

Gender Justice Workshop: Zimbabwe
Enhancing the National Action Plan against Gender Violence

23rd – 25th August 2006



Table of Contents

| | |
|--|----|
| Acknowledgements | 3 |
| Background | 3 |
| Objectives | 4 |
| Targets | 4 |
| Day One – Presentation of Domestic Violence bill | 4 |
| - Group work: Audit of government commitments | 5 |
| | |
| Day Two – Group work: Checklist for change | 8 |
| - 16 days activities framework | 9 |
| | |
| Outcomes | 10 |
| Challenges and next steps | 10 |
| Annex One: National Action Plan : Prevention | 12 |
| National Action Plan: Research, Documentation and Advocacy | 13 |
| Annex Two: Workshop programme | 16 |
| Annex Three: Participants List | 18 |

Acknowledgements:

The workshop was facilitated by Loveness Jambaya with the assistance of Sharon Tapfumaneyi. (See Annex Two for list of participants)

Aim

The aim of the workshop was to deepen the 16 Days of Activism campaigns and be able to address gender violence throughout the year.

Background

GEMZi in collaboration with GL held a workshop to deepen the 16 Days of Activism campaigns through developing a set of concrete actions to address gender violence throughout the year, such that the Sixteen Days becomes a time to take stock of progress and set new benchmarks, rather than to simply draw attention to the problem.

One of the expected outcomes from the workshop was the formulation of a 365 days National Action Plan to end gender-based violence, but in the Zimbabwean case the thrust was slightly different. This is because the Ministry of Women Affairs, Gender and Community Development formerly the Ministry of Youth Gender, and Employment Creation have already put in place a National Gender Based Violence Strategy Document and Action Plan. This strategy document is scheduled for launching during the 2006 16 days campaign period.

National Action Plan and Strategy Document

While this was not part of the workshop it is also imperative to give a brief explanation to the processes government has gone through to come up with the National Action Plan to end gender violence to give context to the future activities.

This strategy document is a result of work begun in 2001 by the ministry in collaboration with UN agencies and civic organizations. The main objective is to stem the fragmented approach by stakeholders and instead institute rights based programming, which provides one coordinating body, one operational framework and one monitoring and evaluation framework. The strategy focuses on four priority areas: prevention, service provision, research, documentation and advocacy as well as coordination.

The document has gone through several stages of consultations but details of the contents of the strategy document and actual action points cannot be discussed because it is yet to be publicly launched by the Women Affairs minister.

Instead GEMZi used this forum to position itself and envision where it can contribute to the National action plan and partner with the Women's Affairs Ministry and other stakeholders to help move the process of adopting and implementing the national strategy and action plan forward.

During the gender justice workshop, GEMZi also focussed on coming up with action strategies particularly for media campaigns and awareness raising of the domestic violence bill before and after it is passed into law. The aim was to contribute to keeping the momentum of the debates around the bill going.

The workshop also recognised the concerted campaign by gender activists as well as the Women Affairs ministry for the enactment of the domestic violence bill (it is hoped that this will be passed before the Sixteen Days of Activism 2006) into law as part of efforts to eliminate forms of gender violence in which GEMZi has been increasingly involved. For example, GEMZi

was tasked with leading the media committee at an all stakeholders meeting hosted by UNIFEM and Women's Affairs ministry in February this year.

Objectives

- Update the 2004 Gender Justice Barometer - audit of government commitments towards ending gender violence and assess the extent to which these are being met;
- Identify a set of actions from the audit to be used as the basis for developing a checklist for change that will be used as basis for taking stock of progress during 16 days campaigns
- Use the 16 Days of Activism Campaign to enhance the national action plan and strategy document to end gender violence
- Identify action strategies for media campaigns and awareness raising of the domestic violence bill before and after it is passed into law – particularly for grassroots women

Targets:

- Non-governmental organisations working in the gender violence sector, especially those who have mounted campaigns during the 16 Days of Activism Campaign
- Government, especially departments directly responsible for the delivery of services to survivors of gender violence
- Policy-makers and researchers
- UN agencies and donors

Day One

(See Annex A for Programme)

Presentation: *Media Action Plan for Domestic Violence Bill*

Emilia Machawa (Director of Zimbabwe Women Lawyers Association (ZWLA))

The director of the Zimbabwe Women Lawyers Association (ZWLA), Emilia Muchawa made a presentation on the Domestic Violence Bill, among other issues focussing on the following: Definitions and the stages the bill has passed so far and helped kick start a discussion on moving from a campaigning mode to action strategies.

