



**Zimbabwe  
Gender  
Commission**



***Annual  
Report  
2021***

# Table of Contents

<b>Acronyms.....</b>	<b>1</b>
<b>Letter to the Speaker of National Assembly.....</b>	<b>2</b>
<b>Foreword by the Chairperson.....</b>	<b>3</b>
<b>Executive Summary.....</b>	<b>4</b>
<b>Introduction.....</b>	<b>6</b>
<b>Gender Equality Promotion .....</b>	<b>7</b>
<b>Research and Programming.</b>	
Research on access to SRHR and SGBV services for women and girls living on the streets.....	7
Donation of gender books by SARDC .....	7
Monitoring compliance of public appointments on boards and other leadership positions.....	8
Operationalisation of the Monitoring and Evaluation Framework.....	8
Training and Mentorship programme for aspiring women Political Candidates.....	9
2021 National Gender Forum.....	12
Universal Periodic Review Parallel Report Submission.....	13
Stakeholder Consultation on the Local Government Women’s Quota.....	13
<b>Public Education and Information</b>	
Comprehensive gender training for ZGC Secretariat.....	14
Gender Sensitisation for POLAD Members.....	14
Awareness Programme on Sexual Harassment.....	15
Media Appearances.....	15
Gender issues and services shared via social media platforms .....	15
Press statement on Child Marriages.....	16
International Women’s Day.....	16
International Day of the Girl Child.....	16
International Rural Women’s Day.....	17
16 Days of Activism against GBV.....	17
Launch of National Strategy on Sexual Harassment and GBV in the World of Work .....	17
Exhibitions.....	19
<b>Legal and Investigations</b>	
Cases Received.....	20
National Inquiry on Sexual Exploitation and Abuse of Young Girls and Child marriages in the apostolic Sects.....	20
Legal Reform Advocacy work.....	20
Legal Aid.....	20
<b>Governance and Administration- Finance, Administration and Human Resources Department</b>	
<b>Budget Performance</b>	
Non-financial assets-Acquisition of fixed assets: vehicles, plant, and mobile equipment.....	21
Production of Periodic Financial Reports and Statutory Returns.....	21
Staff Establishment.....	21
<b>Financials.....</b>	<b>23</b>

## Acronyms

AWLN	African women Leaders Network
FAWE	Federation of African Women Educationalists
FPST	Female Prisoners Support Trust
GBV	Gender Based Violence
ILO	International Labour Organization
IDGC	International Day of the Girl Child
IRWD	International Rural Women's Day
IWD	International Women's Day
Mand E	Monitoring and Evaluation
NDS1	National Development Strategy 1
NAF	National Gender Forum
POLAD	Political Actors Dialogue
PSC	Public Service Commission
SARDC	Southern Africa Research and Documentation Centre
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
SRHR	Sexual & Reproductive Health Rights
STEM	Science, Technology, Mathematics
UPR	Universal Periodic Review
WALPE	Women's Academy for Leadership & Political Excellence
WCOZ	Women Coalition of Zimbabwe
WLSA	Women and Law in Southern Africa
WRIP	Women Rise in Politics
ZAS	Zimbabwe Agricultural show
ZCTU	Zimbabwe Confederation of Trade Unions
ZFTU	Zimbabwe Federation of Trade Union
ZEC	Zimbabwe Electoral Commission
ZGC	Zimbabwe Gender Commission
ZITF	Zimbabwe International Trade Fare

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

Section 323 of the Constitution of Zimbabwe Amendment (NO 20) Act of 2013 requires every Commission to submit to Parliament, through the responsible Minister, an Annual Report describing fully its operations and activities. The Zimbabwe Gender Commission accordingly submits its sixth Annual Report to the National Assembly for tabling in accordance with these legal requirements. The Commission hopes the report will inform Parliament on topical gender issues and assist in mapping the way forward in advancing gender equality and equity in Zimbabwe.



Mrs. Margaret Mukahanana – Sangarwe  
***Chairperson: Zimbabwe Gender Commission***



## FOREWORD BY THE CHAIRPERSON

I am pleased to present the Zimbabwe Gender Commission (ZGC) Annual Report for the year 2021. This report integrates the Commission's programmes and activities for the reporting period in line with its constitutional mandate. The report further reflects our strong commitment to addressing systemic barriers prejudicial to the achievement of full gender equality, gender equity and gender mainstreaming.

The continued presence of COVID 19 has brought challenges which affected the Commission to fully implement its mandate. COVID 19 restrictions caused disruption on operations thereby limiting timeous response to gender issues. Further exacerbating the situation was the banning of physical gatherings, meetings and workshops, which severely hampered timely discharge and scope of the planned activities. In addition, the reduction of workforce at the workstation further constricted the timely delivery and implementation of set targets.


However, notwithstanding the constraining space, considerable results were achieved in the discharge of the Commission's mandate.

The Commission managed to conduct several projects including finalisation of the monitoring and evaluation framework, the development of a national strategy on ending Gender Based Violence (GBV) and harassment in the Workplace. Several cases of violations of rights relating to gender brought before the Commission were investigated.

The climax of the Commission's success stories of the year 2021 relates to the milestone launch of the Women Rise in Politics (WRiP). The initiative is designed to capacitate women for a sustainable political career through training and mentorship. A number of participants drawn from diverse backgrounds and political parties thus received training and the Commission is expecting to see the early fruits in the 2023 national elections.

As we note and celebrate the success stories of the year, the Commission remains cognisant of various issues that continue to arrest progress towards achieving gender equality in Zimbabwe. Certain gender insensitive socio-cultural, religious, economic and political practices continue to thrive in our communities, worsened by Covid 19. The patriarchal attitudes, norms, practices and expectations continue to propagate violence and discrimination against women and girls, dubbed the hidden pandemic. The Commission has witnessed different forms of GBV and SGBV perpetrated against women and girls including forced/child marriages, and sexual harassment among many others. There seem to be no safe places for women and girls as all these abuses are taking place at home, at the workplace, at educational institutions, in the churches and in public spaces. The lowest point was the tragic death of Anna Machaya, the 14-year-old girl who died while giving birth at a church shrine which prompted the Commission to launch a nation-wide public inquiry and investigation into child marriages and sexual exploitation of young girls.

The Commission remains aware of the need to engage collectively other players in addressing gender issues. Hence, it continued strengthening its existing partnerships while forging new collaborations with like-minded organizations to respond effectively to gender issues. This included collaborating with the following institutions among others: Government, Women's Rights Organizations, other Chapter 12 Commissions, Parliament's Portfolio Committees and development agencies. Work with political actors across the board continued. I want to express my profound gratitude to the support rendered by the Government of Zimbabwe and our development partners in the implementation of our planned activities for the year. Lastly, but not least, I am thankful to my fellow Commissioners and Secretariat for a job well done despite numerous challenges.

  
Margaret M. Mukahana-Sangarwe  
Chairperson, Zimbabwe Gender Commission

## Executive Summary

During the year under review, Zimbabwe Gender Commission registered notable milestones in all the key result areas namely: Gender Equality Promotion; Legal and Investigations; as well as Governance and Administration. In implementing its activities, the Commission drew from its strategic plan, informed by the constitutional functions and legal mandate, vision 2030, NDS 1 and other international and regional normative frameworks on gender equality that includes SDG 5 and Agenda 2030.

This annual report provides a synopsis of the programmes and interventions the Commission undertook during the year.

