



**Zimbabwe  
Gender  
Commission**

# **2020 ANNUAL REPORT**



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## **Letter to the Speaker of National Assembly**

The Zimbabwe Gender Commission hereby submits its fifth Annual Report to the National Assembly for tabling in accordance with Section 323 of the Constitution of Zimbabwe Amendment (No 20) Act of 2013, which requires every Commission to submit to Parliament, through the responsible Minister, an Annual Report describing fully its operations and activities.

Mrs. Margaret Mukahanana - Sangarwe

***Chairperson: Zimbabwe Gender Commission***

# Foreword by the Chairperson

The year 2020 has been a year like no other, not only for Zimbabwe but for the world over. As COVID-19 continued to spread across the globe in a devastating trajectory, it became clear that life would never be the same again. The deadly virus continued to ravage communities leaving a trail of infections that often led to deaths. While COVID-19 has affected all people, it is common cause that in any pandemic, the vulnerable groups of women and girls, the elderly, children and persons with disabilities, are the worst affected. As the pandemic dictated a new norm to the world characterised by social distancing, masking up and sanitising, it also presented a new narrative to the entire gender discourse.

Indeed the advent of COVID-19 and the obtaining measures to curtail the pandemic upset the socio-cultural, economic and political existence of communities thereby exacerbating key risk factors to gender inequality. Many, especially women, lost employment, income, economic and social security which has further exposed them to violence, exploitation, oppression and discrimination. The confined living conditions in which victims were locked-up together with predators and perpetrators also led to the increase in GBV, SGBV, rape, sexual harassment and all forms of violence against women and girls. Moreover, the fact that specialist support services such as shelters, safe houses, rape clinics and other crisis centres were closed during lockdown, made the situation worse.

While government, working together with the gender machinery, Civil Society Organisations, private sector, media and development partners, has done a commendable job in promoting and advancing gender equality, women and girls still suffer from discrimination, exploitation and exclusion. This situation becomes even more disheartening when read against a Constitution, the supreme law of the land, that is abundantly clear on gender equality and non-discrimination as espoused in Section 17, 51, 52, 56 and 80, among others.

It is unfortunate that despite their immense contribution to the well-being of families, communities and nations, women and girls remain shackled by socio-cultural, religious, economic and political systems that propagate their exploitation, oppression and harassment. ***The Commission remains concerned with, among others:***

- Harmful cultural and religious practices that continue to govern the lives of women and girls aided by the absence of a gender equality act.
- Systemic barriers to gender equality as shown in our cultural, political and business practices that deliberately exclude women and girls.
- Lack of economic and/or financial empowerment which increases the vulnerability of women and girls to all forms of exploitation.
- Political intolerance which often manifests in violence against women in politics.
- Low levels of participation and representation of women in politics and decision making.
- Rising cases of sexual harassment due to the absence of laws that criminalise the scourge.

The Commission however remains committed to its mandate of ensuring that provisions of gender equality in the Constitution become a lived reality for women and girls in Zimbabwe. In pursuit of this mandate, the Commission will continue to collaborate with all its stakeholders in government, non-state actors, development partners, faith-based network and the media.

The Commission is grateful to Treasury, UN Women, ILO and HIVOS for the support rendered to the Commission which enabled us to achieve most of the milestones during the year under review.



Mrs. Margaret Mukahanana - Sangarwe

***Chairperson: Zimbabwe Gender Commission***

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# LIST OF ACRONYMS

AU	African Union
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
GBV	Gender-Based Violence
ILO	International Labour Organisation
M and E	Monitoring and Evaluation
MDC A	Movement for Democratic Change Alliance
MDC T	Movement for Democratic Change Tsvangirai
MOU	Memorandum of Understanding
NGF	National Gender Forum
NPRC	National Peace and Reconciliation Commission
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
SOPS	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
TWG	Thematic Working Group
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
ZANU (PF)	Zimbabwe African National Union – Patriotic Front
ZHRC	Zimbabwe Human Rights Commission
ZGC	Zimbabwe Gender Commission
ZIMRA	Zimbabwe Revenue Authority

# Executive Summary

While the COVID-19 pandemic exerted adverse challenges, the Commission continued to consolidate and demonstrate strong commitment towards driving the gender equality agenda. Its progressive efforts stretches across the gender divide, social, political and economic continuum. The various interventions were in fulfilment of the Commission's constitutional mandate and the Sustainable Development Goals (SDGs) particularly number 5 which seeks to 'achieve gender equality and empower all women and girls' guided by its 2030 Agenda of Leaving no one behind, Vision 2030 and National Development Strategy 1 2021-2025.

The report provides an analysis of the key initiatives which the Commission undertook during the year, the achievements, impacts and challenges under the ambit of Gender Equality Promotion, Legal and Investigations as well as Governance and Administration. It also provides recommendations for consideration by Parliament of Zimbabwe and the Executive among other stakeholders.

Gender Equality Promotion is central in ensuring the monitoring role of the Commission is attained with lobbying, policy advocacy and awareness raising complementing. Specific activities were undertaken to ensure adherence to gender equality provisions.

A comprehensive monitoring and evaluation framework was developed to strengthen the commission's role. Capacity building strengthening of the secretariat with training on the M and E system and Elimination of violence at the work place was conducted. Further, emerging gender issues were closely monitored, with the rapid assessment of gender responsiveness of COVID-19 quarantine centres conducted to identify gaps and provide recommendations on ways to mainstream gender issues. The commission ensured that its voice add value to the process by participating in and monitoring the state reporting to the CEDAW committee 75<sup>th</sup> session held in Geneva, Switzerland.

The Gender Audit of the main Political Parties provided a new impetus to the ZGC campaign on 50/50 as it unravelled gender disparities on power dynamics. The unveiling of the Gender Model Policy was a critical intervention aimed at providing a guiding framework for adaptation to inform internal reform processes within political parties to institutionalize gender equality principles. The first ever-provincial gender forums were successfully convened building up to the National Gender Forum focusing on GBV prevention and national response mechanism. The Commission further consolidated its partnership and responsiveness on gender issues through the various Thematic Working Groups.

Through the use of mainly virtual platforms, Public Education and Information spearheaded significant initiatives aimed at strengthening visibility of the Commission while also promoting gender equality through awareness campaigns. Interface with the public through various media platforms raised awareness on gender issues and positively widened outreach efforts. Radio and television talk shows were conducted, online publicity campaigns done and several press statements on gender justice were issued. ZGC participated in international commemorative events including International Women's Day and the 16 Days of Activism against GBV to raise awareness on gender equality and non-discrimination. Sensitization on harassment and violence at the work place and an awareness programme was conducted in partnership with the International Labour Organisation (ILO), which process availed critical information to participants.

Legal and Investigations provides the essential bedrock in supporting and ensuring gender justice is delivered at all levels. Focus included investigations on possible violations of rights relating to gender, receiving and considering complaints from the public, instituting alternative dispute resolutions and securing appropriate redress were rights relating to gender have been violated.

During the period under review, 51 cases were received which varied from sexual harassment, gender based discrimination, gender based violence, property rights and gender stereotyping in social media and broadcasting services. Further, Joint Investigations with other Chapter 12 Institutions were conducted into alleged politically motivated violence against women. The Standard Operating Procedure Manual to support the handling and investigations of cases of gender-based violence was developed and adopted.

Through Governance and Administration, strategic planning was undertaken as it critical to successful programme implementation and Commissions' operations. An Annual Work Plan for 2021 was developed in line with the ethos of the strategic plan and requirements for statutory meetings. ZGC also aligned its five-year strategic plan document to the National Development Strategy 1 with the Public Service Commission facilitating and Ministry of Finance and Economic Development appraising the process.



# Introduction

The 2020 annual report presents reflections on the various initiatives which the Commission spearheaded while implementing its constitutional mandate broadly on ensuring gender equality and equity. During the year under review, the Commission exhibited unparalleled efforts and tenacity in pushing its agenda on gender equality despite the constrictive environment that prevailed.

As the COVID-19 pandemic undermined full scale implementation of the annual work plan activities, the digital platform became the new norm for conducting operations. In line with that thrust, the commission renewed its strategies and adopted measures to ensure expansive and quick responsiveness to gender issues, among others.

As milestones were realized that led to positive impacts and outcomes on the society, the Commission seeks to consolidate the gains. This report therefore presents major achievements of outputs under the Key Result Areas of Gender Equality Promotion, Legal and Investigations and Governance and Administration. Similarly, it also speaks on the challenges and the mitigation efforts being undertaken by the Commission.



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# Gender Equality Promotion

The key result area on gender equality promotion consist of two sub-programmes namely Research and Programming and Public Education and Information.

## Research and Programming

The subprogrammes support the monitoring role of the Commission on ensuring compliance on gender equality provisions guided by the constitution, regional and international normative frameworks on Gender to which Zimbabwe is party. To that end, the Commission made concerted efforts to ensure that all state functionaries and duty bearers were reminded to uphold and adhere to the gender equality provisions, albeit with mixed results.

