

**REPORT**  
**Zimbabwe Study Visit**

**Country: Zimbabwe**

**Dates: 27-28 January 2020**



Visitors at the Rozaria Memorial Trust pose for a picture in front of the nhanga Photo: Loverage Nhamoyebnde

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## **Executive summary**

This is a report on the Zimbabwe study visit for the hub and spoke programme. The visit took place from 27<sup>th</sup> to 28<sup>th</sup> of January 2020. The study visit was divided into 2 sessions namely, a strategy meeting to learn how the hub and spoke has been implemented in Zimbabwe. The other session involved a study visit to Murehwa Rural District Council as part of learning on how the council is working in the hub and spoke programme

The strategy meeting and study visit was attended by various stakeholders including representatives from the Ministry of Local Government, local government associations, chief executive officers, town clerks and gender focal persons. Other representatives came from The Embassy of Sweden, Diakonia, Hivos, and National Junior Councils Association. Gender Links country managers from across the SADC region were also in attendance. 61 participants, 37 women and 24 men, see **Annex B for** a detailed participants list. The workshop programme is attached as **Annex A**.

## **Objectives of the study visit**

The objectives of the study visits were as follows:

- To share experiences of how the hub and spoke programme has been implemented in Zimbabwe.
- To visit one hub council to learn how the council is implementing the hub and spoke programme.

## **Process and Activities**

The study visit was characterised by a strategy meeting to discuss the implementation of the hub and spoke programme on gender mainstreaming. The visit ended with a learning visit to Murehwa Rural District Council.

### **Day 1: Strategy meeting on the hub and spoke programme in Zimbabwe**

On Monday 27 January 2020, Gender Links Zimbabwe convened a strategy meeting to discuss the implementation of the hub and spoke programme on gender mainstreaming. The meeting was attended by multiple stakeholders and partners including the Ministry of Local Government and Public Works, Diakonia, Hivos, Local government associations, representatives from the Women in Local Government Forum and some centres of excellence councils.

### **Hub and Spoke presentation**

Priscilla Maposa, the Gender Links Country Manager gave a narrative of the hub and spoke programme. She stated that the programme was a new model of the COE programme which came about after an evaluation of the COE programme in 2016. The evaluation recommended:

1. A programme where the stronger councils would provide mentorship to the other councils.
2. A focus on depth rather than breadth which emphasized on strengthening the programme by equipping the stronger councils with relevant skills to mentor other councils.
3. That Gender Links works in new thematic areas in line with the SDGs including Sexual Reproductive Health Rights.
4. Working with other target groups to enhance citizen participation particularly youths and junior councils.

Maposa highlighted that the hub and spoke programme on gender mainstreaming aims at enhancing gender responsive service delivery and accountability through local ownership and leadership of the Centres of Excellence programme. The hub and spoke model for gender mainstreaming is a home grown idea that seeks to strengthen gender mainstreaming in local authorities and ensuring its sustainability. Some of the achievements noted to date are as follows:

- High level buy in from key stakeholders including the ministry of local government, and partners
- Councils taking ownership of the programme as evidenced by their financial, human resources , contributions towards the programme
- Provincial strategy meetings and study visits have generated a lot of competition and enthusiasm amongst the hub and spoke councils
- The overall gender and local government progress score for councils is 67% as compared to 61% at baseline.
- The progress score for the hub councils stands at 75% as compared to 66% at baseline.
- Spoke councils have increased their gender progress score from 56% at baseline to 63%.

She concluded by reiterating that the hub and spoke programme was a success in the country as local authorities had taken ownership of the programme, as will be evidenced by the study visits lined up.

### Remarks by Diakonia

Philemon Jazi, the Country Director for Diakonia in his remarks stated that “We have a longstanding relationship with Gender Links and we are happy with this partnership as we see it attaining the Sustainable Development Goals (SDGs)”. Jazi highlighted that Diakonia was working with Gender Links Zimbabwe in 2 different consortia namely **Promoting Democratic Local Governance in Zimbabwe funded** and **Empowered Citizens for Equitable and Quality Local Government Service Delivery**. Jazi stated that Gender Links’ work in the consortium is a continuation of prior work with the Embassy of Sweden through the Centres of Excellence programme because it enhances the capacity of local government to be more gender sensitive. Jazi encouraged Gender Links to build on the buy-in from council and continue to mainstream gender in local authorities. He stated that the sustainability of the programme was dependent on the good will of partners and the Ministry of Local Government and Public Works.