During the year under review, the Commission finalised the Monitoring and Evaluation framework. The framework will be used as a benchmark to assess gender equality trends in the country and guide the Commission on effective discharge of its oversight role and timely monitoring.

ZGC conducted research on access to SRHR and SGBV services by young girls and women who are homeless, and it identified gaps that needs redress with the objective of influencing legislative and policy reform for marginalized groups focusing on homeless women and girls.

The launch of the Women Rise in Politics, a joint initiative between the Commission and UN Women was a major milestone. It reinforced our thrust and drive for ensuring gender parity in male-dominated spheres of politics by building confidence and equipping women with skills essential for their meaningful participation in political and electoral processes.

As part of gender awareness raising initiatives and strengthening its visibility, the Commission interfaced with the public through various media platforms including print, radio, television and social media by contributing and commenting on the broader gender discourse. The digital space to enhance outreach efforts on gender issues in the Covid 19 environment, while also ensuring inclusive approach as we target the new generation that is internet savvy. ZGC joined the world in commemorating global events including IWD, IDGC, IRWD and issued press statements reflecting its perspective as it raised awareness on gender issues and non-discrimination.

The Commission launched the national strategy on Sexual Harassment and ending GBV in the world of work. The strategy, aligned to International Labour Organization (ILO) Convention 190 and Recommendation 206 provides the necessary impetus for intensifying eradication of sexual harassment and GBV in workstations and offer mechanism for redress on victims.

On investigations, the launch of the National Inquiry on Sexual Exploitation and Abuse of young girls and child marriage and its subsequent gazetting reflected religion as the opium for abusing and undermining constitutional imperatives on gender rights. Triggered by the tragic case of 14-year-old Anna Machaya's death in childbirth this presents one of the examples of gross gender violations of rights and the fallout spotlighting the extent of latent systemic barriers entrenched in Zimbabwean society. In view of the adverse effects against realising girls' potential, the need to amplify voices against the alarming practice is pertinent. The National Gender Forum and the Community district dialogues therefore directed focus on child marriages to not only gather information but to confront the practice in a transformative way.

The Commission successfully compiled and submitted its parallel report to the Human Rights Council for the 3<sup>rd</sup> cycle of the Universal Periodic Review under the United Nations. The Commissioners and Secretariat received training on UPR systems and report drafting which capacity is now retained in institutional memory.

Governance and administration department continued to provide much-needed support critical for the Commission to fulfil its organisational and programme objectives. ZGC made great strides in improving operating conditions through acquisition of office furniture and 14 programme vehicles to facilitate timeous mobility and enhanced visibility across the country. Overall budget usage was 94%. The Commission met all its statutory returns to Treasury and the Auditor General's Office in terms of the Public Finance Management Act and Statutory Instrument No.1 of 2000.

## **Key Challenges**

Some of the key challenges that were faced during the year include:

- COVID 19 restrictions delayed execution of most activities and some of the activities had to be shelved.
- Inadequate tools of trade such as laptops to enable officers to effectively work from home amidst the upsurge of COVID 19 cases.
- Limited capacity especially among new staff members on conducting investigations and on gender and human rights.
- Inconsistent disbursements from treasury negatively affected planned activities and procurement of requested resources.
- Absence of a Commissioner with Legal background to provide technical guidance affects the work of the Legal and Investigations section.
- Inadequate staff due to freeze in recruitment exacerbated by lower conditions of service compared to other Commissions, leading to staff flight.
- Continuous increase in office space rentals, making the need for own premises a priority.
- Inadequate to decentralise budget.

## **Recommendations**

Informed by our work during the period under reporting, ZGC recommends the Parliament of Zimbabwe to do the following:

- Expedite the re-alignment of laws in line with the Constitutional values on gender equality.
- Facilitate enactment of a Gender Equality Act to make Constitutional provisions justiciable.
- Ensure the alignment of the Electoral Act in line with gender balance as provided on section 17 and the gender equality clause (Section 56(2) of the Constitution to recognise of the constitution
- Consider the adoption of full Proportional Representation as a sole electoral system shifting from the current hybrid system with First-Past-The-Post.
- Prioritise the adoption of recommendations emanating from Chapter 12 Commissions towards meeting their shared objectives of ensuring constitutionalism, among others.
- Adopt strategies for the regulation of activities of faith-based organisations to eradicate child marriages and sexual exploitation and abuse of women amongst other harmful cultural and religious practices.
- Urgently fill the two vacant posts of two men, one with a legal background within the Commission. Legal work, particularly, has lagged because of the vacancies, in addition of lack of gender priority.
- Prioritise increased budget allocation for Commission's programmes, procurement of office buildings and decentralisation in line with the devolution thrust.

## ***Introduction***

Grounded on principal values of entrenching gender equality and inclusivity in all its initiatives, the work of the Commission continues to positively impact on the national outlook as it catalyses realisation of gender equality and equity in national processes for sustainable development.

Interventions spearheaded during the year contributed significantly towards fulfilment of the Commission's broad constitutional mandate on promoting gender equality and equity. Several initiatives that were implemented contributed to actualisation of equality while others ensured responsiveness to identified gender gaps. Although the impact is incremental at community and national level, at institutional level tangible outputs and deliveries were realised. Conversely, the constrictive operating environment due to COVID 19 adversely affected programming, hindering full scale operational and implementation of planned activities. However, this did not subdue the Commission's efforts which remained goal and results oriented.

This report presents reflections on the major achievements of outputs on planned activities under the Key Result Areas of Gender Equality Promotion, Legal and Investigations as well as Governance and Administration, based on the ZGC Strategic Plan for 2021-2023.



## Gender Equality Promotion

Key result area on Gender Equality Promotion entails two sub-programmes namely Research and Programming and Public Education and Information. They contribute to increased compliance on gender equality provisions and awareness on gender equality issues

### Research and Programming

The sub programme provides the essential bedrock for Commission's oversight role in line with its mandate to ensure adherence to gender equality provisions enshrined in the constitution and other normative frameworks. Initiatives were spearheaded during the year that aimed at fostering compliance across all spheres to gender equality and equity provisions.

### Research on access to SRHR and SGBV services for women and girls living on the streets

The Commission with support from UN Women conducted research on access to SRHR and SGBV services for homeless women and girls. The study sought to understand the lived experiences of homeless women and girls and the extent of their access to SRHR and SGBV services as a key population. Further, the research sought to generate evidence and fill the knowledge gaps regarding access to SRHR and SGBV services by the women and girls to strengthen evidence-based policy advocacy, and programming for inclusive SRHR and SGBV service delivery interventions.

Some of the outcomes of the research were:

- Identified a myriad of push factors and these push women and girls to the streets. These factors include amongst others: broken families, divorce, violence, death, orphanage, search for sources of livelihood, drug, and substance abuse.
- Profiled societal gender power dynamics that put women and girls at risk and makes them extremely vulnerable to violence and sexual abuse even in the streets.
- Evidence gathered that life in the streets exposes women and girls to risk and exposure to STIs, HIV infection and other health hazards.
- Confirmed that there is inadequate access to SRHR and SGBV services for women and girls living in the streets.

The research made programmatic and policy recommendations that should be considered to improve access to services by women and girls who are homeless. Some of the key recommendations made include:

- Review public and social policies on homelessness.
- Strengthen public health facilities and SRHR and SGBV service providers for improved service delivery to homeless women and girls.
- Strengthen social welfare systems to address issues of homelessness
- Increase funding allocation and resources to public health facilities to build their capacity to provide quality SRHR and SGBV services and improve service delivery to homeless women and girls.