### *Monitoring and Evaluation Framework for ensuring Compliance with Gender Equality Provisions in the Constitution*

The Commission, with support from UN Women and technical assistance from Lupane State University developed a Monitoring and Evaluation framework to effectively implement and strengthen its oversight mandate on monitoring adherence to gender equality provisions. It seeks to provide strategic direction for the monitoring and evaluation activities of the Commission and its stakeholders through ensuring a co-ordinated, efficient collection, use and dissemination of information. To support optimum functioning of the framework, a prototype database was developed for information depository and reference point.

The M and E framework sets out performance criteria and indicators, which the Commission can use to monitor gender equality compliance for internal work and external stakeholders. Further, these indicators are aligned to international and regional normative frameworks such as CEDAW, AU and SADC Protocols on Gender as well as the Constitution of Zimbabwe

The framework, be piloted to selected Ministries to measure its efficacy and usability, is expected to be instrumental in accelerating efforts to address gender inequalities across all sectors to facilitate the achievement of SDGs and vision 2030. The monitoring tool shall enable evidence-based decision-making, enable better planning and actions as well as hold institutions accountable for their commitments to gender equality as progress would now be tracked easily.

### *Monitoring Compliance to Gender Parity Principles in Public Appointments*

The Commission continued to exercise its oversight role of monitoring compliance of gender equality to ensure gender equality as provided for in the constitution and other normatives on gender equality and equity. Advisory Notes were issued in line with section 17 of the constitution, which provides for gender balance in social, political and economic spheres. During the period under review, Advisory Notes issued were in respect to appointment of Ambassadors, Provincial Development Coordinators and filling of positions on the Constitutional bench whose reflection was gender imbalanced. Advisory Notes were also submitted to authorities coordinating quarantine centres on COVID-19 including National Task Force, Ministry of Health and Child Care, Ministry of Public Service, and Ministry of Finance to address identified issues and gender gaps found therein. Duty bearers were implored to ensure gender sensitive appointments and respect the supreme law of the land.

### *Participation at CEDAW Committee to Monitor State's Compliance with International Gender Equality Instruments*

The Commission participated and observed Zimbabwe Government's reporting at the 75<sup>th</sup> session of the CEDAW committee meeting held in Geneva, Switzerland in February 2020 pursuant of its mandate of monitoring compliance with international and regional gender equality normative frameworks.

The Commission also made a comprehensive presentation to the CEDAW committee which was in response to the state's report. The presentation of the Commission was well received by the CEDAW



*Commissioner N. Chimbetete presenting to the CEDAW Committee. She was flanked by Commissioner T. Hungwe-Chimbunde (in black) and Research and Programming Manager Ms E. Nhengo (in floral jacket)*

committee as it probed on grey areas and sought clarity on issues which needed further attention. The Commission will ensure monitoring of implementation of the CEDAW committee recommendations.

### **The National Gender Forum and Provincial Gender Fora**

The Zimbabwe Gender Commission (ZGC) annually convenes a National Gender Forum (NGF) in accordance with Section 8 (1) of the Zimbabwe Gender Commission Act (Chapter 10:31). The 2020 NGF was convened under the theme **Strengthening Accountability to End Gender Based Violence in Zimbabwe**.

The theme recognized the imperative need to enhance existing efforts and come up with new prevention and response strategies to address gender-based violence, a gross human rights violation and a hindrance to the attainment of gender equality. It was also considered due to a backdrop of increased GBV cases the country was facing over the years and exacerbated by the current economic hardships.

#### ***The objectives of the NGF were to:***

- To identify structural and underlying causes of Gender Based Violence.
- To strengthen the GBV reporting mechanisms including information management.
- To strengthen and call for accountability by all stakeholders responsible for GBV prevention and response.
- To identify areas for Gender Based Violence evidence-based programming, advocacy, research and documentation.
- To strengthen the mechanisms for monitoring and implementation of legal and policy frameworks for GBV prevention and response.

The NGF which was convened virtually on 10 December due to COVID-19 regulations was preceded by Provincial Gender Forum (PGF) meetings that were convened in nine provinces from 17 to 27 November

2020. Over 100 national level delegates participated in the virtual NGF while each provincial meeting had an average of 50 participants in line with COVID-19 restrictions. The PGF meetings were convened against the background of inclusivity and decentralisation in line with the government thrust on devolution. It further aimed at ensuring that key stakeholders at provincial level participate and contribute to the national GBV discourse. Inputs and views gathered from provincial meetings informed conversations at the annual National Gender Forum.

***Discussions at the forum were guided by seven key thematic areas namely:***

- Gender Based Violence and the Economy;
- Gender Based Violence in Humanitarian Crises such as COVID-19, climate change disasters including cyclones, floods, droughts;
- GBV in the world of work - Eliminating Sexual harassment in the World of Work;
- GBV and access to Sexual and Reproductive Health Rights;
- GBV and the society - GBV prevention, gender norms, stereotypes, socialization and their impact on gender equality;
- GBV Legislative and Policy frameworks and institutional mechanisms;
- GBV and Elections.

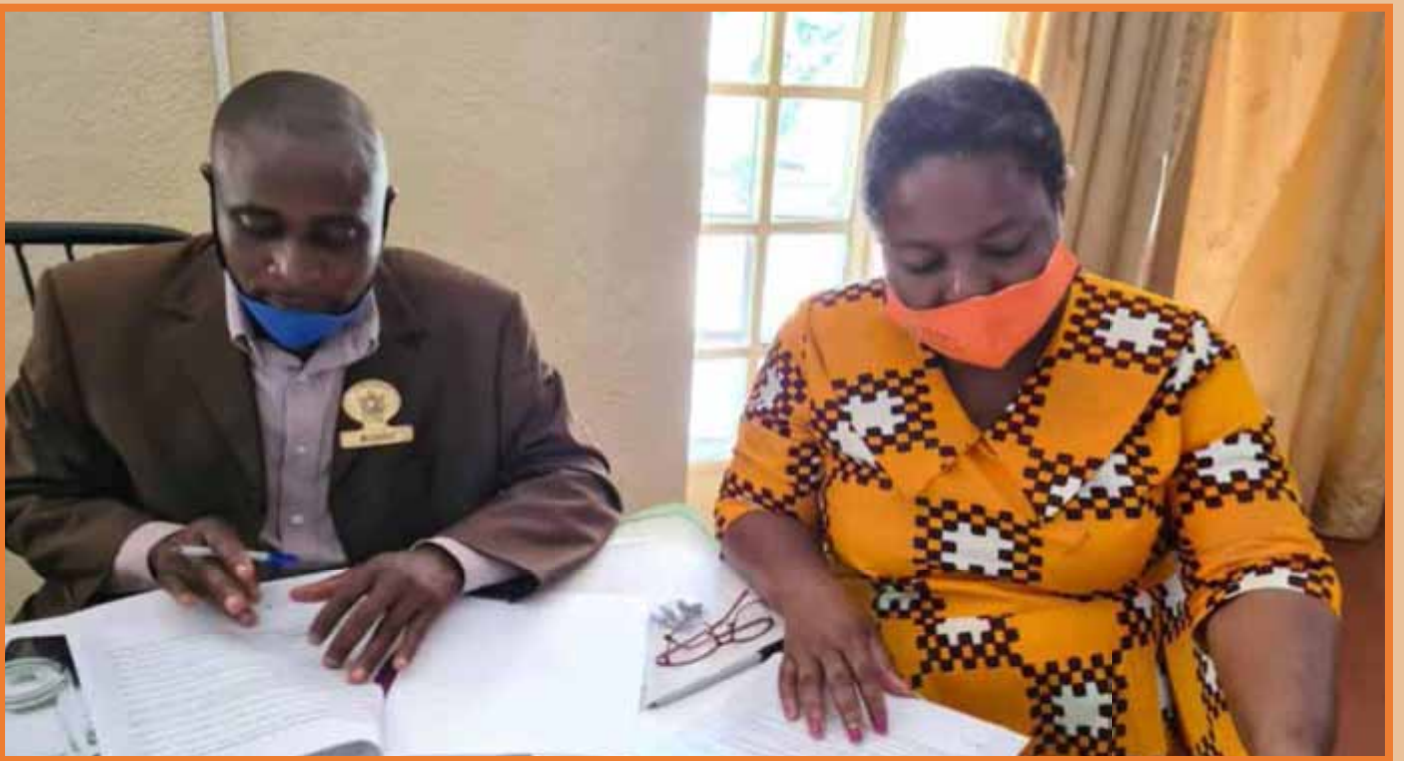


***Participants following proceedings at the Provincial Gender Forum in Marondera, Mashonaland East Province***





*ZGC Chairperson, Commissioner M. Mukahanana-Sangarwe and Commissioners during the opening session to the Lupane Provincial Gender Forum*



*Chief Bushu and ZGC Chief Executive Officer Mrs V. Muwanigwa at the Mashonaland Central Provincial Gender Forum*

Conversations around GBV situation in the country revealed high prevalence of GBV in its various forms which continues to increase despite current efforts to curb the scourge and existence of fairly progressive legislation aimed at combating it. The legislation includes the constitution section 17, 56 and 78, domestic violence act, labour relations act as well as the criminal law reform and codification act. Whilst the legislation clearly speaks on protection from violence, studies such as the Multiple Indicator Cluster.

