

2017

ANNUAL REPORT



**Zimbabwe
Gender
Commission**

Contents

Abbreviations	4
Letter to Parliament	5
Foreword by the Chairperson	6
Who we are?	8
Mandate	8
Vision, Mission and Values	8
ZGC Commissioners	9
Executive Summary	13
Section One: PUBLIC EDUCATION AND AWARENESS	14
1.1 Provincial Gender Dialogues	14
1.1.1 Women's Political Participation and Representation in Decision-Making	14
1.1.2 Gender and Economic Empowerment	15
1.1.3 Gender Dimensions of Social, Religious and Cultural Practices	16
1.2 The Inaugural National Gender Forum	18
1.3 Increasing Public Awareness and Education on Gender Based Violence	20
1.3.1 GBV in Public Spaces	21
1.3.2 GBV in the Work Place and in Tertiary Institutions	22
Section Two: CONSTITUTIONAL MANDATE AND FUNCTIONS	23
2.1 Investigation of Possible Violations of Rights Related to Gender	23
2.1.1 Investigations of Sexual Harassment at Tertiary Institutions	23
2.2 Monitoring Compliance with Gender Equality Laws, Policies and Provisions in the Constitution	23
2.2.1 Environmental Scan and Monitoring of the Chiwundura By-Elections	23
2.2.2 A Gender Analysis of the 2017 Electoral Amendment Bill	24
2.2.3 Women's Representation in Leadership and Decision-Making	28
2.2.3.1 Gender Equality and Political Participation – Dialogue with Women's Parliamentary Caucus	29
2.2.3.2 Women's Leadership in the Private Sector in partnership with the Zimbabwe National Chamber of Commerce-Women's Desk	32
2.2.4 Issuing of Advisory Notes	32
Section Three: RESEARCH AND KNOWLEDGE MANAGEMENT	34
3.1 Baseline Survey -Gender Composition of Staff in Government Ministries and Parastatals	34
3.2 Website Development	34
Section Four: INSTITUTIONAL CAPACITY STRENGTHENING	34
4.1 Communications and Media Training	34
4.2 Participation in International and Regional Conferences	35
4.2.1 61st Session of the Commission on the Status of Women (CSW)	35
4.2.2 Ninth African Union Gender Pre-Summit	35
4.2.3 Stakeholder Engagements	35
Section Five: 2018 STRATEGIC AREAS OF FOCUS	35
5.1 Public Education and Information	35
5.2 Investigate possible violations of rights related to gender	36
5.3 Research and Knowledge Management	36
5.4 Monitoring Compliance with All Gender Equality Provisions in the Constitution, Laws and Policies	36
5.5 To Monitor State and Private Sector Institutions Compliance with Gender Equality Provisions in the Laws and Policies and Gender Related Conventions	36
5.6 Institutional Capacity Strengthening	36
Section Six: AUDITED FINANCIAL STATEMENTS	37

Abbreviations

AIDS	Acquired Immuno-Deficiency Syndrome
AU	African Union
CEDAW	Convention on the Elimination of Discrimination Against Women
CEO	Chief Executive Officer
CSO	Civil Society Organisation
CSW	Commission on the Status of Women
CUT	Chinhoyi University of Technology
FBO	Faith Based Organisations
FSN	Female Students Network
GBV	Gender Based Violence
GPRS	Gender Responsive Public Services
HIV	Human Immuno-Deficiency Virus
IC	Independent Commissions
IEC	Information Education and Communication
ILO	International Labour Organisation
IT	Information Technology
KRA	Key Result Area
MP	Member of Parliament
MWAGCD	Ministry of Women Affairs, Gender and Community Development
MSU	Midlands State University
NANGO	National Association of Non-Governmental Organisations
NGO	Non- Governmental Organisation
NPA	National Prosecuting Authority
NUST	National University of Science and Technology
SADC	Southern Africa Development Community
SDG	Sustainable Development Goal
UN	United Nations
UNDP	United Nations Development Programme
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VFU	Victim Friendly Unit
ZEC	Zimbabwe Electoral Commission
ZERA	Zimbabwe Energy Regulatory Authority
ZGC	Zimbabwe Gender Commission
ZIMRA	Zimbabwe Revenue Authority
ZITF	Zimbabwe International Trade Fair
ZNCC	Zimbabwe National Chamber of Commerce
ZRP	Zimbabwe Republic Police
ZWLA	Zimbabwe Women Lawyers Association

Letter to Parliament

In terms of Section 323 of the Constitution of Zimbabwe Amendment (No. 20) Act of 2013, all State Institutions supporting Constitutional Democracy are required to submit an Annual Report to Parliament on their activities through the responsible Minister.

Accordingly, the Commission would like to present its second Annual Report to Parliament for your consideration. The Zimbabwe Gender Commission hopes that you will find this report informative in creating a roadmap for gender equality in Zimbabwe.



M. Mukahanana-Sangarwe
Chairperson of the Zimbabwe Gender Commission

Foreword by the Chairperson



Mrs Margaret Mukahanana-Sangarwe

It is my pleasure to present our Second Annual Report for the period 1 January 2017 to 31 December 2017.

During the period under review, the Zimbabwe Gender Commission covered a significant number of milestones contained in this report.

Milestones recorded in 2017 were in line with the Strategic Plan and Annual Plan, guided by the key focus areas of:

- Public Education and Awareness
- Investigations of possible violations related to gender
- Research and Knowledge Management into issues related to gender justice
- Monitoring Compliance with all gender equality provisions in the Constitution, laws and policies; and
- Institutional capacity strengthening.

Key milestones during the year under review include the enhanced visibility of the ZGC to all its stakeholders. To realize this, the ZGC conducted several Provincial Dialogues building awareness on the importance of promoting and protecting gender equality in line with the National Constitution, as well as regional and international instruments to

which Zimbabwe is party. The hosting of the first ever National Gender Forum is a milestone which facilitated the bringing together of strategic players in the country's economy from far and wide, across government, business and the civil society actors. The forum set the tone for ZGC's interventions in promoting gender equality in the different spaces in Zimbabwe. Visibility was further enhanced by ZGC's active participation at regional and international forums, claiming the space as well as learning from other regions how they had made impact in promoting gender equality.

To reflect its commitment to action, the ZGC continued receiving for investigation gender-related cases at the workplace, sexual violence and marital disputes, among others. Through its presence at various public forums, ZGC made known to members of the public about its complaints handling and investigative function. Hence the mixed bag in terms of the nature of complaints as well as the cross section of complainants who included male and female clients.

In light of the pending election, the ZGC played a pivotal role in analyzing the Electoral Amendment Bill (2017) through a gender-lens, and subsequently dialoguing with the women's Parliamentary Caucus and women interested in politics and decision-making at different levels. This was all part of its role of monitoring compliance with gender equality provisions in the Constitution, laws and policies. In addition, the Commission conducted a Baseline Survey on the "Gender Composition of staff in Government Ministries and Parastatals" in March 2017 to enable action towards striking the requisite balance.

By year end, almost all players in the gender sector were cognizant of the pivotal role of the ZGC, while society in general began to have a fair understanding of the role of ZGC as one of the five independent Commissions established by an Act of Parliament as constituted in the National Constitution.

The major challenge in the year was the absence of full time staff to ensure the implementation of the ZGC's mandate. The Commission therefore largely relied on Commissioners to double up as

policy makers as well as implementers, in some instances compromising the ZGC's ability to be fully present in broader platforms for enhanced visibility. The absence of staff impacted negatively on the ZGC's active presence at provincial level throughout the country. The Commission had to heavily rely on strategic partnerships for leads on important issues requiring ZGC attention and follow up.

However, ZGC is thrilled to report significant milestones despite the challenging operating environment inclusive of budgetary constraints. These achievements have contributed to further motivating the team, comprising Commissioners and skeletal staff, to gear up for 2018, which is effectively the third year of the ZGC Strategic Plan. While key priorities for the coming year have been drawn up, it is hoped that 2018 heralds more opportunities for women's effective participation, not only as occupants of key decision making positions, but as pivotal players in agenda setting for national development through active participation in the scheduled national elections.

Looking forward to 2018 and beyond, we will build our collaborative partnerships at national level and strengthen our networks by leveraging synergies across the Commission's programmes and initiatives.

None of the work done during the year would have been possible without the incredible support of our donors and partners. I would also like to thank the vibrant team of Commissioners and Staff, who through their hard work, passion and commitment put our vision into practice every day.



M. Mukahanana-Sangarwe
Chairperson, Zimbabwe Gender Commission (ZGC)

Who we are?

The Zimbabwe Gender Commission (ZGC) is a statutory body established in terms of Chapter 12, Section 246 of the Constitution.

The Zimbabwe Gender Commission Act (Chapter 10:31) operationalizes the ZGC, which is one of the five constitutional Independent Commissions Supporting Democracy.