### Key note address from the Ministry of Local Government and Public Works

Erica Jones, the Chief Director gave the keynote address in which she stated that the local government | is the space of governance which brings government closer to the people with regards to citizen engagement and service delivery. She highlighted that the Ministry of Local Government and Public Works has been in partnership with Gender Links Zimbabwe since 2010 through the Centres of Excellence (COE) programme. Jones stated that, “The COE programme is the ministry’s programme of choice on gender mainstreaming at the local level, and the



Erica Jones, Chief Director in the Ministry of Local Government and Public Works giving the key note address Photo: Lverage Nhamoyebonde

relationship between the two entities has developed from just another MOU to a beloved friendship.”

Jones stated that numerous directives have been issued out by the ministry compelling local authorities to mainstream gender. These include the inclusion of gender in the key performance indicators of Town Clerk/Town Secretary and Chief Executive Officers, the appointment of Gender Focal Person/s, Training of Councillors and senior council staff in gender matters and participation in the Women in Local Government Forum. “It is critical to note that Gender is now a key performance area in the Permanent Secretary’s Performance Agreement”, she said.

Jones highlighted that the outcomes of the COE programme were now being reflected in other local government programmes like service level benchmarking. She commended Gender Links for the work done in reviving the Women in Local Government Forum.

“It is amazing how Gender Links had worked on a personal level in creating the Drivers of Change and the Gender Champions. I am a beneficiary of that programme because it awakened me and inspired me to push for the gender agenda in local government. I feel humbled that I received recognition from the Chief Secretary in the Office of the President for excelling in gender mainstreaming work and I give credit to Gender Links, she said.”

It was her hope that the hub and spoke programme will embrace the [devolution](#) concept. She concluded her keynote address by saying “If we want to make a national difference, start at the local level”.

### **Presentations by hub councils**

Gender Focal Persons from Harare City Council, Bulawayo City Council and Umguza Rural District council made presentations on their experiences implementing the hub and spoke programme. The 3 councils gave in-depth background of how they have grown in the COE programme. Some of the achievements to note to date are as follows:

1. All the 3 councils developed and adopted gender policies.
2. All 3 councils have established junior councils who drive youth issues in council.

**Umguza Rural District Council** did not have a gender specific budget before being a centre of excellence council. The council now has a gender specific budget of USD\$35000 earmarked for gender activities. Both **Harare** and **Bulawayo City Councils** have vocational training centres which promote entrepreneurship and women empowerment. It is worth noting that Bulawayo City Council is now training entrepreneurs using the Gender Links [Sunrise Campaign](#) manual to train and empower young women and youths in their community. All this work is evident to the work Gender Links and local authorities have been doing over the years. These small but significant changes bear testimony to the fact that gender mainstreaming is indeed a process whose results are far reaching and take time to manifest.

### **Harare Junior Councillors presentation**

Harare Junior Councillors Tinashe Sefaidiga and Chelsea Mujuru made a joint presentation on the work that the Harare junior councillors are doing to promote sexual and reproductive health rights and other projects involving the youth. The Harare junior council embarked on a menstrual health campaign. This campaign has seen the junior councillors partnering with various organizations including Girls Are Us, Mwana Trust, Churches and other likeminded organizations to try to raise 1 million menstrual pads for donating to those children/girls who have no access to sanitary wear. The campaign was inspired by the concept of Ubuntu/Hunhu which encourages humanity. It is the junior council's mission to extend this gesture to other cities outside Harare like Bulawayo, Kadoma and other rural councils and provide pads through the Million Pads campaign. It is essential for local authorities to integrate the youth in all developmental processes.



Chelsea Mujuru, Harare City Council junior councillor being interviewed by the media  
Photo: Loverage Nhamoyebonde

### **Presentation by the National Junior Councils Association**

Shingirirai Chikazhe, the Executive Director of the national Junior Councils Association gave a brief presentation about the National Junior Councils Association's work with the youth. Core to the work of the association is grow the participation of junior councillors in governance processes particularly in Matabeleland north and south provinces. Chikazhe thanked Gender Links for the support they have been rendering the association to run its activities, notably the sexual and reproductive health campaigns with councils and the junior council's forums. He highlighted that through their work, they are beginning to see more participation of girls in the junior council structures. It was his hope that the National Junior Councils Association would strengthen its partnership with Gender Links particularly as the two organizations are looking at forming a young women's network which will pave way for networking and mentorship programmes between the junior councillors and senior councillors.

### **Presentation from Women in Local Government Forum**

Dr. Sheri Nyakudya, the Town Secretary for Mvurwi Town Council gave a brief background of the Women in Local Government Forum (WLGf). She stated that the body comprised of female councillors and managers was formed in 2000 with the aim of creating a common platform for the articulation of women's concerns in the administrative and political sectors of councils.