The research report will be launched in 2022 in the form of a High-Level Policy Dialogue on issues of homelessness and access to SRHR and SGBV services

### Donation Of Gender Books By SARDC

ZGC research received a boost from the donation of books from the Southern Africa Research and Documentation Centre (SARDC). The books are on various gender equality and women empowerment research over several years. SARDC is a research institution that looks at socio-economic and political issues in SADC.



### **Monitoring compliance of public appointments on boards and other leadership positions**

In line with the Commission's mandate of monitoring compliance with gender equality provisions, particularly in relation to the appointments of boards of Parastatals, the Commission continues to consistently issue advisory notes on the need to adhere to gender equality provisions in the Constitution. As such, the following advisory notes were issued during the year:

- Consideration of appointment of a Female Vice President by President of Zimbabwe
- National Youth Council board with only 25% women representation.
- ZIPAM board with 44% women representation
- NSSA board with 28.5% women representation
- Air Zimbabwe interim board where all board members were male.
- Powertel board that was gender insensitive with 14% women representation (1 women against 6 males).

Further, a commendation letter was also issued to the Minister of Energy on appointment of Petro-Trade board accounting for 55% women representation. The Commission further noted the corrective measures by the Minister of Transport and Infrastructural Development to promote gender equality by appointing more women to boards of institutions within his purview. The additional board members were appointed to the Traffic Safety Council of Zimbabwe, National Handling Services, Airport Company of Zimbabwe, National Railways of Zimbabwe and the Civil Aviation Authority of Zimbabwe. This development can be attributed to the Advisory Note issued to the Minister on the need to adhere to the parity principles espoused by the Constitution in the appointment of boards of Parastatals. The Commission continues to follow-up and engage other office and duty bearers to ensure compliance in line with the constitutional provisions.

### **Operationalisation of the Monitoring and Evaluation Framework**

The Commission, with support from UN Women and technical assistance from Lupane State University developed an M and E Framework designed to enable the ZGC to effectively implement its constitutional mandate of monitoring gender equality in Zimbabwe. The Framework sets out the procedures for the ZGC and its various stakeholders to comprehend their roles and responsibilities and standards for various monitoring and evaluation activities from data collection, reporting, through to the utilisation of data.

A stakeholder sensitization and training workshop was conducted on 15 and 16 March 2021 at Mutare Holiday Inn to train representatives from various ministries on utilisation of the system. The training availed an opportunity for the stakeholders to validate the framework and ensuring collective ownership of the process. Hence, the process came up with eight sectorial indicators to be covered in the framework namely: Gender and related services, Politics and Governance; Economic Empowerment; Constitution and Legal rights; Education and Training; GBV and Personal Security; Gender and Environment as well as Media and ICT.

To operationalize the M and E framework, questionnaires shall be shared with the respective Ministries for data collection with Gender Focal Persons expected to assist with data collection at Ministry level.

With support from UN Women, copies of the M & E Framework have been printed awaiting dissemination to Ministries and Departments. The framework will be launched in 2022 to raise awareness amongst stakeholders.

### ***Training and Mentorship programme for aspiring women Political Candidates***

The Commission with support from UN Women launched a Women Political Training and Mentorship Programme dubbed “Women Rise in Politics” (WRiP) for political women aspirants. The programme is in response to the numerous calls made by women during provincial consultations on 50/50 on the need for a training programme to capacitate women with knowledge and skills to be able to stand for political office. The Training and Mentorship programme therefore seeks to create a large pool of women candidates who are ready to contest for elective posts while on the same, building their confidence, resilience, and coping mechanisms.

A total of 20 trainers were identified nationwide to facilitate the roll-out of the women's political training. In addition, 14 ZEC Provincial Gender Focal Persons were identified to complement the National Training Team. The Commission in partnership with UN Women facilitated a virtual training of trainers' workshop for the 20 NTT members, 14 ZEC Provincial Gender Focal Persons and 2 representatives from political parties from the 14<sup>th</sup> to the 17<sup>th</sup> of September 2021. The ToT workshop was facilitated by two consultants engaged by UN Women (1 National consultant and 1 International consultant).

The training material for the Women Rise in Political training was adapted from the UN Women Political Leadership and Candidate Training Manual, the Forum for African Women Educationists (FAWE) and Women's Academy for Leadership and Political Excellence (WALPE) training manuals. The WRIP training was successfully piloted in 12 Pilot Districts which are Harare, Bulawayo, Bindura, Mutare, Marondera, Plumtree, Hwange, Zvishavane, Kwekwe, Gwanda, Chinhoyi and Gutu. A total of 237 sitting and aspiring candidates were capacitated with skills and knowledge on political participation. The trainings were facilitated by members of the National Training Team and complemented by the ZEC Gender Focal Persons at Provincial level.

Overall, the training has been well received and plans are underway to roll out the training to the remaining 51 electoral Districts in 2022.





*WRiP graduates Zvishavane*



*WRiP graduates Mutare*



*ZGC Chairperson and CEO with Women Rise in Politics graduates in Hwange*





*Commissioner Hungwe-Chimbunde with WRiP graduates in Harare*



*Commissioner Chimbetete illustrating a point during WRiP training in Marondera*



*WRiP graduates Kwekwe*



## 2021 National Gender Forum

The Commission, in line with provisions of Section 8(i) of the Zimbabwe Gender Commission Act [Chapter 10:31] annually convenes a National Gender Forum to discuss topical gender issues. The Commission successfully hosted the 2021 Annual Gender Forum in Gweru, Midlands Province on the 10th of December 2021. The 2021 National Gender Forum ran under the theme, 'Action towards the eradication of Harmful Practices which breed Child Marriages and Sexual Exploitation and Abuse of young girls. The theme was in recognition of growing concerns of persisting harmful religious and cultural practices that fuel child marriages and sexual exploitation and abuse of young girls. The theme provided an opportunity to interrogate and deliberate on the issues of child marriage at a policy level while strengthening strategies and responsiveness.

The specific objectives of the NGF were:

- To strengthen and call for accountability by all stakeholders responsible for ending child marriages.
- To lobby and advocate for speedy alignment of marriage laws to the constitution to guarantee protection from child marriages.
- To strengthen the mechanisms for monitoring and implementation of legal and policy frameworks for child marriages.
- To dialogue on effective solutions for addressing systemic issues fuelling child marriages.
- To gather evidence as part of ZGC inquiry on sexual abuse and exploitation of young girls and child marriages with the apostolic sect.

The Annual Gender Forum was preceded by district community dialogues on Child Marriage in eight Districts namely Bubi, Insiza, Shurugwi, Hurungwe, Muzarabani, Marondera, Mutare and Mwenezi. The community dialogues, convened from the 29<sup>th</sup> of November to the 3<sup>rd</sup> of December 2021, targeted the districts with high prevalence rate of child marriage. The community dialogues sought to establish the extent of the problem of child marriage in the selected districts, to understand the key drivers and underlying causes of the scourge and receive recommendations and possible solutions for addressing the problem.

A total of 1 056 people (418 males and 638 females) were reached through the community dialogues. The outcome of the community dialogues was presented before the policy makers at the High-Level Policy dialogue at the Forum culminating into a set of recommendations. Recommendations came out at multiple levels targeting the Family, Community, Government, CSOs, Church and Traditional leaders.