Mandate

The Constitution gives the ZGC the following authority:

- To monitor issues concerning gender equality and to ensure gender equality as provided for in the Constitution.
- To investigate possible violations of rights relating to gender equality.
- To receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate.
- To conduct research into issues related to gender and social justice and to recommend changes to laws and practices which lead to discrimination based on gender.
- To advise public and private institutions on steps to be taken to ensure gender equality.
- To recommend affirmative action programmes to achieve gender equality.
- To recommend prosecution for criminal violations of rights relating to gender.
- To secure appropriate redress where rights relating to gender have been violated.
- To do everything necessary to promote gender equality.

Vision, Mission and Values

Our Vision

A just society that enjoys gender equality

Our Mission

To promote and protect gender equality through public education, research, investigations and monitoring of compliance to gender equality

OUR VALUES

Accessibility • Integrity • Accountability • Gender Sensitivity • Fairness

ZGC Commissioners

The Constitution and the ZGC Act provide for the appointment of nine Commissioners to carry out the constitutional mandate of the Commission. The Commission comprises an equal representation of four men and four women Commissioners and a Chairperson. These Commissioners were sworn into office by former President Robert Gabriel Mugabe on the 3rd of September 2015. The Commissioners for the first five year term are: Mrs Margaret Mukahanana – Sangarwe (Chairperson); Dr Paul Kadzima (Vice Chairperson); Mrs Naome Chimbetete; Mrs Tsungirirai Hungwe-Chimbunde; Mr Obert Matshalaga; Mrs Sibongile Mauye; Mr Peter Mawonera (Chief Chikwizo); Mr Victor Nkiwane; and Dr Nyepudzai Mercy Nyangulu.

The Commission has an impressive mix of qualifications, competencies and experiences that are pertinent to the advancement of gender equality and equity in Zimbabwe. The mix presents many entry points for addressing systemic gender discrimination and barriers found in social, economic, traditional, religious, political and academic settings. The following table presents the nine Commissioners and their profiles.



Mrs Margaret
Mukahanana-Sangarwe

Education

She is a holder of MBA (UZ), MSc in Natural Resources Management (Manitoba, Canada), Bachelor of Politics and Administration (UZ).

Gender Equality Area of Interest/Expertise
Gender Equality in Leadership and Decision Making.

Career summary

A Senior Career Civil Servant who worked for the Government of Zimbabwe for 33 years. The Chairperson served as Permanent Secretary in the Ministries of Environment and Tourism; and Hospitality Industry for over a decade. She is a former Chair of the Ad Hoc Working Group on Long-term Cooperative Action under the United Nations Framework Convention on Climate Change (Cancun, 2010). She is also a seasoned negotiator on international agreements and participated in the negotiations of the Rio Declaration and Agenda 21, the Climate Change Convention and its Kyoto Protocol, the Biodiversity and the Desertification Conventions and Forestry Commission of Zimbabwe. She has served on the Board of Biotechnology Zimbabwe. She currently sits on the Board for the Infrastructure Development Bank of Zimbabwe.



Dr Paul Kadzima

Education

He is a holder of PhD in Business Administration (St Linus University, West Indies), MSc in Strategic Management (St Linus University, West Indies) and several diplomas and certificates.

Gender Equality Area of Interest/Expertise

Promotion of Gender equality and empowerment of women at Community and Grassroots Level. He has a passion for the advancement of the girl child.

Career summary

The Vice Chairperson is a former Member of Parliament (MP) for Nyanga Constituency and Provincial Councillor for Nyanga-Mutasa Districts. He is a Bishop in the African Apostolic Church for Manicaland Province and is also a Doctoral Fellow Member of the Institute of Professional Financial Managers (UK).



Mrs Naomi Chimbatete

Education

She is a holder of MA in Development Studies (WUA), MSc in Environmental Policy and Planning (UZ), Certificate in Environmental Impact Assessment and Management EIAM (Aberdeen, Scotland), Graduate Certificate in Education (UZ) and BA (Hons) in Geography (UZ).

Gender Equality Area of Interest/Expertise

The Commissioner has a keen interest in and technical expertise around Gender Responsive Budgeting, Gender Equality and Women's Empowerment Programming, Gender Analysis, Training and Mainstreaming.

Career summary

Commissioner Naomi Chimbatete has worked in different positions in Government, Donor agencies, NGOs and academic institutions. She has a distinguished career in Development and Grant Fund Management.



Mrs Thangwira K. Hungwe-Chimbundu

Education

She is a holder of BSc Reproductive Health and Family Science (WUA), State Registered Nurse (BRN), State Certified Midwife (SCM), Diploma in Nursing Administration (Dip. in NA), Certificate in Occupational Health and Safety (OCHS), and Family Planning Certificate.

Gender Equality Area of Interest/Expertise

Sexual and Reproductive Health, Political participation of Women and Education of the Girl Child.

Career summary

Commissioner T. K. Hungwe-Chimbundu is a former Deputy Minister in the Ministry of Political Affairs (Responsible for Women's Affairs), Deputy Minister of Health and Child Welfare, and former Minister of State in the Vice President's Office. She is also a former Board Member of the Zimbabwe Family Planning Council (ZNFPC).



Mr Obert Mutsaers

Education

He is a holder of Masters' Degree in International and Public Affairs (University of Pittsburgh, USA), Diploma in Economics (University of Colorado-Economic Institute) and BA General (University of Rhode Island).

Gender Equality Area of Interest/Expertise

Engendering the Fiscal and Public Policy Process. Monitoring the gender gap with regards to political and economic participation of men, women, girls and boys and Governance issues. He wishes to see Zimbabwe conclusively address all issues of gender discrimination and attaining the 50/50 gender parity in the shortest possible time frame.

Career summary

Commissioner Obert Mutsaers has worked as a High School Teacher and spent two decades as a Senior Civil Servant in the Ministry of Finance. The Commissioner joined politics and became a Member of Parliament and Deputy Minister of Foreign Affairs. Thereafter, he was the Deputy Minister of Home Affairs.



Mrs Sibongile Mawya

Education

She is a holder of MA in Gender and Development with distinction (UK), Dip in Managing Development (UK), Certificate in Gender and Organizational Change (Netherlands) and BA Honors in Economic History (UZ).

Gender Equality Area of Interest/Expertise

Gender Based Violence, Constitutional and Legal Rights, Politics and Decisionmaking.

Career summary

Commissioner Sibongile Mawya's experience and exposure spans three economic regions of Latin America, West Africa, East and Central Africa in Water and Sanitation, Education, Gender Based Violence, HIV and AIDS. She worked with the Youth Commonwealth Centre on enterprise development and youth reproductive health. She was also Technical Advisor to the Citizens Economic Empowerment Commission of Zambia. She is a University Lecturer in Gender, Development Studies, Culture and Society.



**Mr Peter Murewanwa
(Chief Chikwira)**

Education

He is a holder of Accounting Diploma and Certificate in Government Accounting, Gender

Equality Area of Interest/Expertise

Local governance, tradition and culture, Gender-Based Violence and Finance.

Career summary

Commissioner Chief Chikwira is an Accounting Specialist with the Parirenyatwa Group of Hospitals' Finance Department for the past 28 years. As substantive Chief of the Chikwira area in Mudzi since 2008, he has presided over the Chiefs' Court on cases that include gender-based violence and inheritance. As an Ex-Officio member of Mudzi Rural District Council, Chief Chikwira has used that platform to highlight the plight of the local community on gender related issues.



Mr Victor Ntshane

Education

He is a holder of Bachelor of Law, Honours (LLB) degree (UZ), Master of Laws (Warwick) and Postgraduate Diploma in Women's Law (UZ).

Gender Equality Area of Interest/Expertise

Gender and Law with special focus on Masculinities.

Career summary

Commissioner Victor Ntshane is the founding Dean of Herbert Chitepo School of Law at Great Zimbabwe University. Prior to that, he taught law at the Universities of Zimbabwe, Lesotho, South Africa and the United Kingdom. He has been a Visiting Lecturer at the Southern and East African Regional Centre for Women's Law, UZ since 2006 where he teaches Masculinities, Gender and Law in the LL.M (Women's Law and Human Rights) programme. Commissioner Ntshane was a member of the Women and Law in Southern Africa (WLSA) Board for 10 years. He has published articles and book chapters on Law and Development, Human Trafficking, Men, Gender and Law, Urban Squatting, Women and Children's Rights and Intellectual Property.



Dr Nyepudzai M. Nyangulu

Education

She is a holder of a Doctorate (PhD) in Organisational Science and Management Learning (Lancaster University, UK), Masters in Business Administration (MBA), University of Zimbabwe, Masters in Manpower Studies (University of Westminster, UK), several Diplomas and Certificates in Project Management, General Management and Gender Studies.