Survey of 2019 reveals those 39.4% women between the ages of 15 to 49 having experienced physical violence which is more than the global average of 35%. Hence, the need to consider alternative strategies and to invest more in prevention activities across the country was emphasized.

It emerged from the deliberations that women were disproportionately affected by GBV in all the thematic areas under discussion. An intricate relationship existed between GBV and the economy as economic hardships force women to adopt survival strategies that expose them to the high risk of GBV. Women end up working in unsafe places, engage in transactional activities where they are exploited and endure abusive relationships as they have limited access to and control of productive resources. In the world of work, GBV was prevalent as well as in tertiary institutions with sexual harassment being the most experienced form. Humanitarian crisis tend to increase vulnerability of women and children and expose them to abuse fuelling GBV.

The forum noted that GBV and Society were closely linked. Society through its norms, belief systems and socialisation tend to propagate harmful practices which fuels GBV. Some of the harmful practices which were expressed to propel GBV were virginity testing, child marriages forced marriages, wife inheritance and new daughter in law sleeping first with father in law.

GBV and elections was inseparable. During election cycles, its ugly face manifests pushing women to the periphery leading to their low participation in politics for fear of loss of lives, family and property. Aspiring women politicians bear the brunt of victimisation, sexual abuse from powerful leaders and harassment among other social ills. While the legislative, policy framework and institutional mechanism is progressive, it has loopholes that has failed to effectively combat increase in GBV and responsiveness. Lack of minimum sentence on rape, classification of sexual harassment as a light offence and delays in alignment of laws to the constitution such as the age of consent are some of the limitations of our legislative and this has propensity to create havens for GBV increase.

Recommendations emanating from the deliberations noted the need to implement the GBV Coordination Guidelines developed by the Ministry of Women Affairs for strengthened coordination of the multi-sectoral response to GBV. Decentralisation of the Zimbabwe Gender Commission needed to be effected to ensure it is accessible and visible at community level to respond to GBV issues. The Government should adequately support funding for GBV issues. Continued advocacy and lobbying for the harmonization of GBV related laws with the national constitution was emphasised. Provision of translated laws on GBV in vernacular to create awareness among communities was critical and economic empowerment initiatives for women and for survivors of GBV needed to be intensified and supported by entrepreneurial skills training.

A key deliverable of the forum is a comprehensive strategy on GBV prevention and response which will be used as a lobby and advocacy tool to influence programming interventions and strengthen monitoring activities.

## Engagement with Women in Local Government Constitutional and Legal Working Group

In partnership with Gender Links and Women in Local Government, the Commission convened a dialogue meeting to strategize on ways to increase women's participation and representation in local government towards gender parity threshold. The dialogue with women in local government constitutional and legal working group held at Cresta Lodge on 25 February 2020 availed a platform to debate possible combinations of electoral systems and Temporary Special Measures. The dialogue which complemented the extensive engagement processes pursued, sought to bring consensus on a workable mechanisms that would increase women's representation in local government and come up with a lobbying and advocacy strategy linked to the position paper submission.

Discussions noted that despite existence of constitutional provisions which supports gender parity in politics it was silent on women in local government and neither did the proposed constitutional amendments.

Gender blind electoral act and absence of sound legislative framework to support gender parity at local government had contributed to women representation regressing from 19% in 2008, to 16% in 2013 and to 13.4% in 2018. Low representation of women in politics particularly at local government level remained a significant setback to the achievement of democracy and constitutionalism.

A call was made to support legislative and constitutional review processes to ensure the creation of an enabling environment that promotes inclusive participation. Hence, a comprehensive working paper on local government 50:50 options and methodologies for submission to parliament for its consideration was the key deliverable of the meeting in addition to a lobby and advocacy strategy.

## Tripartite Stakeholders Workshop on Violence and Harassment in the workplace

The Commission in partnership with the International Labour Organisation (ILO) held a tripartite stakeholder's workshop on violence and harassment in the workplace from 3-4 March 2020 at Crowne Plaza, Hotel. ***Its objectives were to:***

- Sensitise stakeholders on the issues of violence and harassment in the workplace
- Orient stakeholders on the Spotlight Initiative Programme and the plan to develop a National Strategy to address Violence and Harassment in the world of work
- Orient the stakeholders on the ILO Convention 190 and Recommendation 206 on Eliminating Violence and Harassment in the world of work.
- Develop a draft Roadmap towards the Ratification of the C190 by Zimbabwe

The workshop brought together tripartite partners representing Labour, Employers and Government.

Important concepts were unpacked on gender and non-discrimination, sexual harassment, violence, convention 190 and recommendation 206. It noted with concern discrimination and high levels of sexual abuse and violence against women at the work place with statistics indicating 35% of women have experienced violence.

It emerged that ILO's goal was to promote opportunities for women and men to decent work in conditions of freedom, equality, security, and human dignity. Equality and non-discrimination were reinforced as constituting an integral part of ILO values, principles and mandate of promoting social justice. Hence, to support its efforts, ILO developed Convention 190 and Recommendation No.206 the first international standards to address violence and harassment in the world of work and ensure safe spaces.

Analysis of the legal framework revealed it was progressive, however the meeting advocated for its strengthening to enable it substantively address issues of prevention and response to sexual harassment and violence at the work place. Reviewing the labour act and enacting a sexual harassment Act that covers all sectors would ensure a comprehensive framework.

In addition to recommended specific sector actions, the stakeholders urged the need for awareness raising through sensitisation to policy makers in government agencies and trade unions including employees. Lobbying for ratification of convention 190 and development of a National Strategy on violence and harassment in the world of work supported by a technical team were prioritised.





*Stakeholders following proceedings at the two day tripartite workshop on sexual harassment and violence*

## **Engagement with the Zimbabwe Women's Bureau**

The Commission participated in a dialogue meeting organized for Chapter 12 Institutions by the Zimbabwe Women's Bureau, which was held in Harare on 4 November 2020. The dialogue which aimed at strengthening partnership and discuss issues of mutual interests, enabled ZGC to share and raise awareness to the membership of the bureau of its role. It informed the meeting of the constitutional mandate and functions, which guides its work. It further highlighted the various gender sensitive programmes it implements to ensure attainment of gender equality.

The meeting reflected on common gender issues and deliberated on the challenges, which disproportionately affect women in the cross-border sector in the form of gender-based abuses, sexual harassment, body shaming, forced bribery and limited access to finance. The meeting noted how the COVID-19 had brought a toll on women and stripped their livelihoods. The gender digital divide was also pushing women out of business as most lacked IT tools, skills and knowledge to switch to e-commerce.

Deliberations from the dialogue implored government to craft an inclusive economic recovery plan to support women in the informal cross border traders who contribute 30 - 40% to the economy. The meeting reinforced the need for collective engagement in strengthening efforts to address the numerous challenges and put in place measures to support women in the informal sector.

## **Strengthening Capacity through Thematic Working Groups**

The Thematic Working Groups enhanced the scope and role of the Commission as it effectively strengthen ZGC capacity to deal extensively. Adequate response to emerging gender issues remains a priority concern to the Commission in order to realise balanced development. Hence, the role of TWG's remains fundamental as it provides the commission a platform to tap from the members' diverse expertise who share the same aspirations of strengthening women participation in leadership.

Through able leadership of the TWG Chairpersons, strategic guidance and direction was given during the year which influenced various activities.



*Commissioner Dr N. Nyangulu addressing delegates at the dialogue organised by Zimbabwe Women's Bureau*

## **Participation at Public Hearings on Constitutional Amendment Bill Number 2**

Participation in the national discourse remains fundamental to the Commission to ensure that gender issues are not overlooked and a gender perspective is always portrayed. As part of its lobby and advocacy strategy, the Commission observed the public hearings on Constitutional Amendment Bill Number 2 held in Matabeleland Region in May 2020. During participation, its priority focus was on section 124, which related to the extension of the quota system in the national parliament by another two terms. Although the quota system remains a noble initiative in supporting women representation in politics, instead it had failed in increasing women representation to parity levels. Further, it is a piecemeal measure, which lacks future sustainability.

In cognizance of the various shortfalls embedded by the quota system and guided by the constitution, the Commission remains committed to the entrenchment of 50/50 as provided in section 17, 56 and 80. Hence effecting gender equality provisions, harmonisation of laws to the constitution and its full implementation needed to be prioritised.

