



"Isabella"

Anushka Virahsawmy



CHAPTER 10

Implementation

Articles 32-36



Former Councillor and Chiredzi Town Council gender champion Bernadette Chipembere conducting a 50/50 campaign in the community, 2012.
Photo: Tapiwa Zvaraya

KEY POINTS

- Zimbabwe has signed and ratified the SADC Gender Protocol. The new Constitution in Section 34 provides for the incorporation of all international instruments into domestic law.
- The country's National Gender Policy is aligned to the SADC Gender Protocol, but the country has yet to draft and cost an action plan for implementation of the gender policy.
- The major key result area (KRA) of the Ministry of Women Affairs, Gender and Community Development is mobilisation of women and communities, the other two are economic empowerment of women and communities and gender mainstreaming.
- A Gender Commission will be established to monitor the implementation of the gender equality and women's rights provisions in the new Constitution, many of which are aligned to CEDAW and the SADC Gender Protocol.
- Twenty-three local authorities have joined the Centres of Excellence (COE) process for local government and three more will join by the end of 2014, bringing the number to 27. The Ministry of Local Government has expressed commitment to expanding the COE process to all 92 urban and rural councils.
- The National Focal Point for the Southern Africa Gender Protocol Alliance - Women's Coalition of Zimbabwe- has started an initiative with women NGOs to create awareness of the SADC Gender Protocol at community level.



Members of the Vusi Sizwe garden project during the COE verification process in Zimbabwe.
Photo: Tarisai Nyamweda

With less than two years before the 2015 deadline for achieving the 28 targets of the SADC Gender Protocol (SGP), implementation has become the watchword of gender activists across the region. In April 2013, over 300 activists, government and local government officials and media from around the Southern African Development Community (SADC) converged in Johannesburg for the SADC Gender Protocol @work regional Summit, following 12 National Summits involving 1484 participants (69% women and 31% men).

The summits yielded 672 case studies of ways in which the SADC Gender Protocol (SGP) is being used by citizens to demand and create change. In the five years since the adoption of the Protocol, the Alliance slogan has progressed from "the time is now", to "yes we can", to "yes we must." As this countdown began, the focus of work has shifted from a push for countries to sign and ratify the Protocol to lobbying for costing and implementation of its targets to move from paper rights to people's rights.

Zimbabwe held its third country summit from 25-26 March 2013 at Pandhari Lodge in Harare.

The SADC Gender and Development Index (SGDI) for Zimbabwe, a basket of 23 empirical measures, has decreased from 61% in 2011 to 59% in 2013. The Citizen Score Card (CSC) that measures perceptions has registered dramatic trends: 38% in 2010, 47% in 2011, 65% in 2012 and 68% in 2013. This demonstrates optimism on the part of citizens after the internal conflict. Conflict often opens a brief window of democratic space for women's rights.

Over the last year, the Southern African Gender Protocol Alliance (SGPA) has stepped up its coalition building efforts. The Alliance secretariat, hosted by Gender Links, has signed an MOU with the Women's Coalition of Zimbabwe, which is the focal network for the Alliance in the country.

Background

Articles 32-36, covering "final provisions" include:

- The remedies entitled to citizens should they feel their rights have been violated on the basis of gender;
- Ensuring gender mainstreaming in financial allocations and in the implementation of the Protocol;
- The institutional arrangements to be established by the SADC Secretariat for the implementation of the Protocol that include a Committee of Ministers Responsible for Gender or Women's Affairs; Committee of Senior Officials Responsible for Gender or Women's Affairs and the SADC Secretariat;
- Actions to be taken at the national level, including national action plans, with measurable timeframes, and the gathering of baseline data against which progress will be monitored and reports submitted to the SADC Executive Secretary every two years;
- Mechanisms for the settlement of disputes through the SADC Tribunal;
- The fact that any party may withdraw from the Protocol after submitting 12 months' notice;
- Ways in which amendments can be made to the Protocol;
- Signature of the Protocol;
- Ratification; entry into force within 30 days of two thirds of the member states depositing instruments of ratification;
- The fact that the Protocol remains open for accession by any member state; and
- The depositing of the instrument with the Executive Secretary of SADC who shall register.

Five years since the Protocol's adoption in 2008, the SGPA continues to track progress on its implementation by SADC member states. This chapter assesses Zimbabwe's progress on implementation of the SGP targets as well as the gender management systems put in place at national level - all key to successful implementation.

In 2012, this chapter focused on the extent to which gender ministries had aligned national gender policies and action plans to Protocol targets. It also assessed whether state budgets had designated funds for its implementation. In 2013, five years since the historic adoption of the SGP, the Barometer assesses institutional processes and mechanisms that need to be put in place to ensure a strong push on delivery - from governments as well as civil society. The chapter contains important new areas - such as the extent to which the SGP is being implemented at local level and mobilising by Faith Based Organisations.

This chapter also tracks the ongoing progress made toward increasing citizen knowledge around the key tenets of the Protocol. This monitoring and evaluation has formed part of the Alliance's work across the region. It features an analysis of the innovative Gender Progress Score (GPS) that will serve as a baseline for future comparisons.