Gender Equality Area of Interest/Expertise

Women's Economic Empowerment and Gender Equality in Decision-making.

Career summary

Commissioner Dr. Nyepudzai M. Nyangulu is the immediate past Head of Business Development at TN Financial Holdings. She has an illustrious senior civil service career including serving as a Deputy Secretary in the Office of the President and Cabinet. She has been actively involved in women's empowerment programmes through supporting women's groups as well as pioneering the setting up of initiatives to support women in management and leadership in the private sector and the girl child.

Executive Summary

Driving the Gender Equality Agenda

The Zimbabwe Gender Commission (herein referred to as the Gender Commission) pushed the Gender Equality Agenda in 2017 through the implementation of its Strategic Plan (2016-2021) and its 2017 Annual Work Plan. Through the hard work of the Commissioners, staff and the goodwill of stakeholders, the Gender Commission accomplished many firsts in 2017, the most notable of which was the convening of the Inaugural National Gender Forum in October 2017.

The Gender Commission also built strategic partnerships with Government, Parliament, Civil Society and Private Sector organizations, which enabled it to increase its visibility and outreach to constituencies in the public and private sectors. Its tactical location in the heart of the Central Business District in the capital city also facilitated greater access by the public and other key stakeholders to the Commission.

During the period under review in this Annual Report, the Gender Commission engaged in multi-pronged processes to drive the gender equality agenda through four (4) key areas of focus:

- Public Education and Awareness
- Investigations of possible violations related to gender
- Research and Knowledge Management
- Monitoring compliance with gender equality provisions in the Constitution

The other key area of work was Institutional Capacity Strengthening. The following provides a summary of the work conducted by the Gender Commission in 2017.

2017 at a Glance

PUBLIC EDUCATION AND AWARENESS

To educate and sensitize the public on the role of the Gender Commission

Inaugural National Gender Forum

4 Provincial Dialogues at District Level

Public Lecture at Chinhoyi University

GBV Dialogue – 16 Days

5000+ women and men reached

Monitoring Compliance

With Gender Equality Provisions in Constitutions

Monitoring of Chiwundura By-Elections

Gender Analysis of the Electoral Amendment Bill

Dialogue with Women's Parliamentary Caucus and women in the private and public sectors on Women in Leadership and Decision-Making

Advisory Notes on Gender Parity on Boards

New Focus Areas for 2018

Gender Dialogues with Traditional Leaders

Television and Radio Series on Gender and Elections

Monitoring of Elections for Gender Compliance with Constitution

Implement recommendations from Child Marriages Research

Investigations

Violation of Rights Relating to Gender

19 Cases received in 2017

70% of the cases filed by women

30% of the cases filed by men

Research and Knowledge Management

Baseline Survey on Gender Composition of Staff in Government Ministries and Parastatals

ZGC's On-line Presence- Website developed

Section One:

PUBLIC EDUCATION AND AWARENESS

The Public Education function of the Gender Commission is critical for the promotion and protection of gender equality and women's human rights, and for the creation of a gender just society. The Gender Commission convened and participated in several activities during 2017 to create its own footprints on the gender equality and women's rights landscape in Zimbabwe. The highlights included Provincial Gender Dialogues, the convening of the country's first National Gender Forum and the Public Lecture held at Chinhoyi University.

1.1 Provincial Gender Dialogues

Four dialogues under the theme, Promoting Balanced Participation of Women and Men in Decision-Making at All Levels, were held at community level in Mudzi District (Mashonaland East Province), Gwanda District (Matabeleland South Province), Mutasa District (Manicaland Province) and Chivi District (Masvingo Province).

Some 1000 women and men of all ages and socio-economic status attended the community dialogues in the four districts, providing the Gender Commission with the opportunity to engage with a cross-section of Zimbabweans. Conducted during the second and third quarters, the objectives of the Provincial Dialogues were:

- To educate and sensitize communities on the Gender Commission's mandate.
- To build consensus on strategies to accelerate the increased participation of women in politics and decision-making considering the upcoming 2018 general elections.
- To discuss context-specific economic, social, cultural and religious issues that impede progress towards gender equality and equity; and
- To develop, with communities, specific recommendations for the Gender Commission to take forward.

A Community Participatory Approach was used to facilitate the dialogues, which took the format of an interactive plenary session, followed by break-away clusters of women and men into groups of 50-75 persons. The discussions took place in the vernacular languages for effective participation.

The key issues covered in each dialogue were: Women's Political Participation and Representation in Decision-Making at all Levels; Gender and Economic Empowerment; and the Gender Dimensions of Social, Cultural and Religious

Issues

Discussions with communities on these issues enabled the Gender Commission to explore the gap between the gender equality and gender equity laws and policies and the lived realities of women and girls in Zimbabwe.



Participants at the Mudzi Gender Dialogue

1.1.1 Women's Political Participation and Representation in Decision-Making

In the discussions on women's representation in politics, the Gender Commission and the Zimbabwe Electoral Commission (ZEC) conducted the community sessions together. ZEC provided information on the various opportunities women could pursue to stand as candidates in the 2018 elections and on the availability of ZEC's district and provincial officials for further information and support. Both Commissions viewed the dialogues as a platform to encourage women to expand their political activity beyond that

of voters and party members to include standing for leadership positions within political parties.

Women and men in all four provinces consistently highlighted the masculine nature of politics, the lack of resources and support for women standing for leadership positions, the negative impact of Gender-Based Violence (GBV), gender stereotypes and society's expectations on women's political ambitions, as the main barriers to women rising to leadership on the political landscape.



Commissioners Matshalaga, Hungwe-Chimbunde and Dr Kadzima facilitating a focus group discussion on Politics and Decision making in Gwanda District

Women's Representation in Politics and Decision-Making Positions

Key Issues	Recommended Actions
Constitutional provision in place to increase women's representation in Parliament	<ul style="list-style-type: none"> Strengthen the regulatory framework for political parties to adhere to the gender parity principles and provisions in the Constitution. Reform the culture and practices of political parties to harness women's leadership at community level Increase the civic education on elections to build an informed electorate. Media should play its watchdog role in the upholding by all institutions of the gender equality Constitutional provisions.
Social and religious norms	<ul style="list-style-type: none"> Creation of leadership mentorship programmes to nurture girls to take up leadership opportunities in various spaces. Communities should discourage cultural practices that disempower women (such as subservience to men).

1.1.2 Gender and Economic Empowerment

The Community Dialogues on women's economic empowerment were held within the context of women's lack of access to capital, markets and productive employment, and their overall marginalization within the economy.

At the community level, participants in the Dialogues noted that women who are mainly engaged in agriculture, do not have strategic marketing and other economic opportunities close to them to access in the rural areas. Women and men cited the liquidity crunch, coupled with high unemployment, among other challenges, as reasons for the worsening livelihood sustainability among women, many of whom are now the sole breadwinners. Women in cooperatives cited unfair competition from imported produce and products from large companies in Zimbabwe; and they emphasized that they are unable to add value to their products or produce in larger quantities, because they do not have access to the capital to buy machinery.

Some of the key issues and recommendations for action that emerged from the Dialogues on women's economic empowerment were as follows:

Gender and Economic Empowerment	
Key Issues	Recommendations
Women continue to have limited access to finances and markets.	<ul style="list-style-type: none"> Financial institutions should be lobbied for special loan windows for women entrepreneurs to acquire equipment for businesses in mining, agriculture, manufacturing, and other sectors. Relevant ministries particularly MSMs should facilitate women's access to markets and the revival of strategic industrial value chains for employment creation for women. The Women's Bank should be operationalised urgently.
Women need more access to training in business management skills, and on how to add value to their products.	Continuous training initiatives for women in business, project and financial management.
Women are excluded from capital-intensive projects, such as mining.	Decentralization of the registration of mining claims, and reduction in the application costs for access to these claims to make them more affordable.



Commissioner Sibongile Mauye facilitating a Focus Group Discussion on Gender and Economic Empowerment in Chivi district

1.1.3 Gender Dimensions of Social, Religious and Cultural Practices

Women and men in the dialogues highlighted the negative influence of social, religious and cultural practices on the lives of women and young girls in their communities. Child marriages, teenage pregnancies and school dropout rates among girls, and the increase in the sexual abuse of minors, were the major issues that participants raised as harmful social and cultural practices that need to be urgently addressed by duty-bearers. Participants also pointed to the prevalence of practices within certain religious sects, where religious and gender social norms reinforce gender discrimination.

Other traditional practices which perpetuate gender discrimination that are still widely observed in the

communities include: wife inheritance (chimutsa mapfiwa); appeasing avenging spirits using the girl child (kuripa ngozi), property grabbing and disinheriting widows, forced marriages (kuzvarira), among others.



