



Zimbabwe
Gender
Commission

BY-ELECTION OBSERVATION REPORT

**21-27 MARCH
2022**



1.1.1 ACRONYMS

Acronym	Full Name
CCC	Citizens Coalition for Change
CSO's	Civil Society Organizations
KII	Key Interview Informant
WRiP	Women Rise in Politics
ZANU PF	Zimbabwe African National Unity Patriotic Front
ZEC	Zimbabwe Electoral Commission
ZGC	Zimbabwe Gender Commission
ZI	Zimbabwe Institute
ZRP	Zimbabwe Republic Police

Contents

Acronyms	1
1. Introduction and background	3
2. Objectives	3
3. Methodology	4
4. Participants/TEAMS	5
5. Proceedings	5
5.1 Courtesies visits	5
5.1.1 Zimbabwe Electoral Commission Engagement	5
6. Gender Statistics	6
7. Political Parties	6
8. Security service – ZRP	7
9. Contesting Candidates	7
10. WRiP and ZI Candidates	8
11. Findings – Pre-Election Observation	8
12. Voter Registration	9
13. Accreditation	10
14. Voter Education	10
15. Nomination PROCESS	11
16. Political party processes	12
17. Campaign Strategies	12
18. Media Access	12
19. Polling Stations and state of preparedness	12
20. Facilities at Polling stations	13
21. Election Day Observation - Voting Process	14
22. ANALYSIS ON Participation	15
23. ANALYSIS OF RESULTS	15
24. Post-Election Observation	15
25. Challenges	16
26. Recommendations	16
28. Conclusion	18
29. Participants list and team composition	18

1. INTRODUCTION AND BACKGROUND

The Zimbabwe Gender Commission, in line with its constitutional mandate of monitoring adherence to gender equality and equity imperatives as enshrined in the national constitution and other regional and international normative frameworks, observed the March 26 By-election. The exercise was undertaken from a gender perspective to assess the gender responsiveness of the electoral processes in line with international guidelines, standards and best practices on the conduct of election. The exercise was conducted in a phased approach as follows:

- Phase 1- Pre-Election Monitoring 21-25 March
- Phase 2- During Election 26 March
- Phase 3- Post-Election Monitoring 27 March

Globally, the level of women's political participation and representation in leadership remains very low with different countries experiencing different levels. In the Zimbabwean context, women's representation and participation remains far below the gender parity level. This is even worse at local government level where representation of women has regressed in the past three elections from 19% in 2008, to 16% in 2013 and to 13.4% in 2018. At National Assembly level, representation of women stands at 31.5% and this has been mainly attributed to the quota system which reserved 60 seats. At Senate level, women's representation stands at 48% and is further attributed to the adoption of proportional representation as an electoral system at Senate level.

Addressing gender disparities in electoral systems remains a priority concern for the Zimbabwe Gender Commission. The monitoring exercise enabled the Commission to identify gaps from a gender perspective and call for responsive mechanisms to address the identified gaps as it enforces its mandate.

The evidence gathered is expected to inform policy interventions based on evidence, advocacy and lobby initiatives aimed at improving the electoral environment and promote women's participation and representation in such processes in the forthcoming electoral cycle of 2023. Therefore, this report presents key findings, challenges and recommendations based on the exercise conducted.

2. OBJECTIVES

Objectives of the observation exercise were to:

1. Assess the political landscape before, during and after the By-Election
2. Capture and document women's experiences throughout the electoral cycle covering the March 2022 By-Elections and identify any gaps.
3. Carry out a gender analysis of the electoral process as part of strengthening democracy and governance processes.
4. Offer solidarity support to women candidates
5. Come up with recommendations and programmatic interventions for responsive mechanisms to relevant authorities for implementation.

3. METHODOLOGY

A mixed methodology approach was used on collecting data and evidence for analysing trends, patterns and other critical gender dimensions. This was in line with the best international standards and practices hence it entailed the following:

- a) Key Informant Interviews (KIIs):** Key Informant Interviews were conducted with the ZEC officials at Provincial level and in most cases with the ZEC Gender Focal Persons and at District level with District Elections Officers. As the Electoral Management Body, ZEC provided key information pertaining to voter registration, voter education, recruitment and training of election or polling personnel. ZEC also provided information on the state of preparedness for the By-Election.
- b) Individual interviews:** Individual interviews were also conducted with contesting candidates, the community members, election agents and political party members to seek to understand their experiences of the electoral cycle and the political environment leading to the By-Election. One on one interviews were conducted with the public in public places and the process was inclusive oriented thus it targeted all groups women, men, young women, young men and PWDs. Ethical issues were integrated during the observation process, in respect of confidentiality, informed consent and do no harm principle.
- c) Observation:** Some of the information was collected through passive observation with the team observing different aspects including the voting process, polling facilities/infrastructure, and accommodation and ablution facilities for the polling personnel.

4. PARTICIPANTS/TEAMS

The exercise was