She reiterated that women in local government forum aspired to ensure that women participate in politics and developmental issues. "Most women were barred from participating in the political arena by their husbands because there is a general belief that women who aspire for political positions are loose". The Women in Local Government Forum had made a momentous achievement in December that brought together the rural and urban WLGf bodies to form a national structure meant to drive women's issues in local government.

### **Plenary Discussions**

Day one ended with detailed plenary discussions on the Hub and Spoke programme, Women in Local Government and strengthening youth structures. All the discussions brought out the importance of each group. The hub and spoke group highlighted that buy-in and ownership

were key ingredients for the success of the programme as evidenced by the Zimbabwe model. Regarding the youth, it was unanimously agreed that the youth's inclusion in all development processes is important and critical for sustainability. It is prudent that their concerns be heard and their talents be nurtured. The Women in Local Government Forum group realized that this body was critical particularly towards advocacy and campaigns on the 50/50. Whilst a new national structure comprising of both councillors and officials from urban and rural local authorities it was important that the body develop a working strategy and draft a position paper highlighting the needs of women in local government regards a quota for women in local government.

## **Day 2: Study Visit to Murehwa Rural District Council**

The focus of this day was a visit to Murehwa Rural District Council, one of the 16 hub councils. The study visit which was attended by the Embassy of Sweden, Gender Links country heads from the SADC region, and partners and stakeholders from Murehwa Rural District Council, was a purely learning exercise to see how the council has adopted the hub and spoke model practically. The visit involved a number of activities which included a brief background of the council and its implementation of the hub and spoke programme, a tour of some of the council's project sites and a visit to Rozaria Memorial Trust, a local non-governmental organization empowering young women. The council chairperson Alderman Amos Gutu welcomed everyone and facilitated introductions of everyone. He felt humbled by the visit as it showed the great work that the council was doing to uplift gender work in Zimbabwe.

## **Remarks from the Chief Executive Officer Murehwa Rural District Council**

Dr. Alois Gurajena, the chief executive officer of Murehwa Rural District Council in his remarks stated his delight at hosting such a delegation. "We feel humbled as Murehwa RDC to be nominated as one of the best performing councils on gender mainstreaming issues", he said. Gurajena highlighted the work council was doing to advance gender issues since the council's inception into the Centres of Excellence programme on gender mainstreaming in 2014. He stated that council has participated in various Gender Links led initiatives like the Sunrise Campaign, "which has transformed the lives of gender based violence survivors and has produced emerging entrepreneurs. We are also a participant in the Sexual and Reproductive Health Rights programme and have adopted a Sexual and Reproductive Health and Rights action plan together with the junior council", he said.



Dr. Alois Gurajena, Chief Executive Officer for Murehwa RDC Photo: Lverage Nhamoyebonde

Gurajena indicated that Murehwa RDC had accepted to be a hub council for Mashonaland East province. This commitment meant that the council could grow and continuously improve their gendered service delivery. He commended the hub and spoke model as a model that "will contribute to the sustainability of the Centres of Excellence programme since councils will take full ownership of the programme", he said. Perhaps the highlight of his remarks was the acknowledgement of how the COE programme has brought positive changes in council at policy level. He reiterated that, "it has also brought positive changes even to myself as an individual in the way I do my work. I am not ashamed to call myself a driver of change as a result of Gender Links programmes. My attitude towards gender issues has changed such that I now listen carefully to issues raised by women. I learnt that women are key in rural development and must be accorded the opportunity to participate in governance issues. These changes have buttressed the positive changes in our institution", he said.

He concluded by saying that Murehwa RDC would seek to continually improve and raise the gender equality flag high.

### **Presentation by Murehwa RDC Gender Focal Person**

Winnet Tambara, the Gender Focal Person for Murehwa RDC gave a background of the council's journey through the COE process to date typically highlighting the institutional changes that have taken place in the council since joining the COE programme in 2014.



Winnet Tambara, Murehwa RDC Gender Focal Person presenting on the council's progress as a hub Photo: Loverage Nhamoyebonde

Tambara stated that the council rating in terms of gender mainstreaming was at 53%. She narrated that at the time Zvimba RDC, another of the hub councils was excelling in the COE programme that the council took a study visit to learn how the council was mainstreaming gender. Following the study visit, Murehwa began implementing some of the lessons from Zvimba RDC. These include the formation of a stand-alone gender committee, formulation of a gender policy, review of all council policies to ensure that

they are gender sensitive among other best practices. The council sought to ensure that the council's visibility was increased through various media platforms like [Twitter](#), WhatsApp, [Facebook](#) and the council [website](#).