Commissioner Peter Mawonera (Chief Chikwizo) facilitating a *focus group discussion on Social, Cultural and Religious Barriers to Gender Equality in Mutasa district*

Recommended Actions

Gender sensitization workshops on gender equality for communities and traditional leadership.

Punitive measures should be taken against the perpetrators of child marriages.

Alignment/harmonization of all relevant laws and policies to the legal age of consent and legal age of marriage as stipulated in the Constitution.

Conduct action research on the connection between GBV and lobola.

Investigate religious groups that deny women's access to reproductive health services and schooling and take appropriate action.

The media should profile female role models who can have a positive influence on women and girls.

Access to Sexual and Reproductive Health Information and Services in communities should be increased.

1.2 The Inaugural National Gender Forum



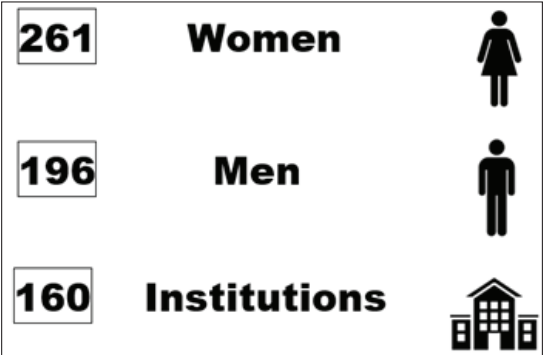
From left, ZGC Chairperson Commissioner Margaret Mukahanana-Sangarwe, UN Resident Coordinator, Mr Bishow Parajuli and UN Women Country Representative Ms Delphine Serumaga at the Inaugural National Gender Forum

On October 19 and 20, the Gender Commission convened its first inaugural National Gender Forum in accordance with Section 8 of the Gender Commission Act. The National Gender Forum brought together participants from Government, civil society, Independent Commissions, faith-based organizations, academic institutions, the private sector, the development community and citizens. The main objective of the National Gender Forum was to identify the critical areas of concern that hinder the implementation of the constitutional provisions on gender equality.

Participants at the 2017 National Gender Forum

During the opening session, keynote speakers emphasized the need for political will, implementation of existing laws and policies, and action by all stakeholders in their sectors to promote gender equality and the empowerment of women. In her opening statement, the Chairperson of the Gender Commission, Commissioner Margaret Mukahanana-Sangarwe, urged each of the stakeholders represented to take away action points for implementation in their sectors. Some of the Gender Commission’s priority concerns, she noted, include: the increased incidences in child and early marriages; the high incidences of physical and sexual violence against women and girls; the continued high levels of maternal mortality; and the limited access to sexual and reproductive health and HIV/AIDS services.

The Gender Commission was commended by the UN Resident Coordinator, Mr Bishow Parajuli, for the milestones achieved since its inception and urged all stakeholders to support the Gender Commission’s



efforts by playing their part to promote gender equality and women's rights in their respective areas. And, the Chairperson of the Parliamentary Portfolio Committee on Women Affairs, Gender and Community Development noted that the issues and concerns raised at the first Gender Forum should be used for measuring progress at the 2018 National Gender Forum.



Participants at the Inaugural National Gender Forum

Five roundtable discussions were held on **Gender, Politics and Decision Making; Gender, Constitutional and Legal Rights; Gender Equality and Women's Empowerment; Cultural, Religious and Social Barriers; and Gender and Economic Empowerment**. The key recommendations from the two-day meeting were captured in the Forum's ***Call to Action***

<p>1. Gender Constitutional and Legal Rights</p> <ul style="list-style-type: none"> • Monitor compliance with gender equality provisions in laws, policies and the Constitution. • Monitor the alignment process and ensure prioritization of gender related issues. • Engage relevant institutions and bodies to address the culture of impunity that promote discrimination against women. • Advocate for a Gender Equality Act 	<p>2. Gender and Economic Empowerment</p> <ul style="list-style-type: none"> • Monitor the implementation of the financial inclusion strategy. • Recommend the engendering of the micro-economic policies to ensure that women effectively participate as economic actors. • Monitor government ministries and relevant stakeholders to ensure that woman's critical skills necessary for economic participation are developed. • Monitor the private and public-sector procurement processes to ensure gender equality principles are applied. • Monitor the budgetary processes to ensure gender responsive budgeting.
<p>3. Gender Equality: Culture, Religion and Social Barriers</p> <ul style="list-style-type: none"> • Recommend the development of a national strategy to deal with issues of culture, religion, social norms and all deeply held patriarchal values in our society 	<p>1. Gender, Politics and Decision Making</p> <ul style="list-style-type: none"> • Monitor the implementation of Section 17 of the Constitution which calls for full gender balance in all areas of society. • Ensure that political parties mainstream gender in their policies, constitutions, manifestos and structures and to increase the number of women in party leadership positions. • Call upon political parties to democratize party systems and to create a conducive environment for the conduct of peaceful elections. • Call upon political parties to desist from imposition of candidates, violence, tribalism and nepotism and all other ills that discourage the participation of women and girls. • Advise relevant institutions and bodies to build the capacity of both aspiring women leaders and those already in politics. • Monitor ZEC electoral management processes.

1.3 Increasing Public Awareness and Education on Gender Based Violence

During the 2017 16 Days of Activism, the Gender Commission held a Dialogue on GBV in Public Spaces in partnership with the Legal Resources Foundation and the Zimbabwe Women Lawyers Association. The theme “From Peace in the Home to Peace in the World: Creating Safe Spaces for Women and Girls” focused on a form of GBV (violence in public spaces) that has become ‘normalized’ and which is under-reported.

Representatives from Government Ministries, Tertiary Institutions, Civil Society Organizations and Residents Associations attended. Participants noted that most of the GBV interventions in the country are skewed towards the domestic sphere, with very few initiatives or policy frameworks focused on violence against women and girls in public spaces. Some of those who attended shared their own experiences of violence in public spaces and admitted that they had not reported the cases, because they believed

there would be no redress.

The Dialogue's discussions centered on three public spaces where GBV occurs:

- Tertiary Institutions
- Places of work
- In public spaces in urban and high-density areas

Presentations by ActionAid, the International Labour Organization (ILO) and the Female Students' Network informed the discussions and facilitated a mapping of the extent of GBV in the three public spaces identified. Responses were provided by duty bearers from the Harare Municipality, Greater Harare Association of Commuter Omnibus Operators, the Ministry of Higher and Tertiary Education, Ministry of Public Service, Labour and Social Welfare, and the Zimbabwe Republic Police.

1.3.1 GBV in Public Spaces

Action Aid presented the findings of a scoping study in Epworth and a baseline survey in Dzivarasekwa and Chitungwiza. The studies focused on public transportation, bus terminuses and taxi ranks, market places, shopping centres, sports stadiums, among others. Some of the research findings were:

- Forty-four (44%) percent of women and girls who had experienced violence in public spaces did not report the cases, although they were aware that they should report;
- The methods and data collection tools for measuring GBV in public spaces need further development to effectively collect statistics;
- Women and girls experience physical, sexual, psychological and verbal abuse in public spaces;
- The absence of Gender-Responsive Public Services (GRPS), such as street lights, access to clean water within the home, walking paths and roads that are cleared of high grass and which are lighted, safe public transport and safe and secure access to this transport, among others, increase women's and girls' vulnerability to GBV in public spaces;
- The current forms of public transport are the sites of physical, verbal and emotional abuse against women and girls.



Participants at the dialogue on GBV in Public Spaces held on 28 November 2017 at Crowne Plaza Hotel in Harare

Recommended Actions to curb GBV in Public Spaces

Enforcement of the Road Motor Transportation Act

Public transport operators should be trained on gender issues

Lobby and advocacy for budget allocations to the transport sector for the procurement of safer buses with larger carrying capacity

Construction of formal designated public transport ranks; upgrading and repair of roads; and improved street lighting

Development of a policy and law framework and systems to address violence in public spaces, and which provide women and girls with safety, security and access to justice

1.3.2 GBV in the Work Place and in Tertiary Institutions

Violence in the work place takes different forms including sex discrimination in recruitment or promotion; sexual harassment (physical, verbal and non-verbal forms of abuse); among others, and both women and men experience these forms of violence in the work space.

The Dialogue highlighted the following as some of the effects of GBV in the work place:

- It is one of the barriers to women’s advancement to leadership positions;
- It creates unfair labour practices; creates psychological stress; and if ignored, can lead to low productivity

The issue of sexual harassment dominated the discussion as the most prevalent form of GBV that occurs within the work place and within tertiary institutions.

A 2016 study, Sexual Harassment in Zimbabwean Workplaces, conducted by Industrial Psychology Consultants, quantified the percentage of sexual harassment occurring in different sectors as follows: Transport and Logistics (25%); Non-government Organizations (19%); Professional Services (18%); Banking Sector (17%);Telecommunications and quasi-Government sectors (16%); Medical Services and Tourism (14%); Education (13%) and Mining (12%).