Signing



Article 39 provides that the Protocol shall be duly signed by the authorised representatives of member states.

Zimbabwe is among the 13 out of the 15 SADC countries that have signed the 2008 SADC Protocol on Gender and Development. Botswana and Mauritius are the only two countries that are yet to sign.

Ratification



The Protocol states that it shall be ratified by the signatory states in accordance with their constitutional procedures and shall enter into force 30 days after the deposit of instruments of ratification by two thirds of the member states.

Zimbabwe has ratified the Protocol, which came into force in September 2012 after Swaziland became the ninth country to deposit instruments of ratification. Zimbabwe has already deposited its instruments with the SADC Secretariat.

Implementation mechanisms and processes



State Parties shall ensure the implementation of this Protocol at the national level: State Parties shall ensure that national action plans with measurable time frames are put in place, and that national and regional monitoring and evaluation mechanisms are developed and implemented. State Parties shall collect and analyse baseline data against which progress in achieving targets will be monitored.

Zimbabwe's new Constitution provides for the domestication of all international instruments signed by the government [Section 34] and establishes the country's first Gender Commission [Section 254] as one of the independent commissions supporting democracy. The eight-member Commission, which should have equal representation of women and men, will monitor gender equality issues to ensure compliance with the provisions in the Constitution and it has the mandate to investigate rights violations; conduct research to gather evidence for influencing changes in laws and practices; to recommend affirmative action programmes to achieve gender equality; to recommend prosecution



Measuring up: Erica Jones, Deputy Permanent Secretary in the Zimbabwe Ministry of Local Government, is putting the SADC Gender Protocol to work.
Photo: Colleen Lowe Morna

for criminal violation of rights relating to gender, among other functions.

The country's national machinery, the Ministry of Women Affairs, Gender and Community Development is spearheading several initiatives to ensure implementation of the SADC Gender Protocol and other international and regional instruments (such as CEDAW and the Optional Protocol to the African Charter).

The revised National Gender Policy is in the final stages of review, and the country has yet to develop a costed action plan for the implementation of the policy.

The increased representation of women in Parliament also provides a window of opportunity for greater Parliamentary oversight of the alignment and implementation of laws and policies in accordance with the SADC Gender Protocol. Increasing women MPs' knowledge and understanding of the SADC Gender Protocol, and other gender equality and women's rights instruments, is among the priorities of women activists.

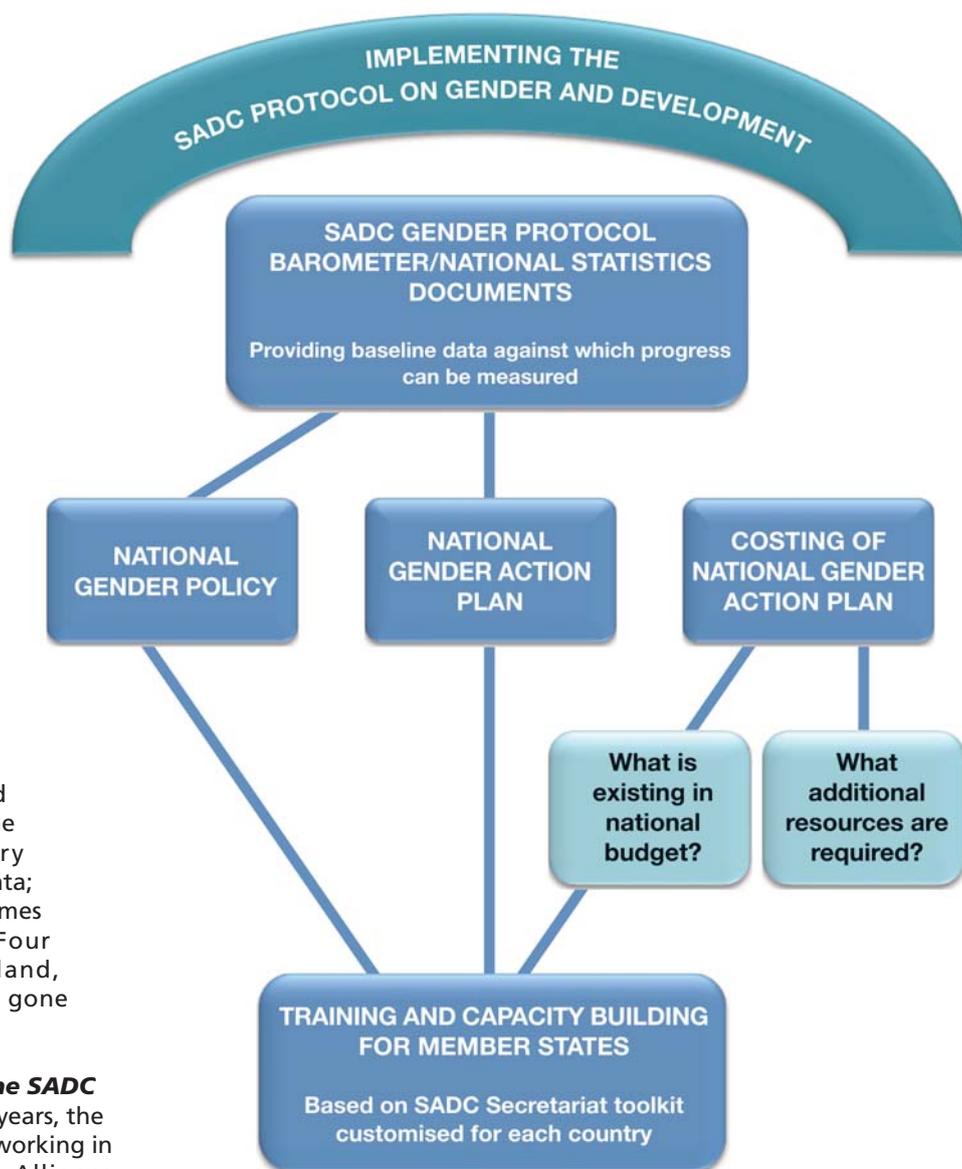
At the regional level, the SADC secretariat's Gender Unit, working in close collaboration with the Alliance, has developed a SADC Plan of Action for the implementation of the SADC Gender Protocol. And Gender Links, as the Secretariat to the Alliance, has developed an integrated model for implementation involving aligning national policies and action plans to the targets of the Protocol; using the country Barometers to obtain baseline data; and identifying actions, time frames and resource implications. Four countries - Namibia, Swaziland, Seychelles and Zambia - have gone through this process.¹