Other notable achievements that the council has made are the introduction of a gender specific budget, introduction of ward based gender committees and introduction of women empowerment programmes. These and many other efforts saw the council being selected as a hub council for all rural councils in Mashonaland East Province. Murehwa is one of the 16 councils that held quarterly meetings with all the spoke councils the council is mentoring. These meetings saw Murehwa RDC and other spoke councils. Being a hub council challenged Murehwa to review their gender action plan and include gender result areas in the council's strategic plan. On the whole the council have taken ownership of the hub and spoke programme.

### **Presentation by Murehwa Gender Champion**

The council Gender Champion who is also the Vice Chairperson of Council, Councillor Resta Dzvinyangoma gave a presentation of her experiences as a female councillor and gender champion. Dzvinyangoma gave her background as a councillor who lacked confidence and knowledge to conduct her work as a councillor. She attributed this to fear and lack of education as she was deprived an education in her childhood due to patriarchy that led her to being married whilst she was very young. Despite these challenges Dzvinyangoma pursued her passion to fight child marriages in Murehwa and promote gender equality. Through capacity building from Gender Links and



Resta Dzvinyangoma, Murehwa RDC Vice Chairperson Photo: Loverage Nhamoyebonde

other development partners, Dzviyangoma was able to build her confidence and was able to attain her English Ordinary Level which she recognises as her greatest achievement to date. She is now adept with trending developmental issues including but not limited to Sustainable Development Goals (SDGs), gender and governance and gender equality in general. Her other personal achievements include being a property owner and mentor. She is also now tech-savvy as she can use a computer and make her own presentations. As a councillor she has contributed to a number of institutional changes like advocating for a gender committee in council, advocacy towards ending child marriages and holding of awareness campaigns.

Among the lessons she has learnt are the need to economically empower women. Dzviyangoma says, "Women economic empowerment is a basic to political empowerment because if you campaign for political office without resources like finances it will be difficult to win the election". Dzviyangoma is of the view that women are key to rural development and should be given the space to participate in developmental processes. Dzviyangoma reiterated that, "It is not the woman that is rural but the environment which they come from that is rural".

Going forward Dzviyangoma wants to continue with advocacy for special measures for the representation of women at the local level through 50-50 campaigns and advocate for more social economic women empowerment programs.

### **Presentation by Murehwa RDC junior councillors**

Murehwa RDC like most hub councils have incorporated junior councillors into their systems and operations, such that the council now has a junior council that conducts various programmes with the youth in the community particularly on issues to do with adolescent sexual and reproductive health rights. The junior council representatives i.e. Simbarashe Vambe, Regina Madyauta and Natasha Zongoro made a presentation on the importance of menstrual hygiene and availing sanitary ware to the girl child under the theme #My period, my pride. The junior councillors also did a drama presentation raising awareness on the need to end child marriages. These issues are really topical in Mashonaland East and the junior council with the support of council.

### **I story from Murehwa emerging entrepreneur- Varaidzo Chitima**

Part of Gender Links and council programming in the hub and spoke programme involves training survivors of gender based violence to be entrepreneurs. In 2018, Murehwa was selected as one of the beneficiaries of the [Sunrise Campaign](#) project. Gender Links trained 10 survivors of gender based violence in entrepreneurship skills. Among the beneficiaries was Varaidzo Chitima. Chitima who had been experiencing abuse from her husband narrated how the abuse extended to her daughter who was sexually abused by her father and later by her uncle. Chitima stated that her husband had sexually abused her daughter when she was not at home. Chitima then relocated with her children as they decided to leave her husband. However, her daughter could not go to school as she was staying far from school.

Chitima's brother in law offered to stay with her daughter and take care of her including providing an education for her. She narrated that her daughter then stayed with her uncle whilst completing her Ordinary levels. On completion she asked her uncle if her daughter could come home but he refused citing many reasons. At the time her daughter had been impregnated by her uncle and the refusal was a ploy to try and abort the pregnancy.

"When my daughter's results came out I asked her uncle if she had passed, he said she had passed 5 of the 7 subjects she wrote but she was pregnant. This worried me and I asked who was responsible but I was told the boy who got her pregnant had run away. I sent my husband

to get my daughter and she came home. I asked my daughter who was responsible for the pregnancy and she had initially corroborated her uncle's story", she said. Her daughter then confided in her that she had been sexually abused by her uncle. Her daughter explained that both her father and uncle had sexually abused her. She had made a report to the police, leading to his arrest. He was however acquitted of any wrong doing.