There was emphasis on identifying issues for media campaigns and awareness raising during parliamentary debates and after the bill becomes law as well as input into the already drafted National Plan of Action against gender-based violence. She provided legal understanding of some issues that were taken for granted.

Action

GEMZi and stakeholders to use the Community Newspaper Group, which has community specific paper titles in the country's 10 provinces, to raise awareness and educate the public on the Domestic Violence Bill and continue with this even after the bill is passed into law. Stakeholders are going to come up with a media plan for sustained and systematic coverage of the issues.

The 2005 cyber dialogues face-to-face discussions revealed that a sizeable number of community women are not even aware that there exists a domestic violence bill. The question is where are we missing the mark in our public engagements? Are the communication strategies being used by message bearers effective? There is also need to stress that the government is driving the process. This will also help to get a buy in from communities and this will not

perpetuate prejudices that already exist about certain organisations and especially around “women’s movements”.

Audit of government commitments

Workshop participants carried out an audit of government commitments towards ending gender violence and assess the extent to which these are being met. They came up with priority action points based on the themes: Legal; Social, Economic, Cultural and Political; Education, Training and Awareness; Integrated approaches; Services and Budgetary allocations using the SADC Addendum, Gender Justice Barometer and the gazetted Domestic Violence Bill. The submissions made by participants were verified with lawyers who volunteered their time during the workshop, especially aspects to do with legislation. National Coordinator of Women and Law in Southern Africa (WILSA) Sylvia Chirawu, submitted summarised comments on the Barometer with her own additions as an expert in the area.

As will be observed there have been a number of positive changes in legislation particularly with the opportunity of the Domestic Violence Bill being enacted into law soon since it is being debated in parliament now.

Update to the Gender Justice Barometer – Zimbabwe

Summary by Sylvia Chirawu, WLSA

Page 6&7 table

Gender Sensitivity in Constitution:- The Constitution now includes inter alia prohibition of discrimination on the grounds of Gender, Sex, Marital Status and physical disability. This was brought about through constitutional amendment number 17/2005

Legal Status within marriage – General Law:- All marriages in Zimbabwe are automatically out of community of property. At divorce, property sharing is done through the Matrimonial Causes Act. At death it is through the Administration of Estates Act and the Deceased Estates Succession Act. Marriages in community of property are very rare maybe three since 1904. Reference should rather be to marriages in community of property and the law provides that all parties are equal. Equality is based on the Legal Age of Majority Act now part of the General Law Amendment Act.

Legal status within marriages:- Customary Law:- It is not correct that a woman in a registered customary law marriage has minority status in relation to her husband. At divorce the Matrimonial Causes Act applies for property sharing. At death, the Administration of Estates Amendment Act applies. The only downside is that a man can marry other wives legally. Again the majority status is based on age which in Zimbabwe is 18 years.

Sexual offence act:- The SOA was repealed by the Criminal Law (Codification and reform) Act Chapter 9:23 which came into operation on the 1st of July 2006. Some sections of SOA were incorporated into the code.

Trafficking:- Some aspects of trafficking are contained in the code but there is no specific law.

Child abuse:- The correct name of the act is children’s Act and not Children’s Protection and Adoption Act.

State support for legal aids:- There is legal Aid Act which recognises provision of legal aid by the state. Apart from Musasa project the following organizations also provide legal aid:- Legal Resources Foundation (LRF), Women and Law In Southern Africa (WLSA), Justice for Children Trust, Zimbabwe lawyers for Human Rights. Lawyers from such organizations are granted limited practising certificates by the Law Society of Zimbabwe (LSZ) so that they can advise clients, draft court papers and appear in court.