## **Submission of Position Paper to Parliament on Engendering Electoral and Constitutional Reforms**

In pursuance of its advocacy and lobby initiatives to engender the electoral and legislative framework to ensure achievement of gender equality and equity, a position paper on Engendering Electoral and Constitutional Reforms was submitted to Parliamentary Committee on Justice, Legal and Parliamentary Affairs in July 2020 for its consideration. The position paper also provided a platform to input the Constitutional Amendment Bill Number 2.

Through a consultative process, the Commission in partnership with stakeholders supporting women empowerment initiatives consolidated a position paper to strengthen the various lobby and advocacy efforts. Development of a consolidated paper underscored the role of collective approach and acknowledged the need to speak on the gender narrative with one voice. ***The position paper further reinforces on:***

- The various constitutional provisions enshrined in section 2, 3, 17, 56 and 80, which speaks on full promotion of gender balance in all spheres.
- The Communique of the 40th Ordinary Summit of SADC Heads of State and Government, which commits to full implementation of the SADC Protocol on Gender and Development to improve the

representation of women and youth political positions’.

- Implementation of gender responsive reforms and constitutional gender equality provisions to guarantee achieving of 50/50 representation in politics.
- Rejection of proposed principles of the Amendment Bill number 2, as extension of the women’s quota beyond 2023 would not guarantee equal representation of women but rather perpetuates inherent gender inequalities.
- The preferred methodology to actualize gender parity was though Proportional Representation Electoral System, which has proven to be effective in the senate where it stands at 48% women representation. It further, sets out the essential features to safeguard the system from manipulation.

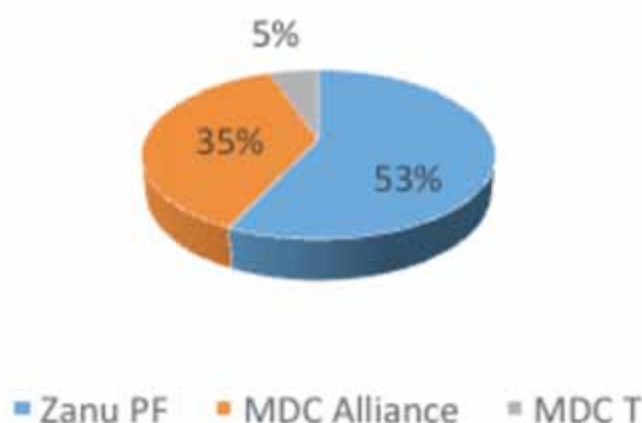
## Launch of the Gender Audit Findings of the Main Political Parties

The Commission with support from HIVOS under the Women Empowered for Leadership Programme conducted Gender Audit of the main political parties to assess how gender sensitive and responsive their processes, policies, constitutions and structures were. The audit sought to fulfil these objectives: strengthen gender-mainstreaming capacity of political parties through institutionalization of gender equality and adherence to gender parity principles, develop interventions through formulation of gender responsive model policy for assimilation by political parties for addressing gender gaps in political institutions and influence reform of political party constitutions and policies towards gender parity in outcomes.



*The fig below illustrates representation of the main political parties that participated in the Gender Audit*

### Representation of Political Parties in Parliament



### *Main Political Parties in the National Parliament who participated in the Gender Audit*

The Gender Audit report and Model Gender Policy were officially launched on 30 November 2020 at Holiday Inn, Harare. The occasion was graced by various stakeholders including political parties namely ZANU PF, MDC A and MDC T.





*ZGC Chairperson and political party leaders listen as WCoZ representative speaks*

***Key findings of the audit revealed glaring gender imbalances that include:***

- Position of women was a challenge, as they occupied non-key positions while men took up influential positions due to lack of confidence in women's leadership abilities.
- Non adherence to party manifestos, constitutions and policies was evident across all the parties despite their documents expressed some commitment to gender equality and the respect of women's rights
- MDC A and MDC T have a specific commitment for (50%) representation of women candidates for all governance positions while ZANU PF 2018 Manifesto committed to implement fully section 80 (1) of the Constitution which speaks on equal opportunities between women and men in all spheres.
- Non-compliance with set procedures, irregularities and manipulation of set procedures were unearthed and evident through appointments made and candidate selection criteria that was gender biased.
- Limited support for female candidates including financial to bank role their electoral campaigns.
- All parties failed to provide leadership space for youth who does the menial work
- Various barriers which included political violence, cyberattacks, negative social and cultural norms and prejudices marginalised women from effective participation.
- Out of the 6796 candidates in the 2018 elections, only 17 % were women implying that political parties violated their set procedures and fielded more men candidates.

Recommendations of the Gender Audit, explicitly called for internal party reforms with the following interventions supporting the process:

- Monitoring political parties to adhere to their constitutions and manifestos,
- Offer technical support through capacity leadership development,
- Apply a gender observatory system throughout the party processes,
- Strengthen election party directorates through training programmes,

- Establish support desks for women.

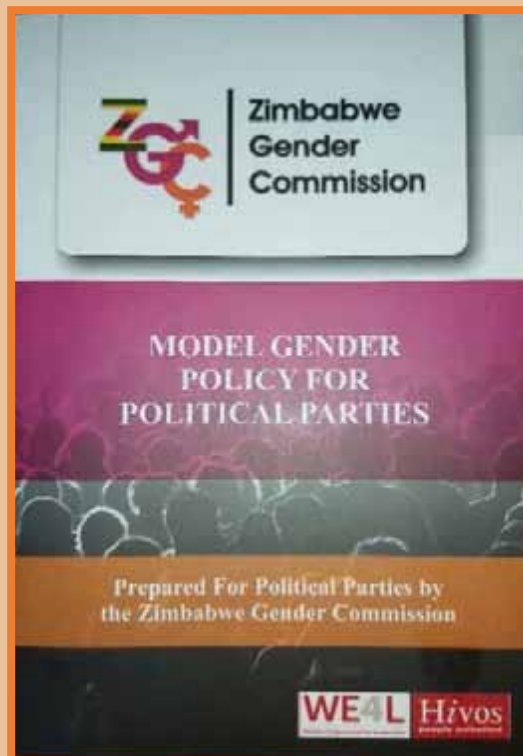
## ***Model Gender Policy for Political Parties***

In light of the Gender Audit findings of political parties which revealed glaring gender disparities, the Commission developed a model gender policy in an effort to strengthen institutional capacities and provide sustainable mechanism to support engendering of political parties systems. The policy provides a framework which adequately ensures structures and processes at the political party level promote internalization of the main gender dimensions of equality, equity and inclusivity. ***The model policy is expected to facilitate the following specific actions:***

- Support the party to be more relevant in responding to women's and men's issues at all levels.
- Assist to manage and respond to gender dynamics among staff and membership of the party.
- Provides clear accountability lines for gender sensitivity in the administration and operations of the party as well as guidelines for mainstreaming gender.

Raises awareness and build capacity on GBV prevention and elimination in the work place and the communities.

The policy will be used as a lobby and advocate tool to all political actors to facilitate the process of aligning their internal policies to the principles of the model policy which is the benchmark for adherence to gender equality provisions.



## ***Rapid Gender Assessment of COVID-19***

### ***Quarantine Centres***

The Commission with support from UN Women under the Spotlight Initiative carried out an investigative research and assessment of gender responsiveness of the COVID-19 quarantine centres. It took place from 13 to 17 July and 26 July to 1 August 2020 respectively. Its specific objectives sought to; assess the gender sensitivity of quarantine centres, uncover gender issues and women's rights violations happening in quarantine centres and recommend interventions to address the challenges.

The study looked at the gender dimensions that include: access to Sexual Reproductive Health Services, Access to SRH Commodities such as dignity kits, sanitary; access to psychosocial support, Prevention of Sexual Gender Based Violence and Exploitation, and Prevention of Violence against Children among others.

Key findings of the assessment revealed that women's economic empowerment was hugely affected as most of the returnees in quarantine were cross borders. Limited provision of SRHR services such as hygienic kits forced women to resort to unhygienic products which posed health risks. The centres lacked facilities to cater for pregnant women in case of labour or emergency. SGBV was experienced through body shaming and verbal harassment by authorities. Although, government was able to provide decent meals three times a day the general living conditions at the centres were appalling.

***Sector specific interventions were recommended to relevant institutions for implementation to address the gaps identified which included:***

- Adequate provision of testing kits and Personal Protective Equipment (PPEs) for both staff and returnees inclusive of gloves, face masks, detergents and hand sanitizers.
- Standardization of SRHR services and food provisions for returnees across all quarantine centres as well as constant supply of supplementary feed to infants.

- Avail health services for pregnant women, other illness
- Conduct awareness raising and education to returnees on SGBV reporting guidelines.



