

## ANNEX C: MEDIA COE WORKSHOP REPORT

<b>Country</b>	Zimbabwe
<b>Name of media house</b>	Zimpapers/Manica Post
<b>Stage</b>	7: Backstopping and Training
<b>Date</b>	20-21 November 2014
<b>Venue</b>	Manica Post, Mutare
<b>Partners</b>	
<b>Programme</b>	Attach final programme as Annex A.
<b>Participants</b>	Attach participants list as Annex B.
<b>Key points made in the inputs and discussion</b>	<ul style="list-style-type: none"> <li>- Realizing that SGP is not an instrument derived externally but that Zimbabwe participated in the process</li> <li>- That SGP targets provide a useful guide in developing diaries as one can follow many issues</li> <li>- There has been a slight improvement in reporting gender, but there is no room for complacency and it is not female journalists only who should be sensitive</li> <li>- That all stories can be made into a gender story by analyzing the perspective of women, men, boys and girls</li> <li>- that the constitution confers rights that journalists can analyse from a gender perspective</li> <li>- the gender equality sensitization approach of including men is commendable</li> <li>- there is need to target Owners/Editors/Senior managers in training as they determine policy and may ignore the good work</li> <li>- that there is need to understand that gender issues require ongoing analysis not once off or based on events</li> <li>- there is more reporting on GBV although there is still evidence of bias</li> <li>- issues of sexual harassment within labour and community in general need coverage but are difficult to prove</li> </ul>
<b>Outputs</b>	<p>Story ideas on: gender discrepancies in remuneration of sportspersons in Zimbabwe; power dynamics in council leadership in Mutare pegged on the attack by councilors of the female Council Secretary; Sexual harassment rife as carpet interviews increase with unstable economy; focus on the challenges facing the boy child; comparison of sentences given to murderers and the gender dimensions e.g. waiver on death sentence to women, youths under 21 and those over 70; Why women in violent situations may not speak out; Debunking assumptions by the women activists on stereotypes and what women want; implications of constitutional provisions on gender equality to those practicing cultural traditions;</p>
<b>Comments on Knowledge and Attitudes Protocol quiz and discussions</b>	There is increasing awareness of gender issues, recognition of stereotypes and how these result in discrimination among women and men.

<b>Comments on media house scorecards</b>	Gender awareness appears to be ingrained within the Manica Post staff although a few had strong feelings against the equality principle.
<b>List of M and E forms and tools administered and sent to Gender Links</b>	Evaluation form