Chitima then left her husband and relocated to her sister's place in Murehwa with her children. "This ordeal left me depressed, often not knowing what to do. I was then assisted by the Police Victim Friendly Unit who advised me of the Sunrise Campaign programme being conducted by council through Gender Links", she said. That is how she began her journey as an entrepreneur after getting some capacity building and starting up her business with her transport money from the capacity building workshops. "I now have a bank account and my business is growing and I am now an established entrepreneur and I want to thank Gender Links through the council for the assistance they gave me", she said.

### Remarks from Gender Links

Colleen Lowe-Morna, the Gender Links Chief Executive Officer thanked Murehwa Rural District Council for the work they were doing as a hub council. She highlighted that the Centres of Excellence is "a way of thinking, a framework which we have to constantly reinforce programmatically through new interventions that keep pushing us further towards a better future. What was amazing today was to just listen to the kind of length and breadth of the kind of work you are doing and the impact it is making in Murehwa". Lowe-Morna applauded the way in which the local traditional leader, Chief Mangwede had taken the issue of child marriages. She commented that "when we begin to work with traditional leaders and they take on the fight against child marriages then we know that we are succeeding".



Colleen Lowe-Morna, Gender Links CEO giving remarks Photo: Lverage Nhamoyebonde

Lowe-Morna commended the way in which Murehwa RDC has formed gender structures and the council's involvement of young people in the form of junior councillors as they are the future. She also commended the way in which council are making visible their work on gender mainstreaming. "It is so humbling to come here and see how you have kept every single one of these summit awards so that you do not forget that you made a commitment towards gender", she said. She also thanked council for the value they put in partnerships which grow the programme further. Lowe-Morna stated that the one thing that this engagement had taught people that "change begins within each one of us".

## Remarks from the Embassy of Sweden

Wonder Jekemu, the programme officer in the Embassy of Sweden thanked the council highlighting that Sweden is promoting gender under its gender equality programme. In particular the Swedish government was pursuing a [feminist foreign policy](#) which drives all issues around gender equality and women's empowerment. "I get so proud and happy when I come out of the office to meet with people and hear people talk. Some of these issues that we hear here, you will never think that these issues are taking place in Zimbabwe", he said. He said such programmes instilled sanity in the communities. He concluded by saying "to me, having heard this everybody else becomes someone who opens their eyes to really see what is happening around you and really understand the young girl when she is talking and feel in as far as issues of equality are concerned".



Wonder Jekemu, Programme Officer at The Embassy of Sweden giving remarks Photo: Loverage Nhamoyebonde

## Closing Remarks

Charles Chiguvare the Assistant District Development Coordinator gave the closing remarks in which he thanked Gender Links for the visit. He said that, "I was impacted positively by Gender Links since I was in college and I was also a direct beneficiary of Gender Links through participation at the summits. I can tell you today that, "If you want to go fast, go alone but if you want to go far go with others". He highlighted the desire of the Ministry of Local government and all other partners to improve service delivery and drive the gender agenda. He noted the need to keep encouraging junior councillors as they are the future leaders.

## Study visits

After concluding the presentations in the council boardroom the Gender Links team, Embassy of Sweden and council visited 2 council projects namely:

1. The Waste Management project.
2. Marirangwe women's empowerment project.

The visits were concluded by a visit to Rozaria Memorial Trust, a local based organization that seeks to create opportunities and unleash potential for young people especially girls and young women in resource poor communities through health, education and entrepreneurship.

## Waste Management Project

The council waste management project site is a project site where council harnesses biogas for various uses from waste collected from the council's high density area and other surrounding areas. The biogas (methane gas) powers a nearby council tower light, thereby providing basic lighting in the area which is critical in the curbing gender based violence. The site is home to **Poly Wax**, a community based organization made up of 15 women who harness biogas and use it in producing various products like shoe polish, floor polish, plastic cement and toilet detergents. In addition the group makes use of recycled material to make artefacts like beads, earrings and hats which they sell to the local community. This project brought to light the need for use of alternative energy in local authorities as well as management of waste through recycling.