*ZGC Officials and a Social Welfare Officer posing for a group photo at ZIPAM Quarantine Centre in Mashonaland West Province.*

## *Developing a National Strategy on Sexual Harassment and Violence*

The Commission in partnership with ILO through funding from the Spotlight Initiative is developing a national strategy to address violence and harassment in the workplace. This initiative is in response to high prevalence of violence in the workplace and the need to internalize ILO Convention 190 (C190) and Recommendation 206 (R206) on Elimination of Violence and Harassment in the World of Work. ILO is providing technical support to the process.

Development of the strategy is in line with ZGC mandate to advise public and private institutions on steps to be taken to ensure gender equality. Consultative process will be engaged with the tripartite partners which are Labour, Employers, and Government to develop a comprehensive strategy that will guide all workplaces in both public and private sectors, to effectively respond to issues of violence and harassment through policies and programmes that result in safe workplaces.

## *Capacity Building Training of Trainers on Gender Equality in the World of Work*

The Commission with support from Spotlight Initiative participated in a three day virtual workshop on Gender Equality in the World of Work. The training which saw 30 participants consisting of 19 males and 11 females participating was facilitated by the International Labour Organisation (ILO) one of the UN agencies with specialty in promoting safe working spaces.

Through the training ZGC gained knowledge on how it could strengthen its response to GBV workplace complaints and violations in line with its mandate of investigating and addressing violations related to gender. It provided a critical platform to learn the contemporary best practices aimed at responding to GBV in the work place. The objectives of the training were: to contextualize Gender Equality in the workplace, to



sensitize participants on the ILO Standard on Violence and Harassment in the World of Work focusing on Convention 190 and Recommendation 206 and to discuss the 'Standard Workplace Package' on Violence and Harassment.



*Photo showing some of the participants who took part in the virtual training on Gender Equality*

The training unpacked the concepts of gender equality, equal opportunities and treatment. Convention 190 was elaborated with a focus on its values and principles which inform and guide workplace responses. The role of advocacy and communication in ending violence and sexual harassment at work place was emphasised.

Building on the training will be the development of comprehensive Model Workplace Programmes.

## Public Education and Information

The section covers programmes and activities that were carried out by the Public Education and Information Unit.

### Independence Day Statement

ZGC issued a press statement on the occasion of marking 40 years of independence. It acknowledged the milestones the Government had achieved on gender equality and women empowerment since independence. Such included continued commitment to removal of all forms of gender discrimination in the society, enacted legislation to promote gender equality, setting up gender machinery and appointment of gender focal persons to facilitate gender mainstreaming initiatives.

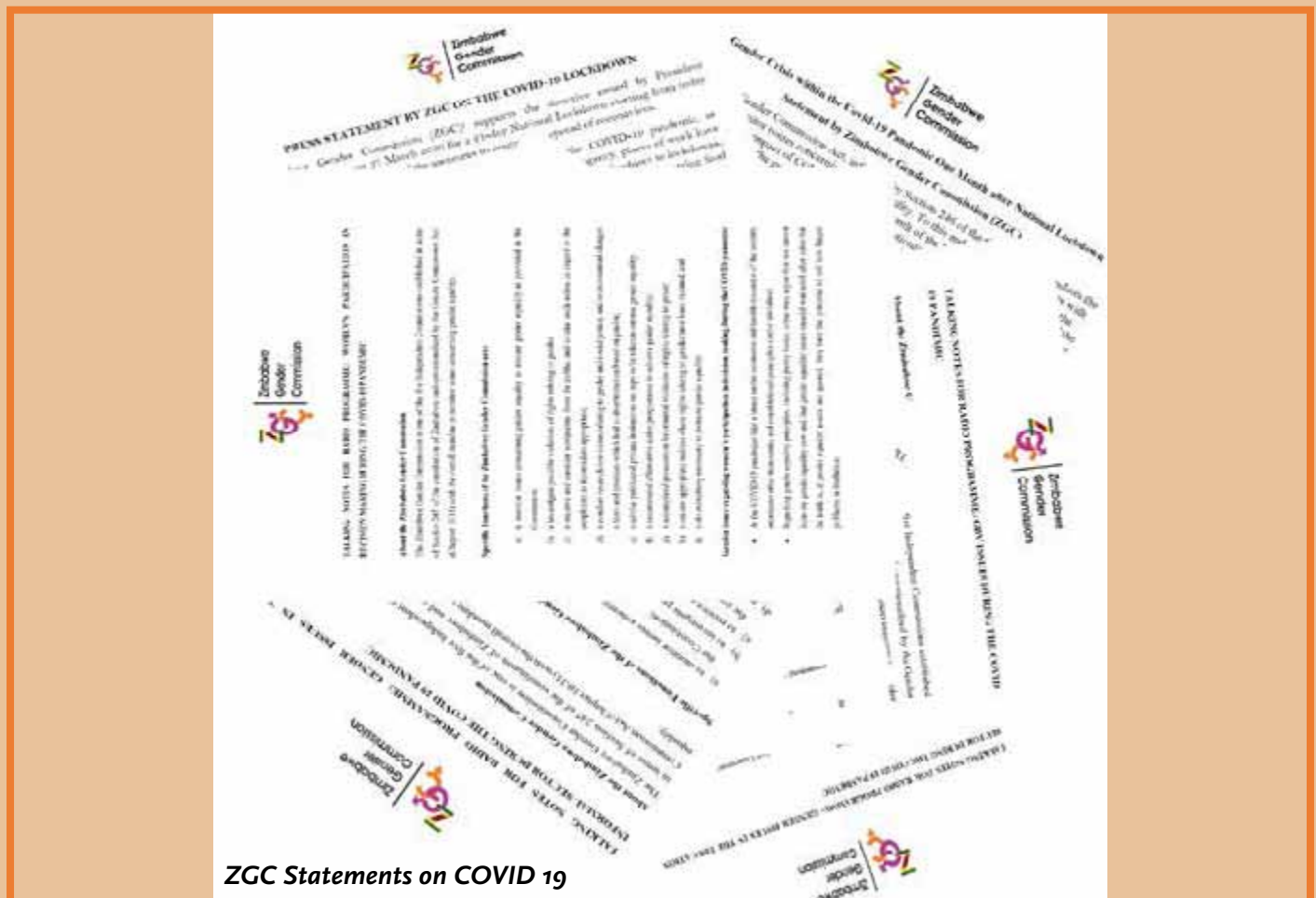
***While acknowledging these landmarks, ZGC however noted gaps with regards to implementation of gender equality which include.***

- Despite the Constitution guaranteeing gender equality and outlaws discrimination, in practice, inequalities prevail across social, political and economic spheres.
- While both women and men participated towards the making of the 2013 Constitution resulting in several clauses upholding gender equality and non-discrimination, current efforts to review the Constitution ignoring the equality clause was unacceptable.
- Access to justice remains out of reach for most citizens but particularly women due to the prohibitive costs and arduous processes despite efforts by other stakeholders to provide the services pro bono.

- Gender disparities also prevail in access to economic resources and employment.
- While most Zimbabweans are now in the informal economy not by choice but due to lack of formal job opportunities, women's specific needs are not prioritised.
- The health sector remained a key challenge in relation to gender issues even outside humanitarian crises. It called for concerted efforts to ensure that differential health concerns of men, women, boys and girls are addressed.

## ZGC Press Statements on the COVID-19 Lockdown

On the 27<sup>th</sup> of March 2020 His Excellency President Emmerson D. Mnangagwa issued a directive for a 21-day National Lockdown as part of the measures to contain the spread of the coronavirus. In support of this directive, the Commission issued press statements. The Commission observed that inequalities inherent in Zimbabwe were exacerbated by the COVID-19 pandemic. There was inadequate analysis of and integration of gender within the national response.



**ZGC Statements on COVID 19**

**While the Commission acknowledged the scale of the pandemic and the strain it put on all sectors, it called upon government, civil society organisations, private sector, development agencies and other stakeholders to:**

- Recognize the gender dynamics in emergencies and ensure that respective response mechanisms were gender responsive;
- Enhance respective social protection systems – through robust safety nets – with a deliberate emphasis on giving preference to the vulnerable members of the society, which includes women, children, elderly and persons with disabilities, among other groups;
- Ensure that economic recovery plans also target women who are the majority in the informal economy;
- Include key populations such as children living on the streets, prisoners and sex workers, among other groups, in respective response mechanisms.

## ZGC Advisory Statements on Violence against Women

The Commission issued a statements condemning politically motivated gender based violence against women. This follows incidences on the alleged abduction and torture of three MDC Alliance members Honourable Joana Mamombe, Netsai Marova and Cecilia Chimbiri in May 2020. In addition, Movement for Democratic Change (MDC-T) leader, Hon. Thokozani Khupe was physically and verbally attacked during the party's Extra Ordinary Congress held in Harare. **To curb the violence against women, the Commission urged the government, political parties and the media to:**

- Publicly declare commitment to upholding constitutional provisions in dealing with alleged gender based violence.
- Conduct an investigation into circumstances surrounding the case in a transparent and accountable manner to curtail speculation.