Another study on sexual harassment in tertiary institutions was conducted by the Female Students Network (FSN) in 2015. This baseline revealed that more than 70% of females, and as high as 98% female in some academic institutions, experience sexual harassment daily. The main perpetrators are male academic and non-academic staff and male students; only 3% of the male students surveyed had experienced sexual harassment.

Reasons given for the high levels of sexual harassment in tertiary institutions included: the economic situation of many female students and the exorbitant tuition and accommodation fees increase female students’ vulnerability to exchanging sex for high marks and free housing. This further increases their vulnerability to HIV and other sexually-transmitted infections, and results in a low self-esteem among female students.

During the Dialogue, participants heard the testimony from a female survivor of sexual harassment at an academic institution. Her testimony illustrated how the justice system and the power structures within academia continue to fail young women who come forth to report the abuse. No punitive action was taken against her accuser who could continue his academic career at another institution.

Recommended Actions -Sexual Harassment
Establish external sexual harassment teams.
Educate all staff on sexual harassment.
All organizations should develop sexual harassment policies.
Managers and supervisors trained on how to identify cases of GBV.
Legislation on Sexual Harassment needs to be strengthened in terms of defining what is sexual harassment; time-span for reporting cases; among other areas.
All tertiary institutions should have sexual harassment policies.
Fee structures at tertiary institutions should be reviewed; safe and affordable accommodation should be provided for students.
Consideration should be given to punitive measures such as the withdrawal of the teaching certificates of lecturers who are found abusing female students.
Psycho-social support and effective counselling services should be put in place and made accessible to female students.

Section Two: CONSTITUTIONAL MANDATE AND FUNCTIONS

2.1 Investigation of Possible Violations of Rights Related to Gender

One of the important functions of the Gender Commission is to investigate possible violations of rights relating to gender which is mandated in Chapter 10:31 of the Zimbabwe Gender Commission Act. These complaints, which can come from both women and men, are handled by the Commission's Legal and Investigation Committee.

Of the 19 cases received in 2017, 70% of the complaints were filed by women and 30% by men. The majority (75%) were received from Harare Province, which indicates a need for the Gender Commission to decentralize its reach and services for access by all Zimbabweans.

A case management registry system was developed to efficiently manage the investigation and complaints handling. Cases received ranged from labour, land, matrimonial and inheritance disputes, to issues of GBV.

2.1.1 Investigations of Sexual Harassment at Tertiary Institutions

Based on the plethora of media stories about sexual harassment at tertiary institutions, the Gender Commission conducted a preliminary investigation to gather first-hand knowledge into the issue at selected institutions. These included Africa University, Midlands State University and the National University of Science and Technology. At each institution, the Commission's Legal and Investigation Committee met with vice chancellors, lecturers and student representatives.

The Commission's investigations found that these institutions had robust systems for reporting sexual harassment and several had gender mainstreaming and affirmative action programmes in place. Following the visits, the Commission has been approached by student representatives' groups to collaborate with them on campaigns against sexual harassment at tertiary institutions.

2.2 Monitoring Compliance with Gender Equality Laws, Policies and Provisions in the Constitution

The Gender Commission undertook four activities in this area during the year under review. These were:

- An environmental scan and monitoring of the Chiwundura By-Elections
- A Gender Analysis of the 2017 Electoral Amendment Bill
- Dialogue with the Women's Parliamentary Caucus
- Women's Leadership in the Private Sector Breakfast Seminar in collaboration with the Zimbabwe National Chamber of Commerce-Women's Desk

2.2.1 Environmental Scan and Monitoring of the Chiwundura By-Elections

Against the backdrop of the country beginning to prepare in 2017 for the 2018 elections, and the specter of political violence and its effect on women, the Gender Commission began to engage with other Chapter 12 Institutions on how to create a conducive environment for the conduct of free, fair and inclusive electoral processes.

Actions in this regard included a gender-environmental scan in preparation for the 2017 Chiwundura By-Election and monitoring of the By-Election held. The parliamentary seat By-Election was held in July, after ZEC declared the seat vacant following the death of MP Kizito Chivamba. Four candidates contested for the seat in the National Assembly, where according to ZEC, some 43,688 voters were registered.

The Gender Commission's environmental scan and monitoring exercise sought to identify the gender-related election challenges to provide evidence for the formulation of strategies for gender-sensitive monitoring and response in elections. This initiative also created a platform for the Chapter



ZGC Chairperson, Commissioner M. Mukahanana-Sangarwe and Commissioner O. Matshalaga outside of a polling station in Vungu Rural District Council

12 Commissions to work together to develop actions to mitigate against political violence during the Chiwundura and other elections, with a specific focus on political violence against women.

The pre-by-election scan and monitoring exercise was conducted by four commissioners and one member of the secretariat, who were accredited by ZEC as local observers. A comprehensive report with recommendations as summarized below, was produced and submitted to ZEC:

<p>Recommendations to ZEC</p> <ul style="list-style-type: none">• Voter education focusing on the required documentation for voting is necessary. There is need for clarity on which forms of identification may be used by citizens to register to vote.• Voter education should include dissemination of information on where one is eligible to vote to avoid confusion on Election Day. There is need to develop a system whereby voters can check which polling station they are permitted to vote in, prior to arrival at a polling station.• Strive for gender parity within the election management body itself, in both urban and rural areas.• Deliberate efforts should be directed towards targeted voter education for the youth and particularly young women, to increase their participation in electoral processes.• ZEC should emphasize in its voter education programmes the importance of citizen participation in electoral processes, such as coming out to vote.• Publicize the Multi-Party Liaison Committees, which are an election dispute resolution mechanism.	<p>Recommendations for the Registrar General's Office</p> <ul style="list-style-type: none">• There is need for increased use of mobile registration in remote areas.• Decentralization of birth registration centres, over and above the mobile registration centres; several permanent offices should be constructed in remote areas to increase access.• It is important for the RG's office to embark on awareness campaigns on birth registration, including the procedure for obtaining birth certificates. The capacity of personnel at the Registrar's office to handle registrations more professionally and efficiently must be increased.• Any law or administrative conduct that delays prompt provision of birth certificates and identity documents must be amended or repealed.
<p>Recommendations to CSO's</p> <ul style="list-style-type: none">• Constitutional literacy, from a gender perspective, should be constantly done in both urban and rural areas• Mentorship and grooming is required for women who are willing to take up leadership positions, and who do not have the means or knowledge on how they can do so.• Support women with economic empowerment projects, which can assist them to fund their own political aspirations if they so wish.	<p>Recommendations for ZRP</p> <ul style="list-style-type: none">• The police should put in place measures to investigate cases of intimidation and threats of violence; this will curb against impunity by those who are responsible.

2.2.2 A Gender Analysis of the 2017 Electoral Amendment Bill

The Gender Commission provided, during the Parliamentary consultations, a gender analysis of the 2017 Electoral Amendment Bill to Parliament on December 4, 2017. The focus of the Commission's analysis was the gaps and reforms required to create a more gender-responsive electoral framework in Zimbabwe. Based on its gender analysis, the Commission submitted the following set of proposed legislative amendments to the Electoral Act [Chapter 2:13] to the Parliament and to the Ministry of Justice, Legal and Parliamentary Affairs.

Zimbabwe Gender Commission's Proposed Legislative Amendments to the Electoral Act [Chapter 2:13]

Issues of concern/Summary of gaps	Suggested amendment
The Preamble does not set out the fact that gender equality is key in the electoral processes. The Preamble is important in that it sets the broad framework for the issues contained in the main body of the Act.	To include gender equality as a key objective of the Electoral Act right from the Preamble
The Preamble re-states important provisions in the 2013 Constitution that address electoral issues. Section 17, which is critical for gender equality, is missing. The elections determine the appointment of government Ministers and it is important that the playing field be level so that there will be no challenges in appointing at least 50% of women as Ministers.	To include some aspects of Section 17 of the 2013 Constitution in the Preamble before going to Sections 157(1), 238 and 239
In section 3(b)(i), there is provision on the participation by every citizen in government directly or through their chosen representatives. There are various grounds set out on which there should not be any discrimination. However, the grounds do not consider all the grounds for non-discrimination as set out in Section 56(3) of the Constitution.	Incorporate the grounds set out in Section 56(3) that are not included
In the Interpretation Section, the definition of gender is missing, and also if gender equality is included in the Preamble, it would be important to add this definition too in the Interpretation Section.	Add and define gender and gender equality in Section 4-Interpretation Section.
On proof of residence, in the past, women have found it challenging to produce such, especially given the fact that most immovable property is registered in the name of husbands.	To adopt Section Four of S1 85/2017, which is broader on the definition of proof of residence.
In Section 5 on additional functions and powers of Commission, the issue of gender equality is missing. It seems prudent to put in place a framework where ZEC is also responsible for ensuring that gender is mainstreamed into electoral processes	Give ZEC the additional mandate to ensure that gender equality is mainstreamed into electoral process. This can be done by adding a clause to this effect anywhere in that Section.
Section 6 refers to part II of the Sixth Schedule to the terms and conditions of office of Commissioners. The language in Section 6 of the schedule does not guarantee gender balance always.	It is proposed that the language in Section 6 of the Sixth Schedule be strengthened to ensure that there is gender balance always. This applies in Sections 6(1) and 6(4).
Section 11 contains provisions to ensure independence, impartiality and professionalism of commissioners and staff and agents of commission. These office bearers are also key in ensuring that gender equality is mainstreamed in elections.	Make provision for mainstreaming gender equality by commissioners and the Commission by adding a clause in Section 11(2) (a).