## Marirangwe Women's Empowerment Group

Marirangwe women's empowerment group is one of 11 groups being supported by council to run a goat rearing project. The group of 20 women sought for a loan of USD\$400 from council, which is administered through a revolving fund. The project was initially a poultry project as the group members bought and sold broiler chickens. "This project managed to sustain our livelihoods and reduce violence in our households", said the Chairperson of the group. With time chicken feed became expensive and the group decided to buy 3 goats which they wanted to breed with other male goats in the community. The local councillor advised the women that council had embarked on a Boer goat project to breed with other female goats and they could benefit from the initiative. The council has given the women their Boer goats so that they can breed. "This project has helped us to be self-sufficient and there is less violence in our homes", said the chairperson of the women's group. It is estimated that 1 hybrid goat will cost close to USD\$400

## Visit to Rozaria Memorial Trust

The study visit ended with a visit to [Rozaria Memorial Trust](#), a non-profit making organisation that supports innovative initiatives that promote education, health and entrepreneurship for women and young people in rural communities. Pascal Deka, the Board Chairperson welcomed everyone to Rozaria Memorial Trust. He explained the background of the trust reiterating that it was named after the late Rozaria Gumbonzvanda who helped young girls in the community especially those that had been married early. After her passing on her family decided to commemorate her good work by continuing the good work she had been doing in the community. Thus the Trust is now working on empowering the girl child through various programmes



Priscilla Maposa and Ncane Maziya, Gender Links Country managers sit in the Nhanga at Rozaria Memorial Trust Photo: Loverage Nhamoyebonde

and leading advocacy around ending Child Marriages. The Centre is home to a library or information centre where young girls get time to read every weekend. The centre also equips young women with entrepreneurship skills. The centre is popularly known for the "Nhanga", a cultural innovation for social empowerment: a safe space led by young women and girls. Nhanga is a space for mentorship, learning and advocacy for girls and young women.

Colleen Lowe-Morna stated that the Rozaria Memorial Trust was an inspiration to her as it had inspired their family to come up with a similar trust to commemorate the work that their parents were doing when they were alive.

Reflections from other Gender Links managers were varied from their appreciation of the concept. Alice Banze, the Gender Links Lusophone Director commented that "The Rozaria Memorial Trust is changing the lives of women and girls and I like the concept of the nhanga." Fambian Sampaya, the Gender Links Namibia country manager commented that "when we empower people we should not empower in urban areas but in places where the government cannot reach".

## Conclusion

The study visit proved to be a valuable learning experience for Gender Links Country managers as it really showed the impact of the gender mainstreaming work in local government in Zimbabwe, particularly the hub and spoke programme which they were all going to try and

replicate as Gender Links moves its programmatic focus in trying to achieve sustainability and ownership of gender mainstreaming initiatives in local government.

## ANNEXES

## Annex A: Zimbabwe Study Visit Programme



DAY/TIME	ACTIVITY	WHO
<b>Sunday 26 January 2020: Arrival and Check in</b>		
<b>DAY ONE: Monday 27 January 2020</b>		
08:00 - 08:30	Registration	Gender Links
08:30 - 08:45	Introductions and welcome remarks	Director of Ceremonies:
08:45 - 09:00	Objectives	Susan Tolmay: Gender Links Governance and Justice Manager
09:00 - 09:30	Hub & Spoke Programme in Zimbabwe. What is the hub & spoke? What has been done to date?	Priscilla Maposa: Gender Links Zimbabwe Manager
09:30 - 10:00	Remarks from Partners	Philemon Jazi: Diakonia Country Director Tambudzai Madzimure: Hivos Project Manager
10:00 - 10:30	Key note address	Ms E. Jones: Chief Director - Ministry of Local Government and Public Works
10.30 - 11:00	Presentations by hub councils	Dorothy Mavolwane: Harare City Council Gender Focal Person
11:00 - 11:30	<b>TEA</b>	All
11:30 - 12:00	Presentations by hub councils	Audrey Manyemwe: Bulawayo City Council Gender Focal Person Lynder Maphosa: Umguza RDC Gender Focal Person
12:00 - 13:00	Discussion and way forward	All
13:00 - 13:45	<b>LUNCH</b>	All
13:45 - 14:00	<b>Travel to study visit site</b>	All
14.00 - 17:00	Plenary and group discussions on  Women in Local Government Forum	All

DAY/TIME	ACTIVITY	WHO
	Hub and Spoke Junior Councillor and Youth	
<b>DAY TWO: Tuesday 28 January 2020 -Study visit to Murehwa Rural District Council</b>		
07:45 - 09:00	Travel to Murehwa RDC	Gender Links
09:00 - 09:20	Introductions and welcome remarks	Alderman Gutu: Murehwa RDC Council chairperson
09:20 - 10:30	Presentation from Murehwa Rural District Council	Winnet Tambara: Murehwa RDC Gender Focal Person
10:30 - 11:00	<b>TEA</b>	All
11:00 - 14:00	Field visits	All
14:00 - 15:00	<b>LUNCH</b>	All
15:00 - 16:00	Rosaria Memorial Trust visit	All
16:00	Travel back to Harare	All