There is now a roadmap for the SADC Gender Plan: Over the last two years, the SADC Secretariat's Gender Unit, working in close collaboration with the Alliance,

developed a SADC Plan of Action to move forward on full implementation of the SADC Protocol.

GL has developed an integrated model for implementation involving aligning national policies and action plans to the targets of the SGP; using the country Barometers to obtain baseline data; identifying actions, time frames and resource implications. Four countries (Namibia, Swaziland, Seychelles and Zambia) have gone through this process but follow up needs to be monitored. Zimbabwe needs to finalise the National Gender Policy and implement a costed action plan.

Figure 10.1: Costing model developed by Gender Links



¹ SADC Gender Protocol 2013 Regional Barometer, Gender Links.

Table 10.1: Country mapping of national gender policies, processes and alignment to protocol

Gender ministry	Gender integrated in national development plans?	Gender policy (date)	Gender action plan (date)	Aligned to Protocol? If not, how feasible?	In-country Gender Responsive Budgeting (GRB) Process	Upcoming process/entry points
Ministry of Women Affairs gender and Community Development	Yes	Draft Gender Policy reviewed 2013 and is before cabinet	Yes, currently developing one parallel to the national policy review process	Yes, aligning to Gender Protocol in the revised policy	<ul style="list-style-type: none"> • Policy reviews • Capacity building initiatives • Budget Analysis processes and feedback • Sectoral budgeting process 	<ul style="list-style-type: none"> • Gender Policy Review • Alignment of laws with the new Constitution • Finalisation of the National Gender policy. • Costed action plan to go with the policy to include gender based violence. • Strong engagement and buy-in with policy makers. • Annual Budget Process - Fiscal year.

Source: SADC Gender Protocol Regional Barometer 2013.

Table 10.1 shows that Zimbabwe has a gender machinery that fosters gender integration in national development plans. The national gender policy, which is aligned to the SGP, has been reviewed by stakeholders and is awaiting Cabinet review and approval. The national gender policy will need a costed action plan that includes gender-based violence.

Implementation of the SADC Protocol at local government level

In March 2013, a jamboree of a different kind took place in the Zimbabwean capital city of Harare. More than 100 participants from across the country's ten provinces came together to illustrate that the articles and provisions of the SADC Gender Protocol are more than just targets on paper. The SADC Gender Protocol@Work Summit showcased the work of the country's local government urban and rural councils

that often is under the radar of the media and the public.

Most of the female and male participants in the March 2013 summit came from the 21 councils in Zimbabwe that are part of the GL's Centres of Excellence (COEs) for Gender in Local Government project. The work presented ranged from programmes at the local level to eradicate GBV to programmes to mainstream gender in community development, to provide access to micro-financing, to increase women's leadership in the councils, as well as initiatives to promote eco-friendly, sustainable development for communities, among others (see Table 10.2).

The 16 winners (13 women and three men) from the local authorities and the media - proceeded to the regional SADC Gender Protocol@Work Summit held in April 2013.

Table 10.2: Summary and analysis of projects emerging from the COEs in Zimbabwe

Name of COE	Project name and description
Beitbridge	Going green, going clean
Bulawayo	Eradication of GBV through technology
Chegutu Municipality	Leadership - Melania Mandeya
Chiredzi Town Council	Gender mainstreaming & community development
Goromonzi Rural District Council	In pursuit of healthy living
Gweru City Council	Mtapa Urban Renewal And Homeownership Scheme
Kadoma City Council	Women & Solid Waste Management- Climate Change & Sustainable Development
Kariba Municipality	A Campaign to end GBV; LED- Flea Market Project, Sexual & Reproductive Health, HIV&AIDS
Kwekwe City Council	Mainstreaming gender in recruitment, selection and provision practices at Kwekwe City - Council Constitutional, Legal Rights & Governance
Makoni Rural District Council	Local government leadership
Masvingo City Council	New development fund for micro-finance access
Ruwa Town Council	Nora Valley Water Pipeline Project
Zvimba Rural District Council	Resuscitation of Nutrition Garden Project- Education & Economic Development

Source: Learning by Listening: Gender in Local Government COE Verification and Summit Findings, April 2013, Gender Links.