Page 8:

As at 25/7/2006, 42 countries had signed the protocol and 19 had ratified it. The protocol entered into force on the 25th of November 2005.

Zimbabwe's constitution now outlaws discrimination on the basis of sex. DATE

Page 8:

In Zimbabwe all registered marriages are automatically out of community of property. If parties want to have an in community of property marriage they must have a ante-nuptial agreement, (I think the equality is in the sense that every Zimbabwean becomes a major at 18 years. If a minor marries, he/she automatically becomes a major and does not lose this status even if he/she divorces before turning 18.) Property at divorce is shared in terms of the Matrimonial Causes Act.

In Zimbabwe an unregistered customary law union (where only lobola is paid but no registration) is valid for purposes of access, guardianship, maintenance, inheritance under customary law. Some statutes give specific recognition to unregistered customary law unions for example for purposes of marital rape in the criminal code, an unregistered customary union is recognised as a valid marriage.

Page 11:

The Sexual Offences Act was repealed by the criminal code. As from 1 July 2006, we now use the code. As stated earlier, some sections of the Sexual Offences Act were incorporated into the Code.

Page

The WLSA legal officer is Minkie Bokole and not Mokole.

Page 17:

Under legal aid and public awareness campaigns- it is stated that in five out of the twelve countries yet only four countries are mentioned.

Page 80: Zimbabwe

Laws and Policies: (1) Code is now operational. The whole paragraph should be removed. The code does not state the aims of sexual crimes and crimes against morality (section 61 is silent). Marriage is defined as meaning – a marriage solemnized under the marriage act (chapter 5:11) or the Customary Marriage Act (Chapter 5:07) or an unregistered customary law marriage and

the words "husband", "spouse" and "wife" shall be construed accordingly. Section 61:- Mentally incompetent person-means a person who is mentally disordered or intellectually handicapped as defined in section 2 of the Mental Health Act (Chapter 15:12) (No 15 / 96) .

3. Marital rape is not stated clearly but as an unavailable defense to rape: section 68: It shall not be a defence to a charge of rape, a) that the female person was the spouse of the accused person at the time of any sexual intercourse or other act that forms the subject of the charge. ***But*** the proviso goes on to state that no prosecution shall be instituted against any husband for raping or indecently assaulting his wife.....unless the Attorney General has authorised such prosecution. This is further likely to discourage many women from reporting since there are no guidelines on how the AG will reach a conclusion whether to prosecute or not.

6. The Children's Protection and Adoption Act is now known as the Children's Act in keeping with international trends. Replace reference to the Sexual Offences Act with the Criminal Code.

7. There are some aspects of trafficking in the criminal code e.g. soliciting, living off or facilitating prostitution, procuring, coercing or inducing persons for purpose of engaging in sexual conduct, detaining persons for purpose of engaging in unlawful sexual conduct and allowing child to become a prostitute. The Immigration Act defines a prohibited person as

(a) A prostitute (b) anyone who lives or has lived on, or anyone who knowingly receives or has received any part of the earnings of prostitution, or anyone who has procured persons for immoral purposes.

(b) The IOM has established an office at Beitbridge boarder post for purposes of assisting deportees and trafficking victims. WLSA has adopted human trafficking as its next research phase topic 2007-2009 and is currently conducting a law and literature review on trafficking.

8. Section 23 now includes sex discrimination as well as marital status and physical disability.

Page 84:
Socio, economic, cultural and political

Although much more needs to be done, the Ministry of Justice with support from a donor and Civil Society embarked on the Wills and Inheritance campaign 2001-2002 to disseminate widely the amendment number 6/97.

Page 85:

Services:- Legal Resource Foundation (LRF), WLSA Zimbabwe Women Lawyers Association (ZWLA) , Zimbabwe Lawyers for Human Rights (ZLHR) , Women's Action Group (WAG), Girl Child Network (GCN), JFCT are all providing legal aid to victims of domestic violence and to women in general. At WLSA, legal advise and services is one of our major programmes. WLSA conducted a research into how the justice delivery system treats women. The publication is titled:- In the Shadow of the Law: Women and Justice Delivery in Zimbabwe.

