillor	0773 014 842	N/A
Helena Mkosana	F	Kwekwe City Council	Deputy Mayor	0773 011 595	N/A
Queen-ley Chitopo	F	Kwekwe City Council	Councillor	0773 014 846	chitopoq@gmail.com
Amanda Chanza	F	Kwekwe city Council	Councillor	0773 014 847	chanzaamanda@gmail.com
Eunice Chahwanda	F	Chegutu Municipality	Councillor	0772 280 730	N/A

Patricia Vito	F	Goromonzi RDC	Councillor	0772 748 526	N/A
Rhoda Mbape	F	Goromonzi RDC	Councillor	0776 916 925	N/A
Miriam Muchineripi	F	Goromonzi RDC	Councillor	0772 204 271	N/A
Yudit Mahachi	F	Shurugwi Town Council	Councillor	0772 118 822	N/A
Janet Mukokanduku	F	Shurugwi town Council	Councillor	0772 117 863	N/A
Maggie Mudzimu	F	Shurugwi	Councillor	0713 545 258	N/A
Constance Chinyemba	F	Goromonzi RDC	AEOTS	0772 487 771	conniechinyemba@yahoo.com
Loveness Makaure	F	Makoni RDC	Councillor	0773 011 289	N/A
Clara Katupira	F	Makoni RDC	Councillor	0773 014 822	N/A
Getrude Moyo	F	Makoni RDC	Councillor	0773 010 222	N/A
Ednah Murahwa	F	Makoni RDC	Alderman	Makoni RDC	N/A
Idah Mafunga	F	Chitungwiza Municipality	Councillor	0773 011 140	N/A
Paula Macharangwanda	F	Harare City Council	Councillor	0773 373 830	macharangwanda@yahoo.com
Sibongile Mujuruki	F	Karoi Town Council	Director of Housing	0712 768 598	smujuruki@gmail.com
Abigale Usai	F	Karoi Town Council	Councillor	0777 064 530	abiusai@gmail.com
Patricia Ndlovu	F	Beitbridge T Council	Councillor	0773 040 982	N/A
Melania Mandeya	F	Cheguru Municipality	DHHC &S	0772 624 296	mandeyamelania@gmail.com
Alice Kundhlande	F	Chegutu Municipality	Councillor	0776 602 310	kundhlandalice@gmail.com
Lizzie Makohliso	F	Shurugwi Town Council	AHHO	0773 497 470	tmakohliso@gmail.com
Mary Mukonyora	F	Chitungwiza Municipality	AHHR	0772 133 457	hrmchitungwiza@gmail.com
Joyce Kariwo	F	Harare City Council	Councillor	0773 370 842	N/A
Selina Maridza	F	Masvingo City	Deputy Mayor	0772 912 220	N/A
Angela Shoko	F	Harare City Council	M&E Officer	0772 941 275	ashoko@hararecity.co.zw
Charity Bango	F	Harare City Council	Councillor	0777 374 069	N/A

Statistics by Gender

Male	1	2.5%
Female	40	97.5%
Total	41	100%

ANNEX C: EVALUATION

Date: 26 June 2013

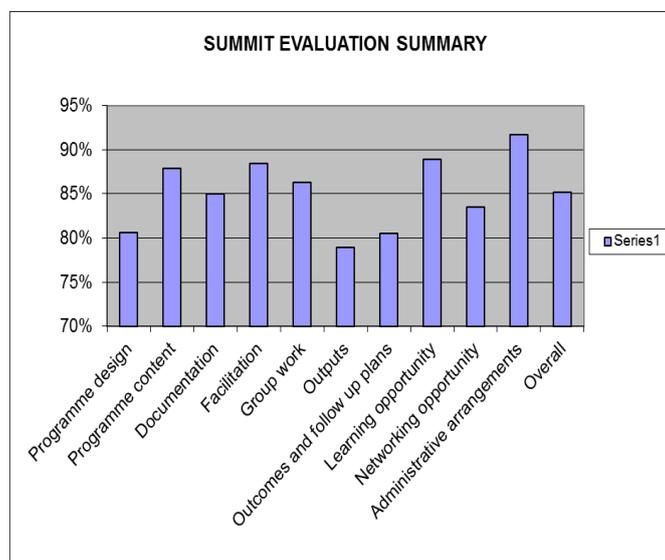
Venue: Pandhari Lodge

20 Evaluations received

	1	2	3	4	5	6	7	8	9	10	Total
Programme Design					2	1	2	6	1	5	17
Programme Content					1	1	1	2	7	7	19
Documentation					1	0	4	3	4	6	18
Facilitation					2	0	1	3	3	10	19
Group Work					1	2	1	4	2	9	19
Outputs					3	2	1	5	4	4	19
Outcomes & Follow Up plans				1	0	1	4	5	5	3	19
Learning Opportunity				1	0	1	1	2	4	10	19
Network Opportunity						3	4	3	3	7	20
Administrative Arrangements						1	2	2	1	12	18

SUMMIT EVALUATION SUMMARY

	Evaluation area	Rating
1	Programme design	81%
2	Programme content	88%
3	Documentation	85%
4	Facilitation	88%
5	Group work	86%
6	Outputs	79%
7	Outcomes and follow up plans	81%
8	Learning opportunity	89%
9	Networking opportunity	84%
10	Administrative arrangements	92%
11	Overall	85%



COMMENTS

1. Which session did you find most useful? Why?

- Gender & Media Literacy.
- Gender and ICTs. The presentation taught me how to win votes through technology.
- Group work was exciting. It illustrated the ingenuities of people.
- ICTs because it taught me how to campaign using a cellphone.
- All sessions were informative.

- Campaigns and different elements of campaigns. These are new campaign strategies for us councillors.

2. Which session did you find least useful? Why?

- None
- Creating a gmail account. Some of us do not use cellphones and laptops as we do not have money to buy these gadgets.
- Creating an email account. I knew the process already.

3. How will you apply what you have gained from this engagement?

- Whenever I have a meeting I will talk about ICTs and gender.
- I will buy a phone that can access internet.
- I will use my email address to open a facebook account, use whatsapp and also teach other leaders to use these.
- I am going to use ICT tools to enrich my campaign.

4. Any other comments?

- Give others, if possible everybody a chance to facilitate so that they can gain more confidence.
- The workshop was very nice to me and I learn more as a woman.
- This workshop was good. We need more like these ones.
- I have been empowered truly and at the right time too (campaign time).
- Good workshop, only that participants had other activities that reduced participation.
- There is need to follow up on councillors that will be voted out of office so that they keep participating.
- I want to thank GL for equipping me with this kind of knowledge.