Issues of concern/Summary of gaps	Suggested amendment
<p>Section 38 A deals with designation of national and provincial political party office bearers for certain purposes. This is probably the most important development for women's participation in electoral processes in the Bill. The designation of office bearers responsible for among other responsibilities, approving candidature of persons from the political parties. Given that political parties are male dominated, it becomes imperative to ensure that women are represented among these office bearers to ensure greater opportunities for women's presence among the political parties' candidates. The presence of women, especially those representing the women's wings/leagues, will facilitate the women's access to the political parties' decisions on final candidates for the various elected offices.</p>	<p>Make provision for the inclusion of women in the process.</p>
<p>Section 38A also deals with the authorization of candidature by the political party office bearers.</p>	<p>In the same section, is a key provision related to the signature of nomination papers by the designated office bearers. One of the greatest challenges for women candidates has been the barriers that exist in the political party process in terms of party approval of one's candidature. Women have suffered exclusion by their absence from the decision-making platforms in the political parties. There is evidence of women having to succumb to various forms of exploitation to get approval of their candidature by the male leadership of the political parties. Thus, it is important, that women have representation in the decision-making platforms of the parties, to facilitate their candidature. In the same section, is a key provision related to the signature of nomination papers by the designated office bearers. One of the greatest challenges for women candidates has been the barriers that exist in the political party process in terms of party approval of one's candidature. Women have suffered exclusion by their absence from the decision-making platforms in the political parties. There is evidence of women having to succumb to various forms of exploitation to get approval of their candidature by the male leadership of the political parties. Thus, it is important, that women have representation in the decision-making platforms of the parties, to facilitate their candidature.</p>
<p>Section 38A (4)(a) deals with the withdrawal of a candidate after nomination. The provision for political parties to replace candidates after the closure of nomination raises concerns for women candidates. In the absence of specific criteria for withdrawal, there is a real possibility that women candidates may be encouraged to withdraw candidature and make way for "acceptable" women from within the party. The lack of clarity on the criteria used to allow withdrawals is potentially problematic for women.</p>	<p>Make provision for specific criteria to be used in withdrawing.</p>

Part IXA deals with voter education. This part is largely gender neutral and yet voter education is a critical issue in enhancing gender equality.	It is proposed that gender equality norms be integrated in various aspects of the voter education. It is also proposed that a code of conduct be included as the ninth schedule to deal with voter education. ¹
Part IXB on election observers is gender neutral and yet in can potentially enhance gender equality.	Include provisions that will result in election observation becoming gender sensitive.
Sections 45 and 45A deal with election of senators to represent persons with disabilities. The election itself is provided for in the seventh schedule. Although the schedule states that half of the persons on proposed provisional list drawn by the National Disability Board must be women, and for a PVO- the nominations must be four- two women and two men and for an educational, philanthropic or health institution nominees or from a Trust or an organization that has operated in pursuance of matters involving persons with disabilities, they must nominate two candidates one woman and one man – these are electoral college delegates for persons with a disability – there is no guarantee that there will be gender balance on the election of the two senators.	Insert a provision in section 45 that guarantees that the senators will be female and male.
Section 45 G deals with appeals against nomination of party lists candidate. While it is the democratic right of citizens to raise questions and indeed to scrutinize persons intended to represent them in the national assembly, a blank right to appeal against an individual's nomination creates potential challenges for political parties in general and for women in particular. Given the standard of scrutiny that women are subjected to when they seek political office, the lack of clear criteria for raising objections, opens women candidates to potential harassment through appeal processes. Further the process by which one appeals, i.e. by chamber application to a judge who is empowered to decide which cannot be appealed could potentially raise issues of constitutionality regarding one's right to exhaust appeal processes? In addition, the process is potentially subjective, given that the decision is made by a judge in chambers, based purely on written submissions, wherein the judge knows that her or his decision will not be subject to review.	Section 45G (1) could be amended to include a statement relating to the basis for an appeal against a candidate's nomination after the end of the sentence.
Section 46 deals with the nomination of candidates for election as MPs. This section is gender neutral and yet this is where gender inequalities manifest in terms of the 50/50 principle. Political parties must be compelled to stick to the 50/50 principle.	Political parties must furnish the Commission with their manifestos and a list of candidates where women are at least half of the proposed candidates. And names of candidates for nomination must reflect gender equality principles.

Part XV111 contains provisions relating to local authority elections. Its gender neutral and the effect is that there are very few female councillors.	Strengthen the provisions to make them address gender equality. This could also relate to having party lists that have women being at least half of those contesting or creating special provisions on affirmative action for instance having a special quota for female councillors for a specified number of years.
Section 160 A makes reference to the electoral code of conduct for political parties and candidates set out in the fourth schedule. This is largely gender neutral and does not have a penalty section for non-compliance.	To include the role of women as section 12 of the schedule.
Part XXIB deals with media coverage of elections. In the past female candidates have not been able to get fair coverage because of the time that they are allocated to take part in debates- which time is gender insensitive. Female candidates have also been called derogatory names and attention has been drawn to the way that they dress, speak or look or their marital status.	There should be a code of conduct for the media on election issues in the act which should be gender sensitive. In addition, media practitioners should only be accredited to cover elections upon furnishing ZEC with gender sensitive in-house code of conduct.
Part XXII deals with the Electoral Court. It is by and large gender neutral	In section 163 make provision for both a female and male assessor to sit in the electoral court

2.2.3 Women's Representation in Leadership and Decision-Making

The Gender Commission held several meetings in 2017 to assess the opportunities and barriers to increasing women's representation in leadership and decision-making positions in the public and private sectors.

This issue is of critical importance as a key measure of the advancement of gender equality and women's rights in Zimbabwe in accordance with the international and regional gender commitments the country has signed and ratified. Zimbabwe also has made selected Sustainable Development Goal 5: Achieve Gender Equality and Empower all Women and Girls as one of its priority SDGs but also realizing that all the other SDGs reinforce SDG 5. Two key indicators in SDG 5 address representation in leadership and decision-making: proportion of seats held by women in national parliaments and local government (5.5.1) and proportion of women in managerial positions (5.5.2).

More importantly, the Gender Commission has placed women's representation in leadership and decision-making positions among its high priority areas in line with Section 17 on gender balance. Section 17 (1) (b), for example, states: The State must take all measures, including legislative measures, needed to ensure that both genders are equally represented in all institutions and agencies of government at every level...

The two specific actions taken by the Gender Commission as part of its assessment of compliance with the gender equality and women's rights provisions on women's leadership included: Hosting of a Dialogue in cooperation with the Women's Parliamentary Caucus to discuss initiatives taken by political parties especially the women's wings to promote participation of women in politics and decision making; and the convening of a meeting on Women in Leadership in partnership with the Zimbabwe National Chamber of Commerce- (Women's Desk).

2.2.3.1 Gender Equality and Political Participation – Dialogue with Women's Parliamentary Caucus

In line with its strategic objective to convene political dialogues with political parties, the Gender Commission organized in September 2017, a high-level policy dialogue on gender equality and political participation with the Women's Parliamentary Caucus, which includes women Parliamentarians from all political parties.

The two-day seminar provided an open and inclusive space for stakeholders to critically reflect on the role of political parties in promoting gender equality. Participants deliberated on the gender-responsiveness of political parties' manifestos and campaigns, and made a series of recommendations clustered in the following areas: (1) strategies to unlock opportunities in the Constitution; (2) engendering political parties manifestoes and policies; and (3) how to ensure that political parties' structures and policies are gender-responsive.