## Annex B: Participant List

## GENDER LINKS ZIMBABWE 2020

<b>Event:</b>	<b>ZIMBABWE STUDY VISITS</b>
<b>Date:</b>	<b>27-28 January 2020</b>
<b>Venue:</b>	<b>CRESTA LODGE MASASA AND MUREHWA RDC</b>

Name	Sex	- 1 8	18- 25	26- 40	41- 50	51- 60	60 +	Organisation	Designation	Email	Phone
Shingirirai Chikazhe	M							NJCA	Executive Director	<a href="mailto:shingi.chikazhe@gmail.com">shingi.chikazhe@gmail.com</a>	+263773713575
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Name	Sex	- 1 8	18- 25	26- 40	41- 50	51- 60	60 +	Organisation	Designation	Email	Phone
Mery Chiku	F							City of Harare	Junior councillor	<a href="mailto:mercychiku98@gmail.com">mercychiku98@gmail.com</a>	+263783308368
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Naledi Masipa	F							Capricon district municipality	Gender coordinator	<a href="mailto:masipan@cdm.org.za">masipan@cdm.org.za</a>	+27823716532
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Providence Mpasi	F							UCAZ	Programmes officer	<a href="mailto:provymyasi@gmail.com">provymyasi@gmail.com</a>	+263783934101
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M Mabetha	F								Country manager	<a href="mailto:lesmanager@genderlinks.org.za">lesmanager@genderlinks.org.za</a>	+26658932606
Naledi Masipa	F							Capricon district municipality	Gender coordinator	-	
Wonder Jekemu	M							Embassy of Sweden	Programme officer	-	
Ruwadzano Muzondiwa	F							Rozaria memorial trust	Advocacy and partnership officer	-	
Gamuchirai R Gono	F							Rozaria memorial trust	Communication assistsnt	-	
Webster Chifamba	M							Murewa RDC	Planning tech	-	
Resta Dzvinyangoma	F							Murewa RDC	Councillor		
Chiguvare Charles	M							Local government	Assistant DDC		
Simbarashe Vambe	M							Murewa RDC			

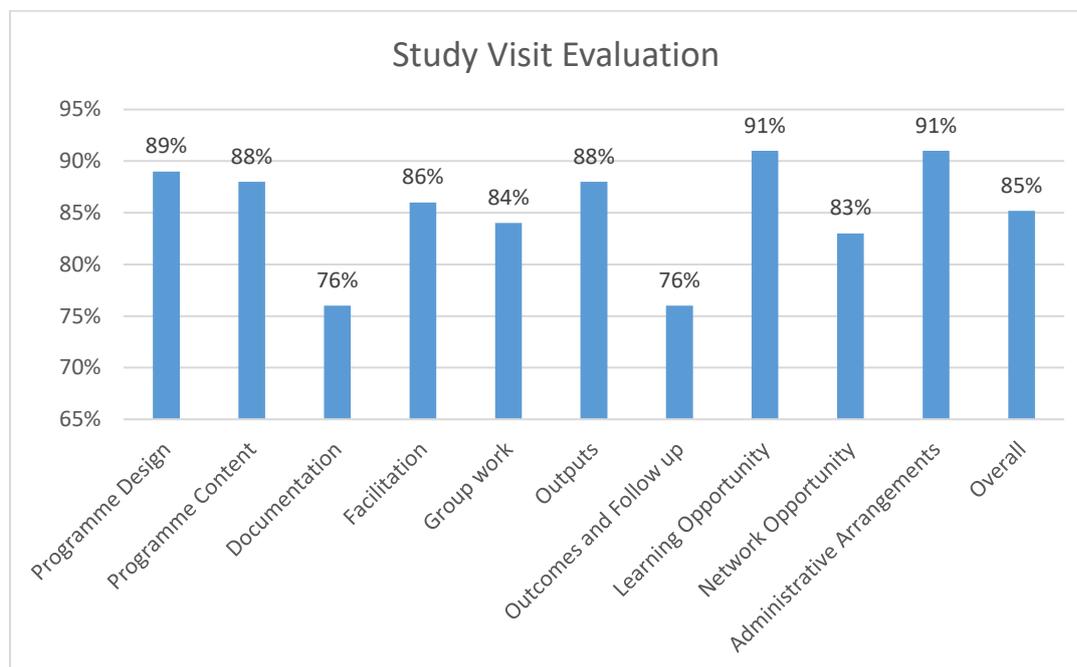
Name	Sex	- 1 8	18- 25	26- 40	41- 50	51- 60	60 +	Organisation	Designation	Email	Phone
Gutu Amos	M							Murewa RDC	Council chairperson		
Alois M Gurajena	M							Murewa RDC	Chief executive officer		
Shadrech T Chimuteka	M							Murewa RDC	Councillor		
Varaidzo Chitima	F							Murewa RDC	GBV		
Hamunyare Kwendamberi	F							Murewa RDC	GBV		
Magraret Gororo	F							Murewa RDC	Councillor		
Francisca Rungano	F							Murewa RDC	Councillor		
Justina Jani	F							Murewa RDC	Councillor		
Isareal Maliki	M							Murewa RDC	Finance Chair		
Tapfuma Chiseve	M							Murewa RDC	Internal Auditor		
Samantha Takarinda	F							PD			
Chiranga Yeukai	F							ZWLA	Legal Officer		
Abigail Davi	F							Women affairs	Admin officer		
Geshem Tandayi	M							Murewa RDC	Councillor , Chairperson		
Emmanuel Zhiva	M							Hope faith vision for life trust	Assistant program officer		
Tanaka Shereni	M							Local government	Secretariat		
Ngoni E Darikwa	F							National AIDS council	District AIDS coordinator		
Serere John	M							Murewa RDC	Environment technician		
Martin Chigusiva Makechemu	M							Murewa RDC	Councillor		
Matangi A	M							President Office	Officer		
Ellen Matibura	F							Murewa RDC	Superitendant		
Happymore Kashaka	M							Murewa RDC			
Garikai Dzimiri	M							ZRP Murewa	Police officer		