Page 86:

Education, training & awareness building: - ZWLA and WLSA have held gender sensitization workshops with personnel in the justice delivery system.

Page 87

Budgetary Allocations:

It is not true that Musasa is the only organization dealing with gender violence. Although it is the lead organisation on gender violence, WLSA, ZWLA, LRF, JFCT, ZLHR are all handling cases of gender violence. Services include legal counseling, legal advise, drafting court papers, court representation, empowerment so that the women report cases follow ups with the police, and sitting in court to observe proceedings, research

- Also an important development is the putting in place of the Orphans and Vulnerable Children Strategy document in 2004 which seeks to ensure that OVC are able to access education, food, health services, birth registration, and are protected from through coordinated efforts by government and civil society, with the full participation of children.
- Also the National Strategy document, which seeks to provide a holistic approach to end gender violence, which is being anchored by government through the Women Affairs Ministry, is a positive shift towards action. What remains to be seen is the actual implementation.

Day Two

Checklist for change

Following the discussions workshop participants developed a checklist for change and will be synthesised into the National Action Plan and Strategy document once the Women's Affairs ministry has launched it. GEMZI will take these issues up with government authorities and relevant stakeholders during the 2006 16 days of Activism against gender based violence. A summary of some of the issues:

Legislation

- √ The most immediate demand from the participants is the enactment of the Domestic Violence Bill into law.
- √ Lobby for a minimum sentence for rape cases like has been done in the case of theft of livestock where the minimum sentence is 20 years even if it is one cow.
- √ Need to domesticate international protocols such as CEDAW
- √ SO??

Services

Legal Aid and Safety houses

- √ The provision of services particularly safety houses and legal aid to women and children trapped in domestic violence
- √ Harmonisation of services between government and civic society – for example police should be stationed at Musasa Project safe houses to protect those who come to seek refuge there from continued victimisation and harassment from perpetrators

- √ Lobby for the resuscitation of victim friendly courts as a priority action
- √ Administration time at police domestic violence help desks should be based on 24 hour shifts rather than 8am – 4pm because most domestic abuse happens at night and early morning.
- √ Local government should be involved in providing services to its immediate community and make a budget

Treatment and Care

- √ Provision of PEP to those sexually assaulted should be included in policies such as the National AIDS prevention and administrative interventions provided for in essential services such as Health, Police Stations, etc.
- √ Establishment of a gender commission whose mandate among others should include: collate statistics of domestic violence and other forms of gender based violence and maintain an accessible database, etc

Research and Documentation

- √ Lobby for the setting up of a gender commission by an act of Parliament whose mandate will include providing consolidated data on gender violence; maintain a database with information collected from stakeholders, will also track budgetary allocations in all sectors to ensure gender is mainstreamed, etc.

16 days activity framework

There was a session on 16 days planning (see Annex One for programme)

Enhancing the National Action Plan

This also provided a forum for partners to plan for the 2006 16 days of Activism against Gender Based Violence building upon the 2005 *'Making IT work for Gender Justice Workshop* and 16 days campaign. One of the main activities will to use the period to enhance the national Action Plan and take stock of how far 16 days has come considering that it is the 16th year of the 16 days campaign (16 days for 16 years).

Celebrating 16 women of Zimbabwe

Another activity will be celebrating 16 women of Zimbabwe who have made a difference in certain sectors or broken new ground in non-traditional sectors under 16 different themes. For example: Science, Sports, Commerce and so on, including entries for best mother. The criteria for judging will be discussed at an all stakeholders meeting to get more input from partners.

Cyber dialogues

GEMZi and EKOWISA will lead the country cyber dialogues sessions in collaboration with other partners and the community. Five will be held in English with the regional partners while three will be in-country participants only and will be done in Shona.

Media Kit

- ❖ Fact sheets based on the updated gender justice barometer
- ❖ Musasa Project, WILSA and GEMZi (but not restricted to these) to come up with updated statistics on reported cases of gender based violence. Musasa Project and WILSA to use information from database and GEMZi – media monitoring of reported gender violence cases.
- ❖ Information on Domestic Violence Bill and National Action Plan
- ❖ Commentaries for use during sixteen days
- ❖ 16 days calendar

TV programme

Kidznet will produce a children's programme focusing on children living with disabilities with input from GEMZi partners.