Table 10.3 highlights the best practices of gender mainstreaming that were presented by the councils at the Zimbabwe SADC Protocol@work summit.

Table 10.3: Zimbabwe case studies and winners 2013

Category	Number of Entries	Winners National- Name of Org	Winners Regional- Name of Org	Brief Description
Climate Change	5	Ruwa Town Council		Nora Valley Water Pipeline Project. Ruwa Town Council is a water stressed town. It has been facing acute water shortages for the last 15-20 years. Council has embarked on a bid to construct a water pipeline project to augment water services in the town.
Constitutional and Legal Rights (Alliance)	3	Women's Coalition		Working for constitutional and legal rights in Zimbabwe Project. The main thrust of this project was raising awareness, mobilising women to participate, engaging policy makers and bringing women together.
Constitutional and Legal Rights (Local Government)		Kwekwe City Council	Kwekwe City Council	This project centered on the creation of jobs for women in council through the intervention of the council's affirmative action.
Education and Economic Development - Alliance	10	Women's Trust		Providing Livelihoods to Albinos. Recognising the needs of Albino children was the main focus of this project. As a disadvantaged and often marginalised group, the project sought to give Albino children equal opportunity in education. This project has seen the Trust manage to give marginalized Albino children an education by paying for their tuition as well as providing food and in some instances transport.
Education and Economic Development - Local government		Masvingo City Council	Masvingo City Council	New Development Fund. This project is the brain child of the twinning arrangement between Masvingo City Council and Kernan in Germany,

Category	Number of Entries	Winners National-Name of Org	Winners Regional-Name of Org	Brief Description
				which contributed \$7000 into a revolving fund to assist in the re-establishment of a microcredit revolving fund to service clients in the informal sector of Masvingo City.
Gender Based Violence (GBV) and Conflict Resolution - Alliance	5	Fatherhood Peace project		Building a culture of GBV Prevention through village dialogue on Girls rights. This Project was a case study born out of a baseline survey by the organisation to defend the rights of the girl child and raise awareness on GBV. It sought to reduce the incidence and impacts of violence against vulnerable girls in Mutasa through the transformation of traditional leaders, church leaders, men, boys and the greater members of the community.
Gender Based Violence (GBV) and Conflict Resolution - Local Government		Gweru City Council		Mtapa Urban Renewal and Homeownership Scheme. This council project has been running for the last 32 years. Council embarked on an initiative to upgrade housing units in Mtapa suburb. This area has seen people living in very small housing units without proper sanitation.
Media Content - Print	7	Thandeka Moyo of Chronicle	Thandeka Moyo	Women's Silent Cries. The media articles submitted brought awareness of GBV through a story on how a family was affected by GBV.
Media Content - Radio	4	Emmanuel Nkomo of Radio Dialogue		Radio A Mouthpiece for domestic violence victims. The artefact highlighted in depth radio interviews on the prevalence of GBV in one locality in Bulawayo City. It sought to bring awareness on the need to curb GBV in the town.
Sexual and Reproductive health, HIV/AIDS - Alliance	2	Women's Action Group	Women's Action Group	The project promoted networking among organisations, and the activities which were carried out during the implementation of the project shows that they were informed through baseline survey so that intervention was appropriate and responsive.
Sexual and Reproductive health, HIV/AIDS - Local Government	3	Goromonzi Rural district Council	Goromonzi Rural district Council	The Construction of a Clinic. The case study is an initiative of the benevolence of council, whose mandate is to provide services to the community they serve. Following the shortage of health facilities, the council constructed a Rural Health Centre.
Local Government COE - Best Perfomer Rural	11	Zvimba Rural District council	Zvimba Rural District council	COE councils were judged in this category, whose main focus was on mainstreaming gender into policy.
Local Government Leadership	4	Melania Mandeya of Chegutu Municipality		Leader with a difference. The case study highlighted the initiatives undertaken by this Gender Focal Person (GFP) in advancing gender issues both at the workplace and in the community.
Total	54			

Chiredzi Town Council prioritises gender mainstreaming in service delivery

Long stretches of sugar plantation forests seem redundant as you drive on the highway, but this cash crop is only a veil. Beyond these plantations lies a community that is vibrant and striving to attain equality and development. Chiredzi is a sugar growing investment area. It prides itself for having some of the largest sugar plantations in Africa. It is located in the Masvingo Province, 201 km from Masvingo Town. The Town Council is one of the biggest institutions in Chiredzi in terms of the number of people it employs, the volume of services it provides to the public and the public utility works it carries out.

The Chiredzi Town Council is not only a local government centre of excellence in terms of gender issues, but is also a focal point in terms of tourism development in Zimbabwe. People in this sugar-growing hub of south east Zimbabwe are engrossed in the Southern African Development Community (SADC) Protocol on Gender and Development. They are implementing their action plan, and are strictly guided by this protocol.

