

# ZIMBABWE



Patricia Made - Board member



Priscilla Maposa - Country Manager



Kevin Chiramba - Senior Programme Officer



Abigail Karikoga - Finance Officer



Tapiwa Zvaraya - Monitoring and Evaluation Officer

Country	Zimbabwe
Board Member	Patricia Made
Staff Members	Priscilla Maposa - Country Manager Kevin Chiramba - Senior Programme Officer Abigail Karikoga - Finance Officer Tapiwa Zvaraya - Monitoring and Evaluation Officer
When registered	March 2012
Alliance focal network	Women's Coalition of Zimbabwe
Government COEs	33
Media COEs	2
Key partners	Ministry of Local Government, Urban and Rural Development; Ministry of Women Affairs, Gender & Community Development; Women's Coalition of Zimbabwe; Swedish Embassy; UNWOMEN; Zimbabwe Local Government Association- Association of Rural District Councils of Zimbabwe (ARDCZ); Urban Councils Association of Zimbabwe (UCAZ); and International Centre for Local Democracy.

## Protocol@Work Summit facts

- 92 participants - 68 female, and 24 male.
- 67 Entries - 56 females and 11 men from nine categories.
- Three male and six female runner-ups.
- Ten female and two male winners.
- Ten councils, two faith-based organisations, three media houses, two government ministries and two members of parliament represented at the summit.
- The Summit was recognised by Lars Ronnas the Swedish Ambassador to Zimbabwe as a great learning platform for sharing good practices on gender mainstreaming.

The Zimbabwe Office has grown in leaps and bounds since its registration in 2012, managing to secure funds for the continued roll out of the COE programme. In addition considerable success has been seen as the office managed to undergo a standalone audit. The office was blessed with more capacity in the form of a new senior programmes officer, which will go a long way in improving GL's work both in quality and quantity.

### Key achievements

- The office underwent a successful financial audit sanctioned by the Swedish Embassy which culminated in the successful acquisition of three-year funding grant to further implement the COE process in Zimbabwe.
- GL Zimbabwe managed to extend the roll-out of the COE programme to 33 councils both urban and rural covering all the ten provinces of Zimbabwe. Despite the harsh economic environment, some councils have been able to implement their action plans by setting aside some of their budgets for gender mainstreaming which demonstrates ownership and commitment to the process. As per the 2014 verification exercise, COE councils managed to set aside a total of USD 189 000 for gender activities. This is commendable considering the evolution of the COE process.
- The office managed to roll-out the entrepreneurship programme in ten councils. This saw a considerable number of women survivors of violence receiving basic business skills. These emerging entrepreneurs managed to come up with vibrant business plans and proposals, and some have started their own businesses.
- GL Zimbabwe hosted two district summits and a National Gender Summit which proved to be of great value as it highlighted the work that councils and Alliance partners were undertaking at institutional and grassroots levels. In addition the summits saw the coming together of various players including emerging entrepreneurs as well as faith-based organisations. This served as a platform for creating networks and synergies amongst the various players.
- Capacity building of gender focal persons through COE process has helped councils to appreciate the roles being played by these people and most of them have been elevated to senior management positions. Gender Links would like to congratulate Melania Mandeya- former focal person for the Chegutu Municipality- who has been instrumental in advancing the COE process, and has been appointed as Town Clerk for the Gokwe Town Council.
- The Swedish Embassy requested a field visit to one of the COE councils in order to better understand the programme. The Embassy randomly selected the Makoni Rural District Council. The success of this visit proved to be vital in enabling GL Zimbabwe to secure further funding for the continuation of the COE process.
- The partnership with the International Centre for Local Democracy (ICLD) helped profile the work that GL does in Zimbabwe and across the region. It also created a platform for GL to expand its reach and strengthen relations with the Swedish Government. The field visits to Kenya and Sweden by the 24 female councillors will go a long way in improving the leadership skills and capacity of the Women in Local Government Forum (WLGf).

- In partnership with the Alliance, GL Zimbabwe launched the Regional SADC Gender Protocol Barometer at the SADC CNGO Network. This also provided an opportunity for GL and the Alliance to push for a stronger post-2015 gender agenda at the SADC Heads of State and with the former Minister of Women Affairs Gender and Community Development - Oppah Muchinguri.

### Key challenges

- Some of the GL partners were negatively affected by the difficult economic climate which delayed process and deliverables.
- The internal roll-out of Pastel Evolution proved tedious and the office experienced many system glitches that slowed down work in the finance department.

### Lessons learnt

- Male involvement in the COE process is key and their support is essential for changing mind-sets and advancing long-term change.
- Fostering partnerships is very important for sustainability and the survival of any organisation. For instance the Swedish Embassy facilitated the partnership between GL and ICLD.
- Team spirit and commitment is critical for success and smooth programme functioning.
- Programming should go beyond workshops and policy development and must be rolled out at the grass-roots level. Councils are willing to implement their action plans, but they lack the necessary funding.

### Key priorities for 2015

- Establish new partnerships and strengthen existing ones. The NGO field is a diverse field that is constantly changing. As such it is prudent that GL Zimbabwe continues to build relationships with new partners who work in similar programmatic areas. It is also essential that GL Zimbabwe strengthens existing partnerships as these have proven to be essential for enabling a good working environment in Zimbabwe. GL must continue working with WLGf and try to lobby for local government quota.
- Complete the entrepreneurship stages with the ten councils currently undertaking the programme.
- Cascade the COE process in line with the Swedish Embassy requirements. GL Zimbabwe is aiming to work with 53 councils by the end of 2015.
- Backstop and strengthen COE councils. GL Zimbabwe is looking to improve the interface with their current and previous COE councils. In addition there is need for councils to review their gender and GBV action plans.
- Hold Training of Trainers workshops. GL intends to come up with a new model by which to cascade the COE process and this involves partnering with the Ministry of Women Affairs, Gender and Community Development, as well as the Ministry of Local Government, Urban and Rural Development.