Members of Parliament posing for a photo with ZGC Commissioners UNWOMEN and UNDP representatives at the High level Policy Dialogue

Strategies to unlock opportunities in the constitution

CONSTITUTIONAL OPPORTUNITY	PROPOSED STRATEGY
Section 8 of the Constitution provides for 50-50 representation of women and men in all decision-making positions.	Political parties should be lobbied to align party Constitutions to enshrine 50-50 representation in political and decision-making positions.
The Constitution provides for Presidential appointments including Cabinet positions.	Lobby the presidium for 50-50 gender representation in Presidential appointments.
The Constitution provides for the appointment of Ministers and Deputy Ministers. Often women are appointed to deputy positions and Deputy Ministers do not act when the Minister is away, neither are they consulted.	Lobby for Deputy Ministers to act in the absence of the Minister. Lobby for consultation of Deputy Ministers on all decisions and for deputies to respond to Question Time in Parliament when Ministers are not available.
Sec 245 of the Constitution provides for the establishment of the Zimbabwe Gender Commission (ZGC) and its functions include the removal of barriers to the attainment of full gender equality.	The ZGC must come up with statistics on all appointments so that advocacy can be carried out from an informed point of view.
Section 8 of the Constitution provides for 50-50 representation of women and men in all decision-making positions.	The Electoral Act should be amended to reflect constitutional provisions on gender equality.

Strategies for Political Parties' Manifestos and Policies

OPPORTUNITY	STRATEGY
Section 8 of the Constitution provides for 50-50 representation of women and men in all decision-making positions.	Lobby for all party structures and policies to reflect 50-50 representation of women which must be enshrined in party manifestos.
Political parties have structures that include the main, women and youth wings. Major decisions are made in the main wing, which is dominated by men, while the women's wing makes minor decisions.	Lobby for the appointment of 50% representation of women to the main wing and other decision-making structures in the parties.
Section 8 of the Constitution provides for 50-50 representation of women and men in all decision-making positions.	Lobby for 50% appointments of women in all portfolios Committees and Government Departments.
Political parties develop party manifestos every five years for national elections.	Lobby for gender-responsive party manifestos.

Strategies to Engender Political Parties' Structures

PARTY STRUCTURES /POLICIES	STRATEGY
Most political parties have provisions for gender equality and quotas, but these remain paper laws.	Lobby for paper laws to be 'made real laws', i.e. implemented.
Political structures identified as opportunities for equal participation between men and women.	To lobby for the equal participation of women in all party structures.
Opportunities in key party positions	To lobby for the appointment of women in key positions like Organizing Secretary and Political Commissar and for women to be appointed to the Elections Directorate.
Amplification of voices on equality	Lobby civil society to amplify voices for gender equality.
Enhancing the woman candidate	Capacity building for women to boost their curriculum vitae.
Networking	Engage men champions in the gender equality discourse.
Diversity Management	Young women, disabled and rural women encouraged to join political parties.
Youth Wings	Encourage and capacitate young female politicians to contribute to discussions in youth wings.
Mentoring	Create mentoring programs for young women politicians by senior women politicians.

2.2.3.2 Women's Leadership in the Private Sector in partnership with the Zimbabwe National Chamber of Commerce-Women's Desk

In partnership with the Women's Desk of the Zimbabwe National Chamber of Commerce (ZNCC), the Gender Commission held a breakfast seminar in August 2017 under the theme: Diversity and Inclusiveness: Womenomics Makes a Difference. The seminar explored the opportunities and systemic barriers to women's leadership in the private sector.

According to a study, *Measuring Differences on Board of Directors in Zimbabwe* (2015), presented at the seminar, of the 406 Directors in the private sector, 10% are women, and of the 64 companies listed on the Zimbabwe Stock Exchange, only three have a woman as Chief Executive Officer (CEO). In the public sector, of the 103 CEOs of state-owned parastatals, only 15 CEOs are women and women comprise 27% of the chairs of parastatals boards.

The glass ceiling in the private sector was attributed to: covert sexism; sexual harassment; the effects of entrenched gender norms and socialization which keep women from reaching for higher positions; among other factors.

The Women's Desk at ZNCC has a mentorship programme and is currently implementing a campaign to promote women-owned brands. To complement the ZNCC's efforts, key recommendations from the breakfast seminar, which was aired live on Star FM radio, were:

- Create practical mentorship programmes that help women breakthrough the glass ceilings;
- The need for gender-responsive policies and effective implementation plans to translate these policies into action;
- Convene informal sessions to give women skills on how to utilize networking spaces;
- Promote women-led enterprises;
- Create a database of women in leadership in different sectors for appointments.



Women at the breakfast seminar

2.2.4 Issuing of Advisory Notes

In 2017, the Gender Commission issued Advisory Notes to several Government Ministries regarding their compliance with Section 17 (Gender Balance) (1)(b)(ii) which states: The State must take all measures, including legislative measures, needed to ensure that women constitute at least half the membership of all Commissions and other elective and appointed governmental bodies established by or under this Constitution or any Act of Parliament.

The Gender Commission, in accordance with its mandate to 'monitor issues concerning gender equality to ensure gender equality as provided' in the Constitution issued the Advisory Notes to the Office of the President and Cabinet recommending the appointment of women to fill the then vacancies of Chief Justice and Prosecutor General. Since independence in 1980, these positions have been held by men. Although men were appointed to both positions, the Gender Commission applauded the appointment of women to the posts of Auditor General and Commissioner of the Zimbabwe Revenue Authority (ZIMRA).

Advisory Notes were also issued to the Ministers of the government ministries listed as follows, to express concern about the gender imbalance in the appointments of members to boards within their authority.

NAME OF MINISTRY	BOARD	MALE	FEMALE	TOTAL
Ministry of Macro-Economic Planning and Investment Promotion	Special Economic Zones	11	4	15
Ministry of Higher and Tertiary Education Science and Technology Development	Bindura University	17	9	26
	Harare Institute of Technology	11	9	20
	Midlands State University	18	8	26
	Chinhoyi University of Technology	20	6	26
	National University of Science and Technology	17	9	26
	Zimbabwe Open University	10	8	18
	Zimbabwe Council of Higher Education	15	3	18
Ministry of Transport	National Railways of Zimbabwe	6	2	8
	Traffic Safety Council of Zimbabwe	8	3	11
Ministry of Primary and Secondary Education	Zimbabwe Schools Examinations Council (ZIMSEC)	10	5	15

Section Three:

RESEARCH AND KNOWLEDGE MANAGEMENT

One of the Key Results Areas for the Gender Commission is to create a functional knowledge hub that includes the available knowledge products on gender equality and which makes available in accessible formats, gender disaggregated data for planning and monitoring. Research and knowledge generation activities also provide the Commission with evidence to identify the gender gaps in various sectors, and gather stories of progress.

During 2017, the Gender Commission conducted a baseline survey on the gender employment patterns with Government ministries and parastatals, and started to develop its website.

3.1 Baseline Survey -Gender Composition of Staff in Government Ministries and Parastatals

The objective of this baseline survey, conducted in March 2017, was to provide the Gender Commission with more information and data on the status of women and men in the public sector.

Based on the statistics gathered from Government Ministries and parastatals, there is evidence of a gendered occupational structure within Government where men dominate in the high-level positions, while women dominate in the secretarial, administrative, and customer care positions within the public sector. Some of the findings of the survey were:

- Men comprise 72% of the senior managers compared to 28% women in senior management posts;
- Most of the women holding senior management positions are in the Ministry of Industry and Commerce;
- Eighty-nine percent of the CEOs of parastatals are men; and 73% of the managerial positions in parastatals are held by men;
- Women's representation on all Government Ministries' boards is 34%, and only 27% of Boards chairs are women

3.2 Website Development

The Gender Commission developed its website in 2017 as one of its actions to increase visibility of the Commission and its work. Documents such as the complaints form, the complaints handling manual, various Commission reports and a schedule of events were uploaded onto the site, which enables the Gender Commission to cross the geographical divide and reach citizens in the country's provinces.

Section Four:

INSTITUTIONAL CAPACITY STRENGTHENING

The Gender Commission made several strides in 2017 to strengthen its operations and human capacity to implement its constitutional mandate. The current staff consists of a Technical Advisor, through the support of UN Women, and only 9 administration and finance staff. 37 more positions have to be filled for a fully operational secretariat.

The strategic partnerships with UN Women and UNDP enabled the Commission to carry out many of the initiatives and programmes implemented in 2017; and, in cooperation with the Ministry of Women Affairs, Gender and Community Development Provincial Offices, the Gender Commission was able to extend its outreach to citizens beyond the capital city.

A series of capacity building activities were undertaken in 2017 as the Gender Commission continues towards its goal of building an effective, efficient and visible institution. The transfer of knowledge and learning platforms ranged from formal training to participation in different fora.

4.1 Communications and Media Training

UN Women provided technical and financial support to the Gender Commission for a two-day training in

June 2017 on Communications and Media. The seminar focused on (1) how to communicate on gender equality and women's rights; (2) understanding media and how to engage with all forms of media, including a special session on social media platforms; and (3) the need for a Communications and Media Policy and Action Plan to facilitate a pro-active approach to the Commission's communications and media initiatives.