Mirror on the Media

Conduct 16 days monitoring of media, 16 days before the period and during the actual 16 days campaign period to gauge coverage of gender based violence in the media.

Video production

Participants came up with ideas for the production of a video, of which the compilation started during the 2005 16 days workshop. Because certain events have changed the original script will be changed using these ideas. Key issues that will have to be included in the video were highlighted. The video will also be used for training for 16 days and for action against gender based violence.

Documentation of the Domestic Violence Bill process

It was suggested that GEMZi and other stakeholders document in the form of a publication and video the stages the Domestic Violence Bill has passed right from the conceptualization stage, lobbying, etc. This will provide a record, institutional memory and also help activists and lobbyists learn lessons from the process to help future initiatives that involve lobbying for policy and legislative change. The process could begin from documenting the process that led to the Sexual Offences Act.

'I' stories planning

Padare Men's Forum on Gender screened a DVD of digital stories produced by Silence Speaks of men giving testimonies of either working to end gender based violence or how they have reformed. This helped kick start the discussion on the mapping of I stories. A number of organisations present – Padare, Musasa Project, WILSA, GEMZi, ZUJ gender desk among others, pledged to work on this project ahead of this year's 16 days campaign. A publication and a digital I stories video are targeted as outputs.

Outcomes:

- Participants felt empowered as they learnt how to step up campaigns to actual actions using the manual which they found applicable not just to gender violence but other issues as well, such as HIV and AIDS
- Timeous planning for a coordinated 16 days campaign
- Improved understanding of the domestic violence bill on issues that participants were unaware of and even taken for granted showing the need for continuous education and engagement on the provisions and interpretation of the bill

Challenges and next steps

- The main challenge is the National Action Plan and Strategy document has not yet been launched hence not yet public documents so participants could not fully engage on the specific issues.
*However there is going to be a follow up meeting WITH ??? and amendments done to the provisional checklist for change once the document has been launched.
- Getting funding for planned activities such as the follow up meeting on the National Action Plan and some of the 16 days activities
*Stakeholders should begin fundraising immediately

Next steps

GEMZI will continue to hold consultative meetings with the Women's Affairs ministry to relation to areas the network will enhance the National Plan of Action against gender violence process based on the strategies generated at this workshop. GEMZI pledged to enhance the National Action Plan process through joining the Research, documentation and advocacy task team but will also do some work around prevention of gender violence.

The matrix **Annex One** below **only** highlights the programme areas GEMZI is going to undertake within the National Plan of Action framework. The report does not include the rest of the National Action Plan contents because the document is now sitting with the Minister of Women's Affairs and is awaiting cabinet approval before it can be officially launched and made a public document.

Among other issues GEMZI's action areas include:

- ✓ GEMZI recommends that the National Action Plan be adopted as the 365 days of Action so that the branding becomes similar to that of other Southern African countries that have also adopted National Action Plans to end gender violence.
- ✓ GEMZI will be able to provide links with other GEMSA countries that have adopted National Action Plans in order to share best practices. For example through the video conference scheduled for 23rd November during 2006 16 days of Activism.
- ✓ Building on the research already done through the Gender Justice Barometer: Audit of SADC Addendum on the elimination of gender violence against women and children contribute to enriching the legislation and policy advocacy efforts – through sharing of best practises within the SADC region.
- ✓ GEMZI will be able to play a key role in continuous training of journalists and conducting gender and media monitoring to promote gender sensitive reporting of gender based violence.
- ✓ GEMZI will continue to participate in national and international campaigns against GBV by providing innovative ideas to the national campaign, e.g. 16 days of Activism against GBV to heighten awareness of GBV
- ✓ Begin the process of profiling the 365 days of Action, if and when adopted nationally, within the 16 days of Activism to provide clarity between the two.
- ✓ Hold follow up workshop to develop short term targets and priorities for the draft national action plan

* The structure of the National Action Plan coordination mechanism as well as the rest of the National Action Plan content will be made available after the official launch.