Signing of community charter to end child marriages during ZGC community dialogue in Shurugwi



Women attending ZGC Community Dialogue on ending child marriages in Muzarabani

The views and perspectives gathered from the 2021 forum will inform the National Inquiry on Sexual Exploitation and Abuse of Young girls and Child Marriages launched by the Commission. Recommendations will be shared with Parliament, the Executive and Policy makers while targeted meetings would be engaged with relevant stakeholders for implementation of the issues raised.



ZGC Chairperson Commissioner M. Mukahanana Sangarwe flanked by Commissioner Chief Chikwizo and Minister of State and Provincial Devolution for Midlands Province, Hon. L. Mavhima and Chief Chisadza Bunina and other delegates during the NGF



### **Universal Periodic Review Parallel Report Submission**

The UPR is a process established through the Human Rights Council to facilitate peer review amongst countries on the state of Human Rights. The process involves a periodic review of the human rights records of all UN member states. The platform provides an opportunity for all states to declare what actions they have taken to improve the human rights situations in their countries. Furthermore, it aims to provide technical assistance to States and enhance their capacity to deal effectively with human rights challenges and to share best practices in the field of human rights among States and other stakeholders. The Commission successfully developed and submitted its parallel report to the Human Rights Council on 15 July 2021.

To capacitate the Commission on UPR processes, Commissioners and members of the Secretariat successfully went through a training on UPR processes on the 27<sup>th</sup> of July 2021. UN Women facilitated the training, which helped in identifying entry points for ensuring that the Commission's recommendations are finally adopted into the Country's final recommendations on UPR.

### **Stakeholder Consultation on the Local Government Women's Quota**

The Commission, in partnership with WLSA and WALPE supported by UN Women and African Women Leaders Network, successfully convened the Stakeholder Consultation on the Local Government Women's Quota on the 14<sup>th</sup> of May 2021. The meeting provided an opportunity for unpacking Amendment of Section 277 of the Constitution to provide for a Local Government Quota. The objective of the meeting was to deliberate on the proposed Women's Local Government quota and to come up with a framework for implementing the quota. The meeting noted the low participation of women in politics and leadership positions and welcomed the introduction of the local government quota level as it would increase women representation. It further recommended a model for actualisation of the quota system with three options being identified which were:

- 1<sup>st</sup> option is the addition of 30% to the 1958 wards; the total will be 2544 wards.
- 2<sup>nd</sup> option is that 30% within 1958 wards to be reserved for women.
- 3<sup>rd</sup> Proportional Representation – first past the post to determine winning parties whose lists would already have names.

While the discussions noted that each option had its pros and cons, they buttressed the need for designing a system that would best fit our context with limited drawbacks.



Participants following proceedings during the stakeholder consensus meeting held at Meikles hotel on 14 May 2021

## Public Education and Information

The activities and initiatives covered by the section are presented below.

### **Comprehensive gender training for ZGC Secretariat**

To enhance the Commission's efficiency and effectiveness in carrying out its mandate, as well as for all members to have a shared appreciation of gender concepts and principles and implications for service delivery, the Secretariat underwent a comprehensive gender training workshop.

The training was conducted from 16 – 23 May 2021 at Manna Resort, Harare. Forty-five members of staff, across different levels, underwent the training whose objectives were to:

- To foster an understanding of key gender concepts and how they relate to the ZGC mandate.
- To equip individual staff members with knowledge and tools to effectively mainstream gender, equipping them with knowledge on how and when to use gender analysis so that they can take account of gender in their everyday work.
- To strengthen ZGC's capacity on gender mainstreaming when dealing with partners, communities, and other key stakeholders, especially during programme development and implementation.

Key issues covered included gender concepts, gender analysis, gender mainstreaming and various forms of inequalities, discrimination, and harassment. Through practical sessions, the training interrogated and sought visualization of ZGC's responsibilities at household, community, and national levels, taking into cognizance socio-economic and environmental needs.

### **Gender Sensitisation for POLAD Members**

The Commission, in partnership with Civil Society Organizations conducted a gender sensitisation workshop for POLAD Members from 4 – 5 June 2021 at Carribea Bay Resort, Kariba. The capacity building workshop was in response to the request by POLAD to sensitize its members on issues of gender equality considering the Constitutional and Electoral Act Amendments.

The objectives of the workshop were to:

- Create awareness on gender through highlighting its fundamental principles and related subject matters,
- Foster a working relationship with POLAD as a stakeholder in the gender narrative in Zimbabwe.
- Seek buy-in from POLAD members on the need to ensure full gender equality in Zimbabwean politics and governance.

The following topics were covered:

- Gender sensitization and why gender is a development issue
- Constitutional provisions on Gender and other Legal Frameworks on Gender Equality
- Situational analysis on women's political participation in Zimbabwe
- Unpacking Constitutional Amendment Number 2
- Model Electoral Law
- Gender / Women and Peace Building Gender Based Violence and Elections



POLAD Members attending the gender sensitisation workshop



### **Awareness Programme on Sexual Harassment**

In partnership with WLSA, the Commission facilitated four virtual trainings on sexual harassment for Women's Coalition of Zimbabwe (WCoZ) Chapters drawn from Harare, Bindura, Mutare, Marondera, Masvingo, Bulawayo, Gwanda, Hwange, Gweru and Chinhoyi. 122 participants were sensitized.

### **Media Appearances**

The Commission appeared at various media platforms including on Television and Radio discussing related gender issues. Some of the appearances were on:

- Radio and TV Programmes on various topics including sexual harassment, Chapter 12 Commissions and their role and benefit for women, SGBV and child marriages.
- Coverage of the POLAD Capacity Building Workshop by Newsday and Nyaminyami FM.
- Women Rise in Politics programme.
- Coverage of the WRiP piloting by ZiFM, Diamond FM, Khulumani FM.
- Focus on Women TV Programme, ZTV
- ZGC advert on services it offers aired on ZBC
- ZTN panel discussion on women achievements since independence
- ZTN discussion on bridging the gap between formal and informal justice systems for SGBV survivors.

### **Gender issues and services shared via social media platforms**

The Commission shared various informative posts on related gender issues on the social media platform that sought to increase visibility and reach out including among others:

- ZGC's visit to female inmates at Chikurubi prison to handover Personal Protective Equipment (PPEs) sourced by the Female Prisoners Support Trust (FEMPRIST) for use by female inmates in commemoration of the International Women's Day
- ZGC's visit to Edith Opperman Maternity Clinic to investigate a social media story in which a woman gave birth at the gate of the clinic after she was allegedly denied admission.
- ZGC Statement condemning fight in parliament involving Honourables Memory Mbondiah – Temba Mliswa issue.
- ZGC Statement on Child marriage commemorating the 16 Days of Activism against Gender based Violence.
- Breakfast meeting on the Unpacking of Model Sexual Harassment (Prevention and Response) Bill hosted by WLSA.

Southern African Research and Documentation Centre (SARDC) presentation of gender-themed books to ZGC.



ZGC Chairperson, Commissioner M. Mukahanana-Sangarwe on ZBC, discussing WRiP

### **Press statement on Child Marriages**

A press statement was issued denouncing child marriages. It captured the constitutional provisions that provides for safeguard of children as enshrined in Section 19 (2) (c) and Section 78 which sets out the minimum age of marriage at 18 years and prohibits forced and child marriages. Through the statement, Government was called upon to collectively work with mutual partners and key stakeholders towards ensuring a conducive environment for children through:

- Align/harmonize all relevant laws and policies to the legal age of consent and legal age of marriage as stipulated in the Constitution to remove loopholes and ensure justice is delivered, especially to our powerless children.
- Put in place deterrent punitive measures against the perpetrators/ child rapists and any form of sexual 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 Women's Day**

The Commission commemorated the International Women's Day event through a virtual Indaba on 18 March 2021. Eighty-two participants were in attendance with representation from Government, OPC, UN Agencies and CSOs. The Indaba was hosted with support from Musasa and Southern African Parliamentary Support Trust (SAPST). It was held under the theme "Women in leadership: Achieving an equal future in a COVID-19 world." Key discussion points from the indaba includes:

- COVID-19 has further amplified existing inequalities faced by women with disabilities, in accessing resources, information, programmes, exposing the double vulnerability faced by the persons with disabilities during the pandemic.
- Young women are digitally excluded as very few of them have access to technological gadgets including smart phones to enable them access to information.
- Economically, there is need to regularise informality in the economic sectors so that young women engage in their business in safe and profitable ways.
- GBV survivors have limited information and awareness on available services and limited access to support services hence the call for setting up of alternative structures for supporting survivors of GBV in humanitarian crises.

### **International Day of the Girl Child**

The Commission joined the world to commemorate the International Day of the Girl Child on 11 October under the theme "Digital generation. Our Generation". The theme sought to raise awareness on the obstacles that girls all over the world face and to promote their empowerment and the fulfilment of their human rights. ZGC issued a statement acknowledging achievements by Government and various development partners in promoting, protecting, and advancing the rights of the girl child.

Conversely, challenges faced by the girl child were also highlighted, particularly, those posed by the digital era such as lack of digital skills, limited access to life-enhancing and life-saving information and lack of access to devices and connectivity. The Commission called upon Government and relevant stakeholders to:

- Ensure affordable access to ICTs to facilitate online education and training.
- Mainstream gender in all COVID-19 relief and recovery policies and responses. The recovery policies must include increased access for girls to internet and mobile technology.
- Ensure the protection of the girl child at all levels.
- Fund innovative tech-based solutions to prevent and respond to GBV and sexual exploitation of girls.
- Align all laws relating to the rights of women and girls to the progressive provisions of the Constitution; and put in place gender sensitive laws to prevent digital harms and protect users.

ZGC also partnered Teen Rescue Mission, a community-based organisation, to commemorate the event in Chitungwiza on 11 October 2021 where it shared its stance on child marriages as well as its book on The Role of the Zimbabwe Gender Commission in Ending Child Marriages.

### **International Rural Women's Day**

ZGC joined the world in annual commemorations of International Day for Rural Women that is held on 15 October. The 2021 edition of the International Day for Rural Women ran under the theme, "Rural women cultivating good food for all. In celebrating the day, the Commission issued a statement acknowledging and appreciating the critical role played by rural women in contributing to sustainable economies. It further noted the persistent challenges faced in food production and security by majority of women whose livelihoods are agro based. ZGC called upon Government and relevant stakeholders to ensure equal access to productive resources and services by rural women and promote the adoption of appropriate inputs and technology to free up women's time for income-producing activities as well as strengthen the technical and entrepreneurial skills of women to improve their engagement in value chains.

### **16 Days of Activism against GBV**

ZGC issued a press statement urging all actors to work towards combating GBV in any space. It provided the following recommendations to Government and relevant stakeholders:

- Recognition that the genesis of GBV lies in gender inequality, norms, and values inherent in our cultural beliefs, attitudes, and behaviour. Called for the need to enact a Gender Equality Act that will enable transformative justice through gender equality and non-discrimination.
- The judicial system to give punitive and deterrent jail sentences to perpetrators of all forms of gender-based violence such as sexual harassment, child marriages, among others.
- Government to speed up the enactment of a comprehensive legislative framework to deal with sexual harassment.
- Strengthen data collection and investing in high quality surveys on violence against women and improving measurement of the different forms of violence experienced by women, including those who are most marginalized.
- Call upon male gender champions to amplify and actively work with the women's movement to drive the campaign against gender-based violence.

### **Launch of National Strategy on Sexual Harassment and Gender Based Violence in the World of Work and 16 Days of Activism against GBV**

The Commission, in partnership with ILO, developed a National Strategy on Sexual harassment and ending Gender Based Violence in the World of Work in line with ILO Convention 190 and Recommendation 206. The launch of the strategy on 26 November 2021 coincided with commemorations of 16 Days of Activism against Gender Based Violence. The Strategy seeks to protect workers in the world of work. The Strategy further provides a guiding framework for the development of workplace policies on sexual harassment.

The Strategy also identifies good practices to address gender-based violence and harassment at the workplace which include:

- Criminalization of sexual harassment leads to reduction of incidences.
- Treating sexual harassment as a human right violation enhances attention to the issue
- Holding employers accountable to incidents of sexual harassment in the workplace has been effective in reducing such acts.
- Sexual harassment sensitization in the workplace increases awareness and knowledge among workers leading to reduced incidences and increased reporting when it occurs.
- Ensuring sexual harassment becomes part of Collective Bargaining Agreements (CBAs) enhances accountability by the tripartite partners.

The strategy comes with an action plan with clear timelines of activities. It is expected that the adoption of the strategy will provide the necessary impetus towards ratification of ILO Convention C190 by Zimbabwe.



Organisation	Commitments
Zimbabwe Federation of Trade Union (ZFTU)	<ul style="list-style-type: none"> <li>Committed to developing measures to end sexual harassment in the workplace</li> <li>Committed to involve workers to be part of solutions in ending SGBV in the world of work</li> <li>Advocating for ratification of ILO C190 as strategy to end sexual harassment in workplaces</li> </ul>
Zimbabwe Confederation of Trade Unions (ZCTU)	<ul style="list-style-type: none"> <li>Committed to end SGBV in the labour fraternity</li> <li>Advocating for ratification pf ILO C190 and punitive measures for SGBV perpetrators.</li> </ul>
Ministry of Women Affairs, Community, Small and Medium Scale Enterprises Development	<ul style="list-style-type: none"> <li>Committed to enhance the process of collaborating with various stakeholders on the implementation part of the recommendations of the Strategy.</li> </ul>
Public Service Commission (PSC)	<ul style="list-style-type: none"> <li>Developing a Sexual Harassment Policy to combat SGBV in the world of work.</li> <li>Developing Sexual Harassment Training Manual for all line Ministries</li> <li>Translating policy into local languages</li> </ul>



Commissioner Dr Nyepudzayi M. Nyangulu (left) and ILO Director Ms Hopolang Phororo (right) officially launching the strategy

## ZITF Exhibitions

The Commission took part in exhibiting at the Zimbabwe International Trade Fair (ZITF) held from 21 to 24 September 2021 in Bulawayo and the Zimbabwe Agricultural Show (ZAS) convened from 27 September to 02 October 2021 at the Harare Showgrounds. The Commission's presence at the exhibitions enhanced its visibility as well as increased understanding of its role and mandate by the public.

At the exhibitions, the Commission received cases of gender violations ranging from rape, sexual harassment, and gender-based violence. Recommendations received from the public and other players at the exhibitions include:

- Decentralise the Commission to increase visibility.
- The Commission should consider production and inclusion of IEC materials which caters for persons with disabilities.
- Inclusion of men as gender champions to achieve gender equality.



ZGC Commissioners and Secretariat at the Commission's ZITF Stand



## Legal and Investigations

Section 246 (b) and (c) of the constitution mandates the Commission to conduct investigations and receive complaints on violations of rights relating to gender from the public. In addition, the ZGC Act empowers the Commission to initiate public inquiries on possible violations of gender rights.

### Cases Received

Sixty-six (66) complaints were received during the year and the nature of the cases are tabulated below:

Sixty-six (66) complaints were received during the year and the nature of the cases are tabulated below:

NATURE OF CASE	NUMBER
Sexual and Gender Based Violence	42
Property Disputes	10
Land Disputes	4
Child Marriages	8
Labor Disputes	2

### National Inquiry on Sexual Exploitation and Abuse of Young Girls and Child marriages in the apostolic Sects

ZGC was the first state institution to react to the newspaper article concerning the case of Anna Machaya. Preliminary investigations were carried out in Manicaland Province covering Marange area with key informant interviews conducted that enabled ZGC to add weight in demanding the prosecution of the perpetrator.

A statutory notice was published in the government gazette inviting complainants and witnesses with similar allegations to come through. Since the publishing of the notice, complainants and witnesses have come through paving the way for full investigations.

As part of the national inquiry, public hearings were conducted through convening of 2021 mini-gender fora held at district level across the country's provinces with high prevalence of child marriages. The dialogues enabled the Commission to gather evidence and information from the public with testimonies from affected victims captured. Conversations from the fora confirmed the position that the Johane Marange apostolic sect church's doctrine perpetuates child marriages. The church was also tying religious beliefs to certain cultural practices such as chinamwari, kuzvarira, (girl pledging), as a way of convincing the members and sanitizing child marriages.

### Legal Reform Advocacy work

The Commission partnered with some civil society in pushing for the enactment of the Gender Equality Act and the Sexual Harassment Act. To this effect stakeholder engagements were made on Drafting of the Model Gender Equality Bill and the Sexual Harassment Bill.

### Legal Aid

Legal aid desks were also established at the at the Zimbabwe International Trade Fair and the Zimbabwe Agriculture Show and during the Community dialogues and the National Gender forum.

The Department is a support service department that plays a pivotal role in the achievement of the overall objectives of the Commission. The department is responsible for management of financial resources, provision of IT services, administration services, and the management and development of human capital.

### **Budget Performance**

- The Commission exhausted the budget under employment costs due to salary increments effected which were unforeseen and operational costs increased due to inflation. However, Treasury funded Wage Bill and operations through Unallocated Reserve.
- There was 99% budget usage under Acquisition of non-financial assets of ZW\$86,000,000.00 (Procurement of Furniture and Vehicles).
- Overall budget usage was 94%.

### **Non-financial assets - Acquisition of fixed assets: vehicles, plant, and mobile equipment**

The Commission procured 14 programme vehicles (four Isuzu double cabs, nine Nissan NP300 Double cabs and one single cab) and tools of trade for Commissioners and Secretariat, six laptops and twenty-one cell phone handsets.

### **Production of Periodic Financial Reports and Statutory Returns**

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

### **Staff Establishment**

Authorized	In post as of 31 December 2021	Vacant
49	46 (25 Females and 21 Males)	3











VOTE 33 :ZIMBABWE GENDER COMMISSION

DETAILED APPROPRIATION ACCOUNT FOR THE PERIOD ENDED 31 DECEMBER 2021

Expenditure head	Original budget	Unallocated reserve	Revised budget	Expenditure	Expenditure Compared with vote ~less than voted ~More than voted	
<b>Programme 1:Governance and Administration</b>						
<b>Compensation of employees</b>						
Wages salaries in cash	8,300,000.00	9,775,659.00	18,075,659.00	18,833,321.00		757,662.00
Wages salaries in kind	4,760,000.00	2,768,497.00	7,528,497.00	3,588,655.00	3,939,842.00	
<b>Sub-total</b>	<b>13,060,000.00</b>	<b>12,544,156.00</b>	<b>25,604,156.00</b>	<b>22,421,976.00</b>	<b>3,939,842.00</b>	<b>757,662.00</b>
<b>USE OF GOODS AND SERVICES</b>						
Communication and information supplies and services	1,210,000.00		1,210,000.00	3,751,930.00		2,541,930.00
Hospitality	900,000.00		900,000.00	2,293,670.00		1,393,670.00
Medical supplies and services	700,000.00	70,000.00	770,000.00	303,099.00	466,901.00	
Office supplies	4,400,000.00		4,400,000.00	682,373.00	3,717,627.00	
Rental and hire expenses	2,250,000.00	6,200,000.00	8,450,000.00	7,818,500.00	631,500.00	
Training and development expenses	1,200,000.00	100,000.00	1,300,000.00	364,710.00	935,290.00	
Domestic travel expenses	1,100,000.00	1,650,000.00	2,750,000.00	3,030,915.00		280,915.00
Foreign travel expenses	1,300,000.00	100,000.00	1,400,000.00	1,475,429.00		75,429.00
Utilities and service charges	180,000.00	-	180,000.00		180,000.00	
Financial Transactions	20,000.00	-	20,000.00	-	20,000.00	
Other Goods and services not classified above	100,000.00	-	100,000.00	-	100,000.00	
Institutional provisions	1,100,000.00	3,450,000.00	4,550,000.00	3,117,385.00	1,432,615.00	
Maintenance of Physical infrastructure	500,000.00	-	500,000.00	-	500,000.00	
Ma immanence of Technical and office equipment	600,000.00	-	600,000.00	599,100.00	900.00	
Maintenance of vehicle and mobile equipment	1,600,000.00	2,300,000.00	3,900,000.00	3,538,734.00	361,266.00	
Fumigation and cleaning services	500,000.00	-	500,000.00	39,950.00	460,050.00	
Fuel oils and lubricants	1,600,000.00	3,500,000.00	5,100,000.00	5,500,000.00		400,000.00
Other Goods and services not classified above	200,000.00	-	200,000.00	-	200,000.00	
<b>Sub-total</b>	<b>19,460,000.00</b>	<b>17,370,000.00</b>	<b>36,830,000.00</b>	<b>32,515,795.00</b>	<b>9,006,149.00</b>	<b>4,691,944.00</b>
<b>ACQUISITION OF NON-FINANCIAL ASSETS</b>						
Transport equipment	30,000,000.00	-	30,000,000.00	29,508,663.00	491,337.00	
Machinery and equipment	6,200,000.00	-	6,200,000.00	6,680,219.00		480,219.00
<b>Sub-total</b>	<b>36,200,000.00</b>	<b>-</b>	<b>36,200,000.00</b>	<b>36,188,882.00</b>	<b>491,337.00</b>	<b>480,219.00</b>
<b>Grand total of Programme 1</b>	<b>68,720,000.00</b>	<b>29,914,156.00</b>	<b>98,634,156.00</b>	<b>91,126,653.00</b>	<b>13,437,328.00</b>	<b>5,929,825.00</b>
<b>Programme 2:Gender Equality Promotion</b>						
<b>Compensation of employees</b>						
Wages and salaries in cash	3,380,000.00	3,378,719.00	6,758,719.00	7,013,413.00		254,694.00
Wages and salaries in kind	760,000.00	-	760,000.00	510,000.00	250,000.00	
<b>Sub-total</b>	<b>4,140,000.00</b>	<b>3,378,719.00</b>	<b>7,518,719.00</b>	<b>7,523,413.00</b>	<b>250,000.00</b>	<b>254,694.00</b>
<b>USE OF GOODS AND SERVICES</b>						
Communication and information supplies	4,700,000.00	3,500,000.00	8,200,000.00	8,201,136.00		1,136.00
Hospitality	800,000.00	-	800,000.00	3,920,017.00		3,120,017.00
Office supplies	1,100,000.00	-	1,100,000.00	-	1,100,000.00	
Rental and hire expenses	7,400,000.00	3,000,000.00	10,400,000.00	5,003,431.00	5,396,569.00	
Training and development expenses	700,000.00		700,000.00	-	700,000.00	
Domestic travel expenses	2,000,000.00	1,500,000.00	3,500,000.00	5,308,650.00		1,808,650.00
Foreign travel	900,000.00		900,000.00	-	900,000.00	
Financial transactions	700,000.00	200,000.00	900,000.00	282,000.00	618,000.00	
Institutional provisions	500,000.00		500,000.00	498,322.00	1,678.00	
Maintenance of physical infrastructure	220,000.00	-	220,000.00	-	220,000.00	
Maintenance of technical and office equip	200,000.00	-	200,000.00	234,270.00		34,270.00
Maintenance of vehicle and mobile equipment	600,000.00	1,000,000.00	1,600,000.00	2,539,295.00		939,295.00
Fumigation and cleaning services	50,000.00		50,000.00	-	50,000.00	
Fuel, oils and lubricants	1,600,000.00	2,200,000.00	3,800,000.00	4,249,998.00		449,998.00
Other Goods and services not classified above						
<b>Sub-total</b>	<b>21,470,000.00</b>	<b>11,400,000.00</b>	<b>32,870,000.00</b>	<b>30,237,119.00</b>	<b>8,986,247.00</b>	<b>6,353,366.00</b>
<b>ACQUISITION OF NON-FINANCIAL ASSETS</b>						
Transport equipment	30,000,000.00	-	30,000,000.00	30,000,000.00		
Machinery equipment	3,200,000.00		3,200,000.00	3,121,701.00	78,299.00	
<b>Sub-total</b>	<b>33,200,000.00</b>	<b>-</b>	<b>33,200,000.00</b>	<b>33,121,701.00</b>	<b>78,299.00</b>	<b>-</b>
<b>Grand total of Programme 2</b>	<b>58,810,000.00</b>	<b>14,778,719.00</b>	<b>73,588,719.00</b>	<b>70,882,233.00</b>	<b>9,314,546.00</b>	<b>6,608,060.00</b>

**Programme 3: Legal and Investigation services**

**Compensation of employees**

Wages and salaries in cash	1,500,000.00	1,815,881.00	3,315,881.00	3,548,888.00		233,007.00
Wages salaries in kind	300,000.00		300,000.00	200,000.00	100,000.00	
<b>Sub-total</b>	<b>1,800,000.00</b>	<b>1,815,881.00</b>	<b>3,615,881.00</b>	<b>3,748,888.00</b>	<b>100,000.00</b>	<b>233,007.00</b>

Communication and information supplies and services	770,000.00	500,000.00	1,270,000.00	947,090.00	322,910.00	
Hospitality	600,000.00	-	600,000.00	160,000.00	440,000.00	
Office supplies	400,000.00	1,030,000.00	1,430,000.00	1,307,964.00	122,036.00	
Rental and hire expenses	1,500,000.00	1,500,000.00	3,000,000.00	2,313,555.00	686,445.00	
Training and development expenses	400,000.00	-	400,000.00	-	400,000.00	
Domestic travel expenses	700,000.00	1,000,000.00	1,700,000.00	1,877,860.00		177,860.00
Foreign travel expenses	500,000.00	-	500,000.00		500,000.00	
Financial transactions	500,000.00	-	500,000.00	432,226.00	67,774.00	
Institutional transactions	400,000.00	1,500,000.00	1,900,000.00	1,989,850.00		89,850.00
Maintenance of Physical infrastructure	50,000.00	-	50,000.00	-	50,000.00	
Maintenance of Technical and office equipment	100,000.00	200,000.00	300,000.00	296,951.00	3,049.00	
Maintenance of Vehicle and mobile equip	400,000.00	-	400,000.00	548,000.00		148,000.00
Fumigation and cleaning services	50,000.00	-	50,000.00	-	50,000.00	
Fuels Oils and Lubricants	600,000.00	1,500,000.00	2,100,000.00	2,100,000.00		
Other goods not classified above	100,000.00	-	100,000.00	-	100,000.00	
<b>Sub-total</b>	<b>7,070,000.00</b>	<b>7,230,000.00</b>	<b>14,300,000.00</b>	<b>11,973,496.00</b>	<b>2,742,214.00</b>	<b>415,710.00</b>

**ACQUISITION OF NON-FINANCIAL ASSETS**

Transport equipment	15,000,000.00	-	15,000,000.00	15,000,000.00		
Machinery and equipment	1,600,000.00	-	1,600,000.00	1,518,904.00	81,096.00	
<b>Sub-total</b>	<b>16,600,000.00</b>	<b>-</b>	<b>16,600,000.00</b>	<b>16,518,904.00</b>	<b>81,096.00</b>	<b>-</b>

<b>Grand total of Programme 3</b>	<b>25,470,000.00</b>	<b>9,045,881.00</b>	<b>34,515,881.00</b>	<b>32,241,288.00</b>	<b>2,923,310.00</b>	<b>648,717.00</b>
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<b>Totals</b>	<b>153,000,000.00</b>	<b>53,738,756.00</b>	<b>206,738,756.00</b>	<b>194,250,174.00</b>	<b>25,675,184.00</b>	<b>13,186,602.00</b>
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**Net Underspending 12,488,582.00**

## VOTE 33 :ZIMBABWE GENDER COMMISSION

## DETAILED APPROPRIATION ACCOUNT FOR THE PERIOD ENDED 31 DECEMBER 2021

Expenditure head	Original budget	Unallocated reserve	Revised budget	Expenditure	Expenditure Compared with vote	
					~less than voted	~More than voted
<b>Programme 1:Governance and Administration</b>						
Compensation of employees	13,060,000.00	12,544,156.00	25,604,156.00	22,421,976.00	3,182,180.00	
Use of goods and services	19,460,000.00	17,370,000.00	36,830,000.00	32,515,795.00	4,314,205.00	
Acquisition of non-financial assets	36,200,000.00	-	36,200,000.00	36,188,882.00	11,118.00	
<b>Grand total of Programme 1</b>	<b>68,720,000.00</b>	<b>29,914,156.00</b>	<b>98,634,156.00</b>	<b>91,126,653.00</b>	<b>7,507,503.00</b>	<b>-</b>
<b>Programme 2:Gender Equality Promotion</b>						
Compensation of employees	4,140,000.00	3,378,719.00	7,518,719.00	7,523,413.00		4,694.00
Use of goods and services	21,470,000.00	11,400,000.00	32,870,000.00	30,237,119.00	2,632,881.00	
Acquisition of non-financial assets	33,200,000.00		33,200,000.00	33,121,701.00	78,299.00	
<b>Grand total of Programme 2</b>	<b>58,810,000.00</b>	<b>14,778,719.00</b>	<b>73,588,719.00</b>	<b>70,882,233.00</b>	<b>2,711,180.00</b>	<b>4,694.00</b>
<b>Programme 3:Legal and Investigation services</b>						
Compensation of employees	1,800,000.00	1,815,881.00	3,615,881.00	3,748,888.00		133,007.00
Use of goods and services	7,070,000.00	7,230,000.00	14,300,000.00	11,973,496.00	2,326,504.00	
Acquisition of non-financial assets	16,600,000.00		16,600,000.00	16,518,904.00	81,096.00	-
<b>Grand total of Programme 3</b>	<b>25,470,000.00</b>	<b>9,045,881.00</b>	<b>34,515,881.00</b>	<b>32,241,288.00</b>	<b>2,407,600.00</b>	<b>133,007.00</b>
<b>Totals</b>	<b>153,000,000.00</b>	<b>53,738,756.00</b>	<b>206,738,756.00</b>	<b>194,250,174.00</b>	<b>12,626,283.00</b>	<b>137,701.00</b>
<b>Net Underspending</b>				<b>12,488,582.00</b>		



## **VOTE 33 :ZIMBABWE GENDER COMMISSION**

### **APPROPRIATION ACCOUNT FOR THE PERIOD ENDED DECEMBER 31, 2021**

#### **NOTES**

##### **Programme 1:Governance and Administration**

###### **Compensation of employees**

Savings was due to inadequate release from Treasury

###### **Use of goods and services**

Savings was due to inadequate release from Treasury

###### **Acquisition of non-financial assets**

Savings was due to inadequate release from Treasury

##### **Programme 2:Gender Equality Promotion**

###### **Compensation of employees**

Excess was due to salary increment effected which were unforeseen during year.

###### **Use of goods and services**

Savings was due to inadequate release from Treasury

###### **Acquisition of non-financial assets**

Savings was due to inadequate release from Treasury

##### **Programme 3: Legal and Investigation Services**

###### **Compensation of employees**

Excess was due to salary increment effected which were unforeseen during year.

###### **Use of goods and services**

Savings was due to inadequate release from Treasury

###### **Acquisition of non-financial assets**

Savings was due to inadequate release from Treasury

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## **VOTE 33: ZIMBABWE GENDER COMMISSION**

### **EXPLANATIONS FOR THE DETAILED VARIATIONS BETWEEN SUMS APPROPRIATED AND EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2021**

#### **Programme 1: Governance and Administration**

##### **COMPENSATION OF EMPLOYEES**

###### **Wages Salaries in Cash**

Excess was due to salary increment effected which were unforeseen during year.

###### **Wages Salaries in Kind**

Savings was due to inadequate release from Treasury

##### **GOODS AND SERVICES**

###### **Communication and information supplies and services**

Excess was due to high inflationary environment experienced during the period under review

###### **Hospitality**

Excess was due to under funding and high inflationary environment experienced during the period under review

###### **Medical supplies and services**

There was no much activity taking place on the item during the period under review.

###### **Office supplies and services**

The saving was due to inadequate release of funds by Treasury.

###### **Rental and hire expenses**

The saving was due to inadequate release of funds by Treasury.

###### **Training and development expenses**

There was no much activity during the year under review, hence the saving

###### **Domestic travel expenses**

Excess was due to under funding and high inflationary environment experienced during the period under review

###### **Foreign travel expenses**

Excess was due to under funding and high inflationary environment experienced during the period under review

###### **Utilities and service charges**

There was no activity during the year under review, hence the saving

###### **Financial Transactions**

There was no activity during the year under review, hence the saving

###### **Institutional provisions**

The saving was due to inadequate release of funds by Treasury.

##### **Other goods and services not classified above**

There was no activity during the year under review, hence the saving

###### **Maintenance of physical infrastructure**

There was no activity during the year under review, hence the saving

###### **Maintenance of technical equipment**

The saving was due to inadequate release of funds by Treasury.

###### **Maintenance of vehicle and mobile equipment**

The saving was due to inadequate release of funds by Treasury.

##### **Fumigation and cleaning services**

There was no activity during the year under review, hence the saving

**Fuel oils and lubricants**

Excess was due to under funding and high inflationary environment experienced during the period under review

**ACQUISITION OF NON-FINANCIAL ASSETS****Transport equipment**

The saving was due to inadequate release of funds by Treasury.

**Machinery and equipment**

Excess was due to under funding and high inflationary environment experienced during the period under review

**Programme 2: Gender Equality Promotion****COMPENSATION OF EMPLOYEES****Wages Salaries in Cash**

Excess was due to salary increment effected which were unforeseen during year.

**Wages Salaries in Kind**

Savings was due to inadequate release from Treasury

**GOODS AND SERVICES****Communication and information supplies and services**

Excess was due to under funding and high inflationary environment experienced during the period under review

**Hospitality**

Excess was due to under funding and high inflationary environment experienced during the period under review

**Office supplies and services**

The was no much activity during the year under review, hence the saving

**Rental and hire expenses**

The saving was due to inadequate release of funds by Treasury.

**Training and development expenses**

The was no much activity during the year under review, hence the saving

**Domestic travel expenses**

Excess was due to under funding and high inflationary environment experienced during the period under review

**Foreign travel expenses**

There was no activity during the year under review, hence the saving

**Utilities and service charges**

There was no activity during the year under review, hence the saving

**Financial transactions**

The was no much activity during the year under review, hence the saving

**Institutional provisions**

The saving was due to inadequate release of funds by Treasury.

**Maintenance of physical infrastructure**

There was no activity during the year under review, hence the saving

**Maintenance of technical equipment**

There was no activity during the year under review, hence the saving

**Maintenance of vehicle and mobile equipment**

Excess was due to under funding and high inflationary environment experienced during the period under review

**Fumigation and cleaning services**

There was no activity during the year under review, hence the saving

**Fuel oils and lubricants**

Excess was due to under funding and high inflationary environment experienced during the period under review



## **ACQUISITION OF NON-FINANCIAL ASSETS**

### **Machinery and equipment**

The saving was due to inadequate release of funds by Treasury.

### **Programme 3: Legal and Investigation services**

## **COMPENSATION OF EMPLOYEES**

### **Wages Salaries in Cash**

Excess was due to salary increment effected which were unforeseen during year.

### **Wages Salaries in Kind**

Savings was due to inadequate release from Treasury

## **GOODS AND SERVICES**

### **Communication and information supplies and services**

There was less activity during the year under review ,hence the saving

### **Hospitality**

There was less activity during the year under review ,hence the saving

### **Office supplies and services**

The saving was due to inadequate release of funds by Treasury.

### **Rental and hire expenses**

The saving was due to inadequate release of funds by Treasury.

### **Training and development expenses**

The was no activity during the year under review, hence the saving

### **Domestic travel expenses**

Excess was due to under funding and high inflationary environment experienced during the period under review

### **Foreign travel expenses**

The was no activity during the year under review, hence the saving

### **Utilities and service charges**

The was no activity during the year under review, hence the saving

### **Financial transactions**

The was no activity during the year under review, hence the saving

### **Institutional provisions**

Excess was due to under funding and high inflationary environment experienced during the period under review

### **Maintenance of physical infrastructure**

There was no activity during the year under review, hence the saving

### **Maintenance of technical equipment**

There was no much activity during the year under review ,hence the saving

### **Maintenance of vehicle and mobile equipment**

Excess was due to under funding and high inflationary environment experienced during the period under review

### **Fumigation and cleaning services**

There was no activity during the year under review, hence the saving

## **ACQUISITION OF NON-FINANCIAL ASSETS**

### **Machinery and equipment**

The saving was due to inadequate release of funds by Treasury.



**Zimbabwe  
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