In 2012, and at the time of presenting their case study at the 2013 summit in Zimbabwe, Chiredzi Council had 9 councillors, 7 males and 2 females. "We need women to be confident enough to get into politics and run for elections. We are putting the framework for them and it is now up to them to run for elections or apply for positions in council," says Owen Gwasira, the auditor and gender focal point at the council.

Though lagging behind in numbers, these two female councillors are empowered to discuss and respond to concerns in the community. They are community savvy and are able to put gender issues on the agenda. These women stand up for the vulnerable in their community as they monitor local police action on gender based violence, help fight legal battles, promote women's economic empowerment and manage to mainstream gender in all aspects of council operations.

It is noteworthy that the council had a vibrant and illustrious gender champion, former Councillor Bernadette Chipembere, who defends the gender agenda in her town. She is instrumental in sensitising the community about the SADC protocol gender provisions.

Chipembere has taken the 50/50 campaign door to door, spreading the word and making sure that what is on paper is translated on the ground for all the women in the community to get on board. She has come up with innovative ways of teaching the community, through dramatising all 28 targets of the protocol. The local



Owen Gwasira, Chiredzi Town Council gender focal person receiving award for the Gender Based Violence response category during the Zimbabwe Gender Justice and Local Government summit held at Kadoma Hotel & Conferencing Centre; Zimbabwe, 2012.

Photo: Loverage Nhamoyebonde

women in this town are well informed, and no bureaucrat could ever challenge them in discussing what this protocol entails and which tenets of the protocol they are responding to in their line of work. Unquestionably, Chiredzi Town Council is one of the most informed councils, which has translated to an informed citizenry.

The chief point of engagements with the public is through the councillors. They get information from the constituency and they share with council. The Chiredzi Town Council has been actively involved in women's empowerment projects. One of the most notable projects is the women in small-scale mining project. The project assists women in finding opportunities in mining, and linking them up with investors.. Key to the success of this project is the gender champion's level of commitment and the support from the council hierarchies.

The council has also been able to empower the community through land and housing to ensure sustainable development. Over 1090 residential stands were allocated in the previous year. Housing Cooperatives such as Kushinga and Kubatana housing cooperative cater for the needs of poor women and men in Chiredzi. Through these cooperatives, this authority is helping the community to attain the basic human right to shelter. Tendai Jingura a member of the Kushinga Housing cooperative attests to council's commitment in giving people land.

"To alleviate the burden of paying our hard-earned cash into the purchasing of stands, the council introduced us to cooperatives. Thirty of us gathered to form

Kubatana Housing cooperative," says Jingura. We contributed USD \$50 from 2011 to 2012 into the cooperative for paying and servicing our stands. I would not have achieved this alone, thanks to Chiredzi Town Council. Seven women in our cooperative are now house owners, which is a big step towards their empowerment," she continues.

Council's major areas of improvement have been in the water and sanitation sector. Council has been working with UNICEF, which has provided them with funds to be able to increase their water pumping capacity and install boreholes. This will alleviate the water shortages that have been faced. Some of this funding will be taken to cholera interventions and refuse removal.

"Council has no resources now. However, we are working in conjunction with partners to get support of projects." Gwasira admits that council accountability and transparency is an advantage as they source funds. Council has two gender focal persons. Precious Mutsetse and Owen Gwasira are both in middle management. They have both won awards in showcasing their best practises in the HIV and AIDS and care work category and GBV response categories respectively. With such focused people in the forefront, the council has been able to spearhead all its mainstreaming and start implementing their policy more strategically. Gender issues have been put onto the map. A budget for women related issues has increased as this is now recognised officially.

The local authorities' COEs process in Zimbabwe is one of the best examples of implementation of the SADC Gender Protocol. Two of the objectives of the Zimbabwe COEs programme are directly related to the SADC Gender Protocol. These are²:

- Raise support for the roll out of the COE's to at least half of Zimbabwe's 92 councils by 2015, the deadline for the achievement of the 28 targets of the SADC Protocol on Gender and Development. This rollout started with 10 councils in 2012;
- Popularise and enhance application of the SADC Gender Protocol through the village workshops that accompany the COEs and incorporating its targets in the local action plans in order to increase community outreach and impact of the Protocol@work.

The COEs also will use the evidence from the Violence Against Women baseline study to inform their programmes and initiatives at the local level, contributing to the country's efforts to achieve the SADC Gender Protocol target of halving GBV by 2015.

In Zimbabwe, 23 councils have joined the COE process and an additional 10 are targeted for 2013. The COE councils in Zimbabwe serve a population of 6,230,157. They engage 396 councillors, of whom 83 (21%) are women. The COE process has so far included 18 SADC Protocol Village workshops giving the community a chance to understand the SADC protocol.