Name	Sex	-18	18-25	26-40	41-50	51-60	60+	Organisation	Designation	Email	Phone
Paddington Kamudyariwa	M							Police intelligence			
Matange Zamueka	M							Police intelligence			
Fadzai Mudekwa	F							Shamwari yemwanasikana	Programs officer		

#### Attendance by sex

<b>Female</b>	37	71.8%
<b>Male</b>	24	28.2%
<b>Total</b>	<b>61</b>	<b>100%</b>

## Annex C: Evaluation



At the end of the meeting, participants were asked to evaluate the meeting. Results, show that overall, 85% of the participants were satisfied with the workshop. Generally, participants' level of satisfaction ranged from 76% on documentation and outcomes and follow-up plans to 91% on learning and administrative arrangements. 83% of participants saw this engagement as an opportunity to network. 84% were satisfied with the group work, while 86% rated the facilitation skills highly. 88% of participants were happy with the programme content and outputs of the study visit. 89% of participants were happy with the design of the programme.

### **COMMENTS**

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

- All sessions were useful
- The day trip to Murewa RDC as it showed how Hub and Spoke the model is being taken up by the council and how it has impacted women in the council.
- The study visit to Murewa. Got to see how the Hub and Spoke works at a practical level
- My visit to Murewa RDC and all the presentations
- Presentation by youth councillors. I liked the energy and confidence that the young women ha
- All
- All sessions were useful
- All the sessions were very useful and very enriching.

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

- None.
- None, it was all useful.

**3. How did the workshop contribute to learning and or sharing? Please give examples.**

- It provided information and insight into how the Hub and Spoke model is being rolled out in Zimbabwe.
- It offered us an opportunity to reflect on the GL programs and see how the support we have will further our mandate.
- A million Pad Campaign was a learning opportunity and very educative necessarily for replication and sharing.
- Junior councillors can empower the girl child , city of Harare a million pads campaign

**4. How will you apply this?**

- I will use the experience as well roll out the model in other SADC countries
- in developing the country office work plan and subsequently its application
- by implementing similar national activity
- Will use it as a reference for formation of the forum in Lesotho
- Share this within my council and mentee country
- Continue to contribute
- Will be working in partnership with GL and other stakeholders
- I will try to duplicate good practices in Madagascar, particularly the "Hub and Spokes" concept.

**5. Any other comments?**

- Well-arranged and organised workshop.
- The visit was necessary; learnt a lot.
- None.
- This has been a very informative session.
- GL could organise a return visit after 1 year to the country that succeeds in rolling out of Hub and spoke after this exchange visit.
- Well done Gender Links for continuous effort.
- Need for observing organisational processes and procedures of key partners. Expecting to get all the presentations