ANNEX ONE: NATIONAL ACTION PLAN (EXCERPT)

Prevention

Priority: To sustain a nationwide campaign educating and sensitising Society on issues of GBV between January 2007 and 2011 and create none tolerance of Gender Based Violence.

| Strategy | Activities | Time Frame | Indicators | Expected results | Actors |
|---|--|------------------------------|--|------------------|---|
| Sensitise communities about the problem of GBV | Awareness campaigns through TV, radio, flyers posters and Tshirts. | January 2007 – December 2011 | - Materials produced | | Women's Action Group YWCA CRS Musasa project, Red Cross, GEMZi |
| | Develop, package and disseminate information on GBV | | - Information disseminated | | |
| | Participate in national and international campaigns against GBV e.g. 16 days of Activism against GBV | | - Number of campaigns participated | | |
| | Website: The Ministry of Women's Affairs and community development to host webpage dedicated to GBV. | | -Updated website with input from all actors | | |
| Build a database on GBV cases from service providers for advocacy activities. | Desk study: compilation of data from the police, courts, hospitals and village heads' records. | January 2007 – December 2011 | Increased availability of information on GBV | | ZWRCN (Lead) WASN Musasa Project Girl Child Network WILSA |

Research, Documentation and Advocacy

Priorities:

1. To build a comprehensive and updated researches on GBV illustrating the root causes, magnitude and forms of gbv as well as best practices for the prevention and management of GBV.
2. Up to date collated database on GBV cases
3. Creation of critical mass support on issues of GBV
4. Passing of Laws and policies that support the eradication of GBV

| Strategy | Activities | Time Frame | Indicators | Expected results | Actors |
|---|--|------------|--|---|--|
| Build a database on GBV cases from service providers for advocacy activities. | Desk study: compilation of data from the police, courts, hospitals and village heads' records. | Ongoing | Increased availability of information on GBV | Concrete evidence to strengthen advocacy efforts of targeted programming. | ZWRCN (Lead) WASN Musasa Project Girl Child Network WILSA |
| Documentation of best practices in the prevention and management of GBV | - | Ongoing | Increased dissemination of information on GBV | Concrete evidence to strengthen advocacy efforts of targeted programming. | CSO UNFPA MYDGEC PADARE NAM UZ-WL GEMZI |
| | Analyzing and publicizing the results of the 2005 Zimbabwe Demographic Health Survey on Domestic Violence. | Ongoing | | | As above |
| | Building and strengthening alliances on GBV data collection (Musasa Project Database) and disseminating the information. | | Improved evidence based programming as a result of GBV collection. | Strengthen networks on GBV | Musasa Project assisted by other service providers, |
| | Monitor the media/compilation and dissemination of media reports Training of journalists for gender sensitive reporting on Gender Violence. | Ongoing | Responsible Reports on GBV by reporters | Publications on GBV | ZWRCN (Lead), WASN, FAMWZ The Herald Library UNFPA, PADARE NAM, UNFIPA Ministry of Justice |