Table 10.4: COE councils in Zimbabwe

Pre-2012 target councils	2012/13 target councils
Beitbridge	Chimanimani RDC
Bulawayo	Goromonzi RDC
Chegutu	Hurungwe RDC
Chiredzi	Karoi
Chitungwiza	Kwekwe
Gweru	Kadoma
Harare	Shurugwi Town Council
Kariba	Tongogara RDC
Makoni RDC	Manyame
Masvingo	Bindura Town Council
Ruwa	Bindura Rural Council
Victoria Falls	Gwanda Town Council
Zvimba RDC	Filabusi Rural Council
	Umguzza RDC

Source: Learning by Listening: Gender in Local Government COE Verification and Summit Findings, April 2013, Gender Links.

Table 10.4 maps the target COE councils in Zimbabwe. The COE process was started initially in 14 councils and is now cascaded to 27 councils. The process is championed by gender focal persons and gender champions in the councils to ensure that gender is mainstreamed in service delivery. Through the action planning process, the councils are able to develop and cost a gender mainstreaming plan that is gender responsive and incorporates the 28 targets of the SADC Gender Protocol.

² Learning by Listening: Gender in Local Government COE Verification and Summit Findings, April 2013, Gender Links.

How the SADC Gender Protocol has changed my life

I first heard about Gender Links (GL) through the council Gender Focal Person (GFP) Fainesi Shamhu. She was talking to colleagues about the SADC Protocol in 2012 after attending and participating at the GL National and Regional Gender Justice and Local Government Summit. She was explaining governance issues and women's political participation and decision-making. I got a copy of the SADC Protocol which I am now using to talk to the communities I work with.

I believe the protocol has opened up our minds as women. I am more conscious about gender issues. There has been notable change to my life, this council and the community that I can bear testimony to. Due to gender mainstreaming initiatives, council has taken affirmative action steps to register houses/ stands in both spouses' names. The housing application forms are now sex disaggregated. Personally, getting to know about gender issues has been an eye opener. I used to look down upon myself. Through the education I have been empowered and I am very confident.

I am now the chairperson of the Political District; unanimously elected, unopposed. In the past I would have been afraid to take up such positions. I now know that you can contest with men and challenge them even at work. Most important, I have learnt that there is need for behaviour change. I have acquired



Councillor Mugabe (left) and Denicah Makota (right) celebrating at the 2013 Zimbabwe SADC Gender Protocol summit. *Photo: Colleen Lowe Morna*

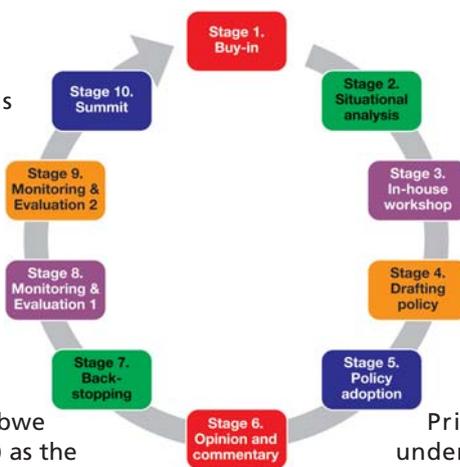
information and have the ability to act on the knowledge that I have acquired. This is the first time that I am meeting someone from Gender Links but I know that they are the proponents who move the SADC Protocol.

Denicah Makota, Executive assistant, Parliamentary Constituency information Centre, Zvimba, Zimbabwe

The COE process

The ten-stage COEs process brings together research, policy, action plans, on the job support and capacity building in a unique model that gives local expression to the 28 targets of the SADC Protocol on Gender and Development - the sub regional roadmap for MDG 3 (gender equality). As is the case with the MDGs, these targets are to be achieved by 2015.

GL Zimbabwe works with the Zimbabwe Local Government Association (ZILGA) as the umbrella body of the Urban Councils Association (UCAZ) and the Association of Rural District Councils of Zimbabwe (ARDCZ). In addition the COEs initiative is strongly supported by the Ministry of Local Government, Urban and Rural Development which has given its support for the roll-out of the COEs process to all 92 councils - 32 urban and 60 rural- in the country. The COEs initiative in Zimbabwe is supported by the Swedish International Development Agency (Sida).



The Gender Focal Persons and Gender Champions in the councils are central to the sustainability of gender in the local authorities' work. Almost all councils in Zimbabwe have Gender Champions, who are trained in the COE process, and they are responsible for the SADC Gender Protocol Village workshops and community mobilisation linked to this.⁴

Prior to the summit, GL Zimbabwe undertook an on-the ground verification exercise of the COEs where evidence of progress was gathered and an update scoring exercise done through the local government scorecard. The verification exercised is benchmarked using the council action plans, which include the gender based violence plan all based on the SADC Protocol on Gender and Development. The average baseline score for councils in Zimbabwe as measured by the Gender in Local Government Score Card is 58%.

⁴ Learning by Listening: Gender in Local Government COE Verification and Summit Findings, April 2013, Gender Links.

COEs walk the talk

There is increasing evidence and documentation of the gender-responsive impact the COEs process is making both within the councils' structures and in the communities they serve. Some of the ways in which the process is engendering governance at the local level are as follows:

Higher representation of women in COE Councils and some excellent case studies of the 50/50 campaign:

An analysis shows that women constitute an average of 22% in the COE councils, compared to the overall country average of 18%. This ranges from 8% in Harare to 50% in Tongogara; the only gender balanced council in Zimbabwe and a reminder that the 50/50 can be achieved.