One of the key outputs of this training was the development of a framework to inform the Communication and Media Policy, which will help the Gender Commission to strengthen its public awareness and outreach to diverse audiences. The development of this Policy and Action Plan is a key action for 2018.

4.2 Participation in International and Regional Conferences

4.2.1 61st Session of the Commission on the Status of Women (CSW)

The Gender Commission participated at the 61st CSW in New York in March 2017 whose theme was "Women's economic empowerment in the changing world of work". This was the Commission's first engagement in the CSW process and it provided an opportunity for the Commission to be exposed to some of the international best practices in the promotion of gender equality and the empowerment of women. The Commission also had an opportunity to network and establish links with Gender Equality Commissions from Kenya, South Africa, Malawi and Uganda.

4.2.2 Ninth African Union Gender Pre-Summit

In January 2017, the Gender Commission participated in the Ninth African Union (AU) Gender Pre-Summit in Addis Ababa, Ethiopia which focused on Africa's growing youth population. This summit gave the Commission insights into the discourse in African nations on the need to invest more in the youth who comprise a large proportion of countries' populations. In Zimbabwe, according to the national statistics, the youth comprise more than 60% of the population.

The summit's theme was Harnessing the Demographic Dividend through Investment in Youth, with a specific concentration on Empowering young people, especially young women, for leadership and civic participation. Several of the key recommendations from the summit include the creation of an AU Youth Envoy and a special AU Fund for Youth Development. Member States also were encouraged to create special funds at the national level for youth development.

4.2.3 Stakeholder Engagements

The Gender Commission participated in several engagements during 2017 which served as learning platforms for the Commission to become more conversant with the emerging narratives and discourses on gender equality and women's rights issues across various sectors. These included:

- A National Dialogue on Child Sex Workers organized by Katswe Sistahood.
- Women's Health Indaba, hosted by the Women's Action Group in partnership with the Ministry of Health and the Guttmacher Institute. The Indaba focused on the issues of maternal mortality and termination of pregnancies.
- Women in Energy conference hosted by the Zimbabwe Energy Regulatory Authority (ZERA), which explored the challenges and opportunities for women in the energy sector.
- 2017 NANGO Directors Seminar, which focused on increasing women's representation and participation in politics, and the creation of mechanisms to promote free and fair elections in 2018.

Section Five: 2018 STRATEGIC AREAS OF FOCUS

5.1 Public Education and Information

- a) Convene ten (10) 'gender and elections' Provincial Dialogues.
- b) Broadcasting of radio and TV series on Gender and elections.
- c) Convening of a National Gender Forum.
- d) Organize dialogues on gender issues with traditional leaders.
- e) Participate at National Exhibitions e.g. Zimbabwe International Trade Fair (ZITF) and Harare Agricultural Show.

- f) Commemorate International Women's Day and 16 Days of Activism against Gender Based Violence.
- g) Develop ZGC Media and Communication Strategy.
- h) Develop content for website and Creation of linkages with other information hubs.
- i) Mapping/ Inventory of all organisations working on gender-related issues.

5.2 Investigate possible violations of rights related to gender

- a) Dialogue with relevant stakeholders and CSOs on the Gender Commission's investigative and complaints handling procedures.
- b) Develop a comprehensive computerized system to capture cases handled by the Commission (case management system).
- c) Training of Legal and Investigations Officers on conducting investigations and handling election related complaints.
- d) Carry out public lectures in tertiary institutions on sexual harassment and on other gender issues.
- e) Investigate, resolve and rectify any cases and complaints of gender violations.

5.3 Research and Knowledge Management

- a) Review of identified laws and policies to identify gaps relating to gender justice.
- b) Implementation of recommendations from the Child Marriage Research undertaken by the Gender Commission.

5.4 Monitoring Compliance with All Gender Equality Provisions in the Constitution, Laws and Policies

- a) Facilitate establishment and coordination of the gender and elections monitoring mechanism to ensure gender responsive mechanisms for the 2018 elections.
- b) Convene dialogues with political parties on party constitutions and manifestos and the promotion of gender equality.
- c) Develop a gender sensitive monitoring tool for elections (pre, during and after).
- d) Monitor ZEC Electoral management processes to ensure gender sensitivity. (The Commission could be part of the multi-party liaison committees).
- e) Track the statistics on the number of women and men that have registered to vote
- f) Create a database for women professionals for possible appointments to Boards and other Executive Positions.

5.5 To Monitor State and Private Sector Institutions Compliance with Gender Equality Provisions in the Laws and Policies and Gender Related Conventions

- a) Convening of thematic working groups meetings.
- b) Production of CEDAW shadow report.
- c) Develop a monitoring tool and indicators to guide the Commission's mandate of monitoring all issues concerning gender equality as provided in the Constitution.
- d) Compilation and production of the Gender Commission's Annual Report to Parliament.

5.6 Institutional Capacity Strengthening

- a) Convene a donor round table to fundraise for the Gender Commission's activities in the strategic plan.
- b) Training of newly-recruited Commission staff on gender equality and women's human rights.
- c) Participation at relevant & targeted national, regional & international forums (CSW, AU and SADC Meetings).
- d) Conduct knowledge exchange and exposure visits.

Section Six: AUDITED FINANCIAL STATEMENTS

All communication should be addressed to:
The Auditor-General
P. O. Box CY 143, Causeway, Harare
Telephone 263-04-793611/3/4, 762817/8/20-23
Telegrams: AUDITOR
Fax: 706070
E-mail: ocag@auditgen.gov.zw
Website: www.auditgen.gov.zw



OFFICE OF THE AUDITOR-GENERAL
5th Floor, Burroughs House,
48 George Silundika Avenue,
Harare

Ref: ZGC I/25/2017

REPORT OF THE AUDITOR-GENERAL TO THE CHAIRPERSON VOTE 39: ZIMBABWE GENDER COMMISSION IN RESPECT OF THE APPROPRIATION ACCOUNT FOR THE YEAR ENDED DECEMBER 31, 2017

Report for the Appropriation Account

I have audited the Zimbabwe Gender Commission for the year ended December 31, 2017.

Management's Responsibility for the Financial Statements

The Accounting Officer of the Zimbabwe Gender Commission is responsible for the preparation and fair presentation of the Appropriation Account. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the Appropriation Account that is free from material misstatements, whether due to fraud or error, selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the Zimbabwe Gender Commission Appropriation Account based on my audit. I conducted my audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Appropriation Account is free from material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Appropriation Account. The procedures selected depend on the auditor's judgment including the assessment of the risks of material misstatements of the Appropriation Account, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the Appropriation

Account in order to design audit procedures that are appropriate in the circumstances, but the purpose of expressing an opinion on the effectiveness of the entity’s internal control audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management as well as evaluating the presentation of the Appropriation Account.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide for my audit opinion.

Opinion

In my opinion, the Appropriation Account presents fairly, in all material respects, the financial position and performance of the Zimbabwe Gender Commission as at December 31, 2017.

April 5, 2018.

M. Chiri
M. CHIRI,
Auditor-General.

VOTE 39.- ZIMBABWE GENDER COMMISSION

APPROPRIATION ACCOUNT

FOR THE YEAR ENDED DECEMBER 31, 2017

Service	Vote	Expenditure	Expenditure compared with Vote	
			Less than Voted	More than Voted
	\$	\$	\$	\$
A. Employment Costs.....	435 000	468 631	—	(33 631)
B. Goods and Services.....	450 000	266 078	183 922	—
C. Maintenance.....	100 000	64 102	35 898	—
F. Acquisition of Fixed Assets.....	120 000	—	120 000	—
	<u>\$1 105 000</u>	<u>\$798 811</u>	<u>\$339 820</u>	<u>(\$33 631)</u>
			<u>\$1 105 000</u>	<u>\$798 811</u>
			<u>\$339 820</u>	<u>(\$33 631)</u>
Net Underspending.....			<u>\$373 451</u>	

Notes

I. Explanations for the Main Variations between Expenditure and the Sums Appropriated:

I.B, I.C & I.F The saving was due to non-release of funds by Treasury.

I.A The excess was due to insufficient budget from Treasury.



March 19, 2018.
Month Day Year

Dr. P. KADZIMA,
Acting Chairperson for the Zimbabwe Gender Commission.

NOTES:

Lined area for notes, consisting of 25 horizontal lines.

NOTES:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

NOTES:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

The Zimbabwe Gender Commission
No. 89 Kwame Nkrumah Avenue
1st Floor Pax House, Harare
Tel: +263 24 2701101 / +263 24 2250296
www.zgc.org.zw



**Zimbabwe
Gender
Commission**