| | | | | | |
|---|---|---------|--|--|---|
| | | | | | Min of Women's Affairs, UNICEF Min of Health< Min of Home Affairs WHO, Ministry of Education, Musasa Project, GEMZI |
| | Standardization of service provision (Production of materials on how to handle cases of GBV for the different services providers) | - | - | Materials produced | Same as above |
| Building alliances and networks around GBV activities being done at National, Regional and International Level. | Alliance Building <ul style="list-style-type: none"> Domestic violence Bill committee 16 Days of Activism Commemorations IWD/World AIDS Day/AIDS Week | Ongoing | Higher level of collaboration | Reduced GBV | Coordinating Committees, DV Bill Committee WASN, ZWLA, UNFPA Musasa Project, PADARE, Girl Child Network, Min of Women's Affairs, ZWRN, WAG, WLSA-Zim, UNICEF, NAM, GEMZI |
| | Draw experiences from the region to inform and guide our strategies. | | Number of campaigns | Policies and Laws in place to deal with GBV cases. | NCC on GBV, GEMZI |
| | Organize protest marches to GBV incidents | | Number of Networks and alliances formed. | Synergies in programming. | NCC on GBV |
| | Organize public talks | | | | |
| PASSING OF LAWS AND POLICIES THAT SUPPORT THE ERADICATION OF GBV | | | | | |
| Lobbying and advocacy for policies and laws that support the eradication of Gender Based Violence | Targeted GBV sensitization and lobbying: <ul style="list-style-type: none"> Key Govt Ministers P. Secretaries & Public Service Commissioners Portfolios Committees Party Caucuses Women's Caucus Traditional and Religious gate Keepers Members of Senate Nominate a patron for GBV e.g. VP Joyce Mujuru Use of Multi Media <ul style="list-style-type: none"> Bill Boards TV/Radio Print Mobile Ads Drama Poets Testimonials etc Online discussion Groups Use of Petitions Midterm review Impact Assessment | Ongoing | Reports on number of lobbying activities done. | Law and Policy reform | ZWLA, WASN, Musasa Project ZWRN, UNCT, Min of Women's Affairs, Girl Child Network, WAG, PADARE, GEMZI |
| | | Ongoing | Policy makers speaking in support of eradication of GBV. | Ability to measure impact and progress on intervention | Same as above |
| | | Ongoing | Patron nominated | | National Coordinating Committee |

| | | | | | |
|--|---|---------|--|--|--|
| | <ul style="list-style-type: none"> ▪ Activities on Research and Documentation will assist. | Ongoing | Laws and policies amended, repealed or passed in eradication of GBV. | | |
| | | Ongoing | No of publicity activities undertaken. | | |

ANNEX TWO: PROGRAMME FOR ENHANCING THE NATIONAL ACTION PLAN WORKSHOP- ZIMBABWE

| TIME | TOPIC | WHO |
|--|--|--|
| Wednesday 23 August | | |
| 8:30-9:00 | Registration and tea | ST |
| 9:00-9:30 | Welcome, introductions | ST |
| Why a National Action Plan? | | |
| 9:30-10:30 | Video: From a campaign to a National Action Plan | LJ |
| 10.30-11.00 | TEA | |
| Key Issues | | |
| 11.00-12.00 | Presentation – Domestic Violence Bill: Definitions Stages the bill has passed so far Kick start a discussion on action strategies (particularly issues for media campaigns & awareness raising) during and after it is passed into law. | Panellist: Emilia Muchawa (ZWLA) |
| 12.00-13.00 | General Discussion – issues for action strategies and awareness raising of the domestic violence bill and already drafted National Action Plan against gender based violence | LJ All |
| 13.00- 14.00 | Lunch | |
| 14.00-15.00 | Working groups: Domestic Violence Bill SADC Addendum Gender Justice Barometer * Use these documents to come up with a checklist for change based on themes: Legal, Social, Economic, Training and Awareness, Integrated approaches, Budgetary allocations keeping in mind there is a National Action Plan in Place | LJ All |
| 15.20 -15.50 | TEA | |
| Framework and checklist | | |
| 15.50 -17.00 | Working groups: Report Back | All |
| Thursday 24 August | | |
| Strategy and process for getting the plan adopted | | |
| 8.30 –9.30 | Audit to fill information gaps; develop fact sheets; cyber dialogues | LJ |
| 9.30-10.30 | How to use the 16 days to enhance the National Action Plan | Working groups |
| 10.30-11.00 | Tea | All |
| 11.00-13.00 | Developing 16 days planning framework | Working groups |
| 13.00-14.00 | LUNCH | |
| 14.00-17.00 | 16 days planning – report back | All |
| Friday 25 August | | |
| 8.30 – 9.30 | Review 16 days framework | Facilitator |
| The human face of gender violence | | |
| 9.30 –11.00 | 'I' Stories concept and planning | Msasa Project, Small team of media practitioners, counsellors, survivors of violence |

| | | |
|--------------|--|-------------|
| 11.00 -11.30 | TEA | |
| 11.30 -13.00 | Allocation of responsibilities and closure | Facilitator |

ANNEX THREE: Participants List**Gender Justice Workshop: *Enhancing the National Action Plan to End Gender Base Violence***

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