## ZGC Advisory Statement on Cyclone Chalane

The Commission released a statement taking note of the lessons learnt from Cyclone Idai and the COVID-19 pandemic that national responses should have an in-built mechanism to address gender dimension which deepens prevailing inequalities and derails any gains. ZGC called upon the Government and stakeholders to adopt gender-responsive approaches which are essential in achieving cost-effective, efficient, appropriate and relevant adaptation measures, disaster risk reduction and sustainable development.

## Broadcast Media Programmes

The Commission received support for radio and television programmes to assess gender dimension of national COVID-19 response from HIVOS and UN Women respectively. 33 media appearances on both radio and television were made through Radio Zimbabwe, National FM Capital FM, Star FM, Nyaminyami FM, Diamond FM, Skyz Metro and YA FM and ZTV's Mai Chisamba Show.

In addition, ZGC hosted two episodes of Mai Chisamba which were aired on ZBC TV. Topics discussed on the radio programmes and Mai Chisamba episodes included; Impact of COVID-19 on informal traders, access to food security during COVID-19, Access to clean and safe water, and access to sexual and reproductive health among others.

In addition to the radio and TV programmes, ZGC composed COVID-19 jingles for the radio programmes in Ndebele and Shona.



*ZGC Chairperson, Commissioner M. Mukahanana-Sangarwe on Mai Chisamba Show*

## Online media

ZGC also appeared on various online media platforms including Zimpapers, Newsday, Daily News and Freelance online features. Below are some of the links to the online articles.

<https://googleweblight.com/sp?u=https://www.manicapost.co.zw/link-between-democracy-gender-equality/&grqid=DXxDB6&hl=en-ZW>

<https://www.manicapost.co.zw/men-are-gbv-victims-too/>

<https://www.chronicle.co.zw/covid-19-lockdown-saw-spike-in-gbv-cases/>

<https://263chat.com/amp/gbv-spikes-irk-gender-commission/>

<https://263chat.com/amp/sexual-harassment-act-on-the-cards/>

<https://www.zbcnews.co.zw/systematic-barriers-promote-gbv-zim-gender-commission/>

<http://kubatana.net/2020/05/07/a-gender-crisis-within-the-covid-19-pandemic-one-month-after-national-lockdown/>

## International Women's Day

The International Women's Day (IWD) is celebrated annually on 8 March focusing on the social, economic, cultural and political achievements of women across the globe. The day also marks a call to action for accelerating gender parity. The 2020 commemorations ran under the theme ***"I am Generation Equality: Realising Women's Rights."*** In its statement, the Commission encouraged both public and private institutions to implement Constitutional provisions towards gender equality and women empowerment focusing on section 17, 25, 26, 52, 56, 78 and 80 calling for the full participation of women in all spheres on the basis of equality with men.

## International Day of the Girl Child

ZGC joined the world to commemorate the International Day of the Girl Child which is observed every year on the 11<sup>th</sup> of October under the theme, ***"My voice, our equal future"***. In celebrating the day, the Commission issued a statement which highlighted challenges faced by the girl child which include harmful practices such as, sexual exploitation, forced marriages, and child pledging. Other challenges highlighted were; failure complete their education due to purported lack of resources; and poor menstrual hygiene management.

***Whilst ZGC acknowledged the achievements made by Government and various development partners in promoting, protecting and advancing the rights of the girl child, the Commission called upon Government to accelerate measures addressing challenges facing the girl child through working with key stakeholders to:***

- Implement Section 4 of the Education Act which declares that the state must ensure the provision of sanitary wear and other menstrual health facilities such as water and sanitation in all schools;
- Align / harmonize all relevant laws and policies to the legal age of consent and legal age of marriage as stipulated in the Constitution;
- Put in place punitive measures against the perpetrators of child marriages and any form of GBV;
- Scale up and resource the support systems and mechanisms for reporting and responding to all forms of violence against girls; and
- Engage men and boys to challenge underlying attitudes, stereotypes, social norms and patriarchal power inequalities.



## International Day for Rural Women

ZGC joined the world in annual commemorations of International Day for Rural Women which is held on the 15<sup>th</sup> of October every year. It availed a platform to celebrate the numerous achievements that have been registered in changing the lives of rural women and girls. The 2020 edition ran under the theme, ***“Building rural women’s resilience in the wake of COVID-19.”*** The thrust of the celebrations was to highlight possible ways of improving lives of rural women in the face of the COVID-19 pandemic. The Commission took the opportunity to raise awareness on the practical needs and strategic interests of women living in rural areas such as access to reproductive health services, economic empowerment opportunities and access to information.

## International Day of Persons with Disabilities

The Commission also celebrated the International Day of Persons with Disabilities which was held under the theme “Building back better: towards an inclusive, accessible and sustainable post COVID-19 world by, for and with persons with disabilities.” The day is celebrated each year on the 3<sup>rd</sup> of December with the thrust to protect, promote and advance the rights and well-being of persons with disabilities by way of increasing awareness of the rights, the needs and the situation of persons with disabilities in today’s world.

The Commission took the opportunity to reaffirm the position that socio-cultural, economic and political developments without the interests of persons with disabilities is unsustainable, inconsequential and unacceptable.

***While progressive steps were taken to improve the lives of persons with disabilities which include the enactment of the Disabled Persons Act as well the establishment of the National Disability Policy, the Commission issued a statement calling for:***

- Government to expedite the alignment of laws and policies on persons with disabilities with provisions of the Constitution and the convention on the rights of persons with disabilities.
- All persons with disabilities to remain resolute in demanding their rights

## 16 Days of Activism against Gender Based Violence

On the 25<sup>th</sup> of November 2020, the Commission released a statement to commemorate the 16 Days of Activism against Gender Based Violence. The statement highlighted the theme ***“Orange the World: Fund, Respond, Prevent, Collect!”*** and focused on the effects of COVID-19. The theme was a clarion call to:

***Fund*** – mobilise and avail adequate financial resources to all organisations working for the prevention and elimination of all forms of GBV and violence against women and girls.

***Respond*** – ensure that there is a solid response mechanism to react and deal with GBV. The idea is to make sure that all cases of GBV were attended to satisfactorily.

***Prevent*** – declare zero tolerance for GBV by adopting robust measures to reduce GBV and violence against women to the lowest possible levels.

***Collect*** – gather all data on GBV and all forms of sexual violence with a view to constantly improve services to meet survivor-centred and ethical safety standards.

In the statement, ZGC raised concerns on the increase of GBV cases and failure by survivors to access support services during the COVID-19 induced lockdown. The Commission called upon Government and other stakeholders to strengthen GBV response mechanisms such as access to justice, health and psycho-social support.

## Workplace Sexual Harassment Awareness Programme

In efforts to raise awareness on workplace sexual harassment among employees and management, the Commission conducted a virtual awareness programme to FBC female employees on the 8<sup>th</sup> of July 2020

and a physical one at Dairibord Zimbabwe on the 4<sup>th</sup> of December 2020.

The sensitization programmes also laid out the investigative role of the Commission concerning sexual harassment and encouraged reporting of sexual harassment as well as development of policies by the respective institutions to address the matter.



*ZGC stand at Dairibord Zimbabwe (Harare) where the sexual harassment awareness programme was conducted*

## Legal and Investigation

In line with section 246 (b) and (c) of the Constitution, the Legal and Investigations received complaints on violations of rights relating to gender from the public. Investigations were also conducted on matters of public interest through the Commission's own initiative.

However, full investigation was affected by the COVID-19 as the lockdown measures deprived the Commission an opportunity to continuously interact with the public while the humanitarian crisis posed by the pandemic ushered in a new pattern of gender rights violations. Routine tasks such as attending to walk in clients, conducting mobile legal clinics, offering legal assistance, convening alternative dispute resolution mechanisms and investigations into systemic barriers prejudicial to gender equality were hampered owing to the need to comply with regulations geared at limiting physical interactions.

The Commission noted a surge in cases of violence against women mostly those in intimate partner relationships. Cases of abuse and exploitation of women by security agencies enforcing the lockdown regulations were also noted. To circumvent this, the Commission reacted by implementing an online reporting and case management system and encouraging telephonic case intake system through utilising a hotline number. Advertisements were placed in the mainstream media alerting people of these platforms.

### Cases Received

*During the year under review, fifty (51) cases were received. The nature of the cases was as follows:*

- Twelve (12) cases of sexual harassment



- Five (5) cases of gender based discrimination
- Twelve (12) matters involving property rights
- Twenty(20) cases of gender based violence
- Two cases involving gender stereotyping in social media and broadcasting services

### • Case Analysis

The majority of the cases centered on Gender Based Violence and Sexual Gender Based Violence (SGBV) in its various manifestations. The Commission also noted a surge in cases involving the deprivation of women from matrimonial property upon the dissolution of marriages either through divorce or upon death of the husband. Rights violations such as Gender Based Violence are being used as an accessory to the deprivation. The Commission will thus embark on an investigative research on the full gamut of matrimonial property and Inheritance laws as a way to unravel their efficacy in protecting the vulnerable women.