Women leadership is now taken seriously in the COEs:

Even where women councillors are scarce, their voices are being heard in decision-making in the COE's. For example, the only female councillor in Ruwa sits on all but one committee of council. She also is the chair of the finance committee.

Ending GBV in localities: The number of case studies presented during the 2013 summit showed commitment by councils to reduce GBV prevalence. For example in Gweru, the upgrading of Mtapa flats to family style units is envisaged to reduce overcrowding and subsequently GBV prevalence. Councils are holding education campaigns on GBV through cyber dialogues (Bulawayo), and marches against GBV (Kariba).

Local economic empowerment is evident in the COEs through concerted council efforts to combine projects such as recycling with empowerment.

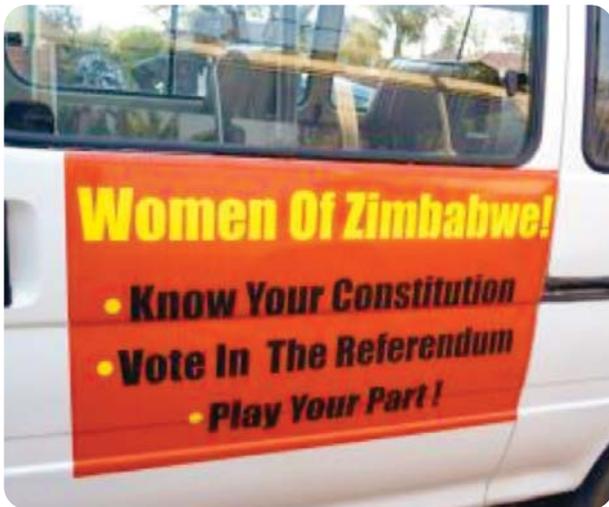
In Masvingo, women have been linked to microfinance through the New Development Fund. This has enabled women to access small to medium business opportunities in the municipality. Kariba has built flea markets for women informal traders.

Gender in council budgets: As a result of the COE process, councils have specifically designated \$52 530 for gender projects in the current financial year. The highest is Zvimba - \$28,580 allocated by the Council to promote gender equality in the 2013 budget. While these amounts are relatively small, they are symbolically significant - an important indicator of "putting your money where your mouth is." Councils have also contributed to COE logistic costs.

Gender structures established in all COE's: Emerging gender structures include departmental gender focal persons forming gender committees, which feed back to council committees such as the health and human resources. Councils are also backed by gender champions who are the politicians directly interfacing with people on the ground. Some councils - Ruwa and Chiredzi - have male gender focal persons.

Source: Learning by Listening: Gender in Local Government COE Verification and Summit Findings, April 2013, Gender Links

The Southern African Gender Protocol Alliance in Zimbabwe



Women's Coalition of Zimbabwe minibus plastered with messages to encourage women to vote 'yes' in the constitution referendum, 2013.
Photo: Women's Coalition of Zimbabwe

The now eight-year-old Alliance networks gender equality, women's rights, men's groups, faith-based organisations, among others, from across the region. These groups are the "eyes and the ears" at the national level, watching their governments' implementation of the SADC Gender Protocol at all levels.

The Alliance's network includes focal networks within countries, and nine theme clusters led by organisations with a comparative advantage in the cluster area they lead. The cluster leaders constitute the Steering Committee, and in August 2011, the Alliance elected a sub-committee called the Think Tank, comprising five senior members who oversee the day-to-day work of the Secretariat, which is located in Gender Links.

While the Alliance coalesces around the SADC Gender Protocol and the achievement of its 28 targets, it has become the basis for a movement of gender equality and women's rights activists across the region who use the Protocol to mobilise a unified 'voice' for political accountability to advancing gender equality and women's rights in the region. It has documented part

of its story in *Roadmap to Equality*, yet still sees the adoption of the Protocol as the start of the story for making the document change the lived realities of women across the region.

In Zimbabwe, the Women's Coalition of Zimbabwe (WCoZ) is the national focal network for the Alliance, and Zimbabwe is home to the leaders of two cluster groups - ZWRN for Economic Justice and the Women in Politics Support Unit (WIPSU) for Governance. These organisations continue to spearhead at the national level many of the campaigns and initiatives that drive the implementation of the Protocol's articles and provisions. And, where there are gaps, they bring together organisations within the women's movement to launch advocacy and lobbying campaigns for change.

In 2012, WCoZ organized a high-level launch of the first-ever published SADC Gender Protocol Barometer country report and has been pivotal to ensuring that the 2013 country report is published as a record of the historical changes that took place during the year that provide a window of opportunity for women to push their agenda further.

The national structures of the Alliance will provide the country's new Gender Commission with a strong civil society constituency with the knowledge and 'no-how' on how to keep track of the government's progress at national and local levels.

In 2013, WCoZ embarked on nationwide community meetings to popularise the SADC Gender Protocol. In addition, the focal network held a country level meeting to strengthen the country networks through thematic clusters. The mapping exercise is still ongoing and the country structure that will emerge will be shared with other country alliance networks.

Advocacy

High level advocacy with a focus on three strategic campaigns - 2009 - 2012+



The Alliance at regional level is focussing on three campaigns: the 50/50 campaign (see Chapter two), campaign for an Addendum to the SADC Gender Protocol on gender and climate change (see Chapter 11) and reducing gender violence by 50% by 2015 (see Chapter five). Major recent

successes include quotas for women in local government in Mauritius (see governance section) as well as in parliament in Zimbabwe. The SADC Gender Ministers meeting in Maputo in February 2012 agreed to "consider a proposal to develop an addendum to the SADC Protocol on Gender and Development on Gender and Climate Change."

Going forward, Zimbabwe will actively participate in two main campaigns: campaign for an Addendum to the SADC Protocol on gender and climate change; and reducing gender violence by 50% by 2015.

Direct and indirect beneficiaries

During the year under review the Southern African Gender Protocol Alliance held seven meetings in Zimbabwe. About 316 people attended the meetings. Of these, women comprised 199 (63%) and 117 (37%) were men.

The Alliance continues to reach out via the list serve, website, new media and publications to Zimbabwean users.

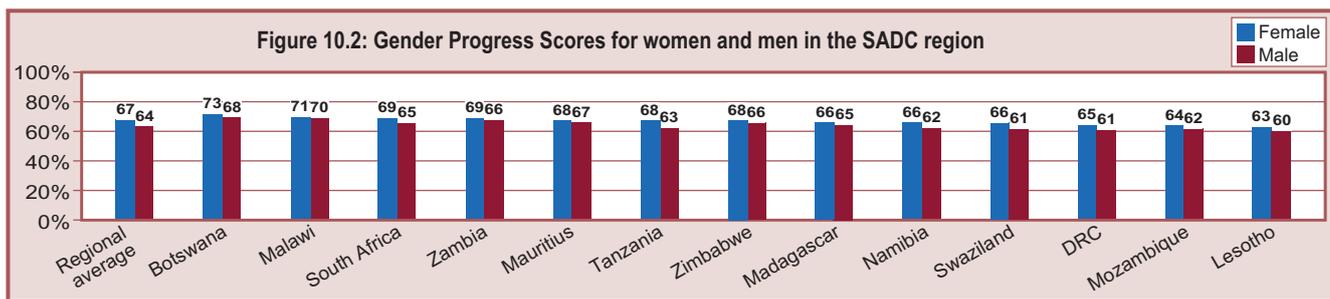
Monitoring and evaluation of the SADC Gender Protocol in Zimbabwe

There are five main monitoring and evaluation tools that the Alliance uses to measure change:

- The SADC Gender and Development Index (SGDI) developed and used in the Barometer since 2011.
- Citizen score cards (CSC) calculate citizen perceptions. In 2013, 275 Zimbabweans completed the CSC, 63% women and 37% men.
- Knowledge quizzes measure the extent of women and men's knowledge of the SGP to see if advocacy efforts have made a difference. A total of 2202 citizens completed the quiz, 67% women and 33%.
- Attitudes quizzes measure the extent to which gender attitudes are becoming more progressive.
- The SADC Gender Protocol@Work provides examples of good practices that demonstrate application of Protocol articles in the work of organisations and individuals across all sectors. The Zimbabwe summit saw 90 case studies being presented.

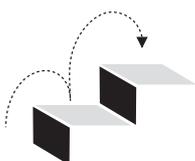
The Gender Progress Score (GPS)

The Gender Progress Score has evolved from a 20 question attitude survey derived from the GL's GBV baseline survey. A total of 4699 citizens in Zimbabwe participated in the GPS: 67% women and 33% men.



Source: 2013 SADC Gender Protocol Barometer .

Figure 10.2 shows that overall, women in Zimbabwe (as with the rest of SADC countries) scored higher than men, but only marginally so. This shows that public education and awareness aimed at changing attitudes needs to be intensified for both women and men. The scores for Zimbabwe are 68% for women and 66% for men.



Next steps

- Evidenced-based policy development and programming is essential for putting in place strategic measures to meet the targets of the MDGs and of the SADC Gender Protocol. The Alliance in Zimbabwe should lobby for a stronger use of sex-disaggregated data by all entities in the public and private sector.
- National campaigns and IEC programmes are needed to increase the population's knowledge and awareness of the SADC Gender Protocol and CEDAW. The Alliance should spearhead campaigns at different levels to take the Protocol to the people.
- Engage with the international community on the Post-2015 Agenda, focusing on rallying the Zimbabwean government's support for a Stand Alone Goal on Gender Equality.
- Engage the national machinery to develop a costed national gender action plan.
- Renew and intensify advocacy and lobbying for GRB and for stronger gender-responsive economic policies and frameworks.
- Strengthen Parliamentary oversight to complement the Gender and Human Rights Commissions monitoring of the implementation of the gender equality and women's rights provisions in the new Constitution.
- Institute a civil-society-based mechanism to monitor and document the violations of women's rights.



Traditional dance group-celebration of international women's day in Binga, 2011.

Photo: Patricia Made