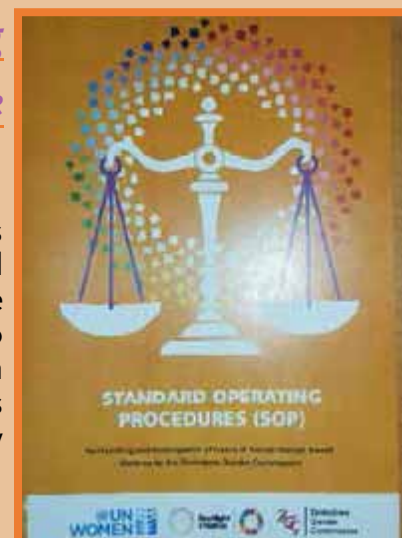
*Lawyers from ZGC and ZHRC attending joint investigations.*

### Investigations into the Rights of Women in Traditional Leadership

The Commission had the opportunity to introspect on the disharmony between our patriarchal Culture and Constitutional values on equality and non-discrimination in the Traditional leadership succession processes. The Commission reacted to a Complaint from one female chieftainship candidate based in Matabeleland North who felt that her right to ascend to the throne upon the death of her father who was the incumbent Chief was being severely impaired based on gender. She had also sought recourse through the Courts and the latter had directed the State actors involved in the succession process to reconvene a meeting which will not only look at her grievances but would also be done under strict adherence to the Constitutional imperatives on Gender Equality. A team from the Commission observed the process as part of its mandate to investigate any systemic issues prejudicial to gender equality, gender equity and gender mainstreaming. The process lead to the drafting of a set of far reaching recommendations, chief among them being the need for state actors to continuously allow, assist and encourage communities to develop their cultural customs in tandem with the Constitution imperatives on equality, non-discrimination and respect for the dignity women.

## Standard Operating Procedures (SOPs) for Handling and Investigation of Cases of Gender Based Violence and Sexual Gender Based Violence

The Standard Operating Procedures for Handling and Investigation of Cases of Gender Based Violence and Sexual Gender Based Violence was developed with the support of UN Women under the spotlight initiative. Training on the SOPs was also conducted. The SOPs will ensure that clients will be able to receive Standard and uniform services in a manner which is consistent with the 'Do no harm principles'. Meanwhile, the Commission is in the process of procurement of various amenities for the establishment of victim friendly facilities.



## Chapter 12 Commissions Joint Investigation Forum

In order to strengthen collaborations on investigation of cases where there are mutual interests, a Memorandum of Understanding was signed by the Chairpersons of ZHRC, NPRC and ZGC in September 2020. The MOU was based on the common objectives of the Commissions as provided in Chapter 12, section 233 of the Constitution of Zimbabwe.

In the spirit of the Memorandum, joint investigations were conducted from 26 October to 27 November in different provinces. Matters investigated include cases of sexual harassment, child marriages, partisan food distribution allegations and cases emanating from non-compliance with fairness in Administrative decisions by state actors.

# Governance and Administration

## Budget Performance

The state of budget for the Commission as at 31 December 2020 is as follows;

Initial Budget	25,900,000.00
Unallocated reserve	7,139,000.00
Total	33,039,000.00
Expenditure and release from Treasury	28,151,813.00
Balance	4,887,187.00
Expenditure (as percentage to the budget)	85%

**NB.** The balance is part of the funds allocated for Acquisition of fixed assets: vehicle, plant and mobile equipment, which was not released by Treasury.

Programme	Appropriated Budget	Expenditure
Governance and Administration	15,579,000.00	21,989,915.00
Gender Equality Promotion	7,379,000.00	4,612,085.00
Complaints Handling and Investigations	2,942,000.00	1,549,813.00
Total	25,900,000.00	28,151,813.00



## Acquisition of fixed assets: vehicle, plant and mobile equipment

For the year 2020, ZWL\$9,800,000.00 was allocated. Treasury did not release funds for the procurement of Vehicles. The Commission managed to secure two SUV vehicles from ZIMRA through Ministry of Finance and Economic Development. The Commission managed to procure the following tools of trade for Commissioners and Secretariat 5 desktops, four laptops, eight office desks, fifteen cell phone handsets.

## Production of Periodic Financial Reports and Statutory Returns

The Commission managed to compile and submit periodic financial reports and Statutory returns to Treasury and the Auditor General's Office in terms of the Public Finance Management Act (Chapter 22:19) & Statutory Instrument No. 1 of 2000 as amended respectively.

## Staff Establishment

Authorised	In post as at December 2020	Vacant
49	45 (25 Females, 20 Males)	4



ZGC Secretariat

# Challenges and Recommendations

## Challenges

- COVID-19 hampered full implementation of the work plan. The Commission was unable to mobilise and convene meetings and community gatherings for its outreach programmes.

- Inertia, inconsistencies and lack of political will to drive and ensure adherence to prescribed constitutional gender equality provisions.
- State and private actors continue to act with impunity with most recipients of adverse reports seemingly ignoring the Commission's recommendations.
- The Zimbabwe Gender Commission Act [Chapter 10:31] is not holistic in operationalising our mandate as provided for in the Constitution.
- Inadequate and delayed disbursement of appropriated financial resources.
- Inadequate staff due to freeze in recruitment exacerbated by lower conditions of service compared to other Commissions, leading to staff flight.
- Continuous increases in office space rentals, making the need for own premises a priority.
- Inadequate tools of trade such as desktops, laptops, phones, printers, photocopiers due to insufficient budget.
- Inadequate fleet of vehicles as the Commission has only two off-road vehicles and at times resorts to hiring vehicles for outreach programmes

## Recommendations

- Government to speed up the enactment of the Gender Equality Act to operationalise and harmonise all the gender equality provisions in the Constitution, and other pieces of legislation and the National Gender Policy
- Government to also speed up the enactment of a comprehensive legislative framework to deal with SGBV in general and sexual harassment in particular;
- Parliament to review the Gender Commission Act [Chapter 10:31] to fully operationalise the ZGC mandate as provided for in the Constitution.
- Parliament to complement the efforts of the Women Affairs Committee, through the non-gender specific portfolio committees by calling to account and demanding reports by higher-level government offices on full implementation of gender equality agenda.
- Government MDAs to strengthen engagements and partnerships with ZGC on mainstreaming gender equality.
- Treasury to support development of a comprehensive computerised case management system.
- Multi-stakeholder research work and awareness programmes on SGBV, child marriages and other harmful practices including advocacy for Legal reform in matrimonial property laws
- Treasury to support procurement of vehicles dedicated to Programmes

## VOTE 33 :ZIMBABWE GENDER COMMISSION

## UNAUDITED DETAILED APPROPRIATION ACCOUNT FOR THE PERIOD ENDED DECEMBER 31, 2020

Service		Vote	Expenditure	Expenditure Compared with vote ~less than voted ~More than voted
<b>Programme 1:Governance and Administration</b>				
<b>Compensation of employees</b>				
<b>Wages salaries in cash</b>				
Original budget		3,600,000.00	6,820,374.28	3,220,374.28
<b>Wages salaries in kind</b>				
Original budget		914,000.00	907,489.60	6,510.40
<b>Sub-total</b>		<b>4,514,000.00</b>	<b>7,727,863.88</b>	<b>6,510.40 3,220,374.28</b>
<b>USE OF GOODS AND SERVICES</b>				
<b>Communication and information supplies and services</b>				
Original budget	437,000.00			
Transfer from vote 5	801,000.00	1,238,000.00	1,158,822.84	79,177.16
<b>Hospitality</b>				
Original budget		185,000.00	92,160.00	92,840.00
<b>Medical supplies and services</b>				
Original budget	-		13,000.00	13,000.00
<b>Office supplies and services</b>				
Original budget	70,000.00			
Transfer from vote 5	497,200.00	567,200.00	830,202.78	263,002.78
<b>Rental and hire expenses</b>				
Original budget	2,660,000.00			
Transfer from vote 5	919,000.00	3,579,000.00	2,988,602.24	590,397.76
<b>Training and development expenses</b>				
Original budget	60,000.00			
Transfer from vote 5	5,000.00	65,000.00	37,525.00	27,475.00
<b>Domestic travel expenses</b>				
Original budget	40,000.00			
Transfer from vote 5	700,000.00	740,000.00	1,401,399.00	661,399.00
<b>Foreign travel expenses</b>				
Original budget		170,000.00	154,060.88	15,939.12
<b>Service fees</b>				
Original budget		2,000.00	1,910.00	90.00
<b>Institutional Provisions</b>				
Original budget	186,000.00			
Transfer from vote 5	1,768,100.00	1,954,100.00	2,369,803.29	415,703.29
<b>Maintenance of Physical infrastructure</b>				
Original budget	36,000.00			
Transfer from vote 5	35,000.00	71,000.00	44,097.69	26,902.31
<b>Maintenance of Technical and office equipment</b>				
Original budget	50,000.00			
Transfer from vote 5	66,000.00	116,000.00	113,891.94	2,108.06
<b>Maintenance of Vehicle and mobile equipment</b>				
Original budget	96,000.00			
Transfer from vote 5	500,700.00	596,700.00	632,476.11	35,776.11

**Fumigation and cleaning services**

Original budget	5,000.00			
Transfer from vote 5	75,000.00	80,000.00	102,221.68	22,221.68

**Fuel Oils and lubricants**

Original budget	138,000.00			
Transfer from vote 5	1,520,000.00	1,658,000.00	2,393,000.00	735,000.00

**Other Goods and services not classified above**

Original budget		30,000.00	800.00	29,200.00
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**Sub-total**

<b>11,052,000.00</b>	<b>12,333,973.45</b>	<b>864,129.41</b>	<b>2,146,102.86</b>
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**ACQUISITION OF NON-FINANCIAL ASSETS****Machinery and equipment**

Original budget	6,900,000.00	1,928,077.64	4,971,922.36	
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**Sub-total**

<b>6,900,000.00</b>	<b>1,928,077.64</b>	<b>4,971,922.36</b>	<b>-</b>
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**Grand total of Programme 1**

<b>22,466,000.00</b>	<b>21,989,914.97</b>	<b>5,842,562.17</b>	<b>5,366,477.14</b>
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**Programme 2: Gender Equality Promotion****Compensation of employees****Wages salaries in cash**

Original budget	1,230,000.00	1,831,370.00		601,370.00
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**Wages salaries in kind**

Original budget	106,000.00	85,890.00	20,110.00	
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**Sub-total**

<b>1,336,000.00</b>	<b>1,917,260.00</b>	<b>20,110.00</b>	<b>601,370.00</b>
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**USE OF GOODS AND SERVICES****Communication and information supplies and services**

Original budget	540,000.00	339,876.12	200,123.88	
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**Hospitality**

Original budget	80,000.00	-	80,000.00	
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**Office supplies and services**

Original budget	42,000.00	12,541.80	29,458.20	
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**Rental and hire expenses**

Original budget	1,330,000.00	1,256,498.00	73,502.00	
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**Training and development expenses**

Original budget

**Domestic travel expenses**

Original budget	105,000.00	95,490.00	9,510.00	
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**Foreign travel expenses**

Original budget	850,000.00	324,002.28	525,997.72	
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**Service fees**

Original budget	40,000.00			
Transfer from vote 5	162,000.00	202,000.00	40,000.00	162,000.00

**Institutional Provisions**

Original budget	40,000.00	-	40,000.00	
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**Maintenance of Technical and office equipment**

Original budget	20,000.00	-	20,000.00	
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**Maintenance of Vehicle and mobile equipment**

Original budget	80,000.00	76,281.28	3,718.72	
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**Fuel Oils and lubricants**

Original budget	100,000.00	100,000.00	0.00	
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<b>Other Goods and services not classified above</b>				
Original budget	16,000.00		16,000.00	
<b>Sub-total</b>	<b>3,405,000.00</b>	<b>2,244,689.48</b>	<b>1,160,310.52</b>	<b>-</b>
<b>ACQUISITION OF NON-FINANCIAL ASSETS</b>				
<b>Machinery and equipment</b>				
Original budget	2,800,000.00	450,136.00	2,349,864.00	
<b>Sub-total</b>	<b>2,800,000.00</b>	<b>450,136.00</b>	<b>2,349,864.00</b>	<b>-</b>
<b>Grand total of Programme 2</b>	<b>7,541,000.00</b>	<b>4,612,085.48</b>	<b>3,530,284.52</b>	<b>601,370.00</b>
<b>Programme 3: Legal and Investigation services</b>				
	\$			
<b>Compensation of employees</b>				
<b>Wages salaries in cash</b>				
Original budget	615,000.00	822,246.60		207,246.60
<b>Wages salaries in kind</b>				
Original budget	35,000.00	27,900.00	7,100.00	
<b>Sub-total</b>	<b>650,000.00</b>	<b>850,146.60</b>	<b>7,100.00</b>	<b>207,246.60</b>
<b>USE OF GOODS AND SERVICES</b>				
<b>Communication and information supplies and services</b>				
Original budget	100,000.00	66,315.00	33,685.00	
<b>Hospitality</b>				
Original budget	40,000.00	-	40,000.00	
<b>Office supplies and services</b>				
Original budget	45,000.00	15,000.00	30,000.00	
<b>Rental and hire expenses</b>				
Original budget	110,000.00	29,999.05	80,000.95	
<b>Training and development expenses</b>				
Original budget	50,000.00	-	50,000.00	
<b>Domestic travel expenses</b>				
Original budget	100,000.00	94,000.00	6,000.00	
<b>Foreign travel expenses</b>				
Original budget	50,000.00	7,501.20	42,498.80	
<b>Service fees</b>				
Original budget	75,000.00			
Transfer from Vote 5	90,000.00	165,000.00	131,842.10	33,157.90
<b>Institutional Provisions</b>				
Original budget	60,000.00	6,717.50	53,282.50	
<b>Maintenance of Physical infrastructure</b>				
Original budget				
<b>Maintenance of Technical and office equipment</b>				
Original budget	10,000.00	-	10,000.00	
<b>Maintenance of Vehicle and mobile equipment</b>				
Original budget	44,000.00	44,000.00		
<b>Fuel Oils and lubricants</b>				
Original budget	60,000.00	60,000.00	0.00	

**Other Goods and services not classified above**

Original budget	48,000.00	-	48,000.00	
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**Sub-total**

<b>882,000.00</b>	<b>455,374.85</b>	<b>426,625.15</b>	<b>-</b>
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**ACQUISITION OF NON-FINANCIAL ASSETS****Machinery and equipment**

Original budget	1,500,000.00	244,291.40	1,255,708.60	
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**Sub-total**

<b>1,500,000.00</b>	<b>244,291.40</b>	<b>1,255,708.60</b>	<b>-</b>
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**Grand total of Programme 3**

<b>3,032,000.00</b>	<b>1,549,812.85</b>	<b>1,689,433.75</b>	<b>207,246.60</b>
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**Totals**

<b>33,039,000.00</b>	<b>28,151,813.30</b>	<b>11,062,280.44</b>	<b>6,175,093.74</b>
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Original Estimate	25,900,000.00			
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Transfer from vote 5	7,139,000.00			
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<b>33,039,000.00</b>	<b>28,151,813.30</b>	<b>11,062,280.44</b>	<b>6,175,093.74</b>
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<b>Net Underspending</b>	<b>4,887,186.70</b>		
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# **VOTE 33 :ZIMBABWE GENDER COMMISSION**

## **UNAUDITED MAIN STATEMENT APPROPRIATION ACCOUNT FOR THE PERIOD ENDED DECEMBER 31, 2020**

### **VOTE 33**

Service		Vote	Expenditure	Expenditure Compared with vote	
				~less than vote	~More than voted
	\$	\$	\$	\$	\$
<b>PROGRAMME 1: GOVERNANCE AND ADMINISTRATION</b>					
<b>Sub-Programme 1: Commissioners and Chief Executive Officer</b>					
Original Estimate	4,785,000				
Transfer from vote 5	<u>177,100</u>	4,962,100	9,025,488		4,063,388
<b>Sub-Programme 2: Finance ,Human Resources, Administration,Procurement&amp;Audit ,IT</b>					
Original Estimate	10,794,000				
Transfer from vote 5	<u>6,709,900</u>	17,503,900	12,964,427	4,539,473	
<b>PROGRAMME 2: GENDER EQUALITY PROMOTION</b>					
<b>Sub-Programme 1: Monitoring and Research</b>					
Original Estimate	4,442,000				
Transfer from vote 5	<u>162,000</u>	4,604,000	2,944,512	1,659,488	
<b>Sub-Programme 2: Public Education and Awareness</b>					
Original Estimate	2,937,000				
Revised Estimate	<u>-</u>	2,937,000	1,667,573	1,269,427	
<b>PROGRAMME 3: LEGAL AND INVESTIGATIONS SERVICES</b>					
Original Estimate	2,942,000				
Transfer from vote 5	<u>90,000</u>	3,032,000	1,549,813	1,482,187	
<b>Totals</b>		<b>33,039,000</b>	<b>28,151,813</b>	<b>8,950,574</b>	<b>4,063,388</b>
Original Estimate	25,900,000				
Unallocated Reserve	7,139,000				
	-	<u>33,039,000</u>			
		<b>Net underspending</b>	<u><b>4,887,187</b></u>		



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*For a society that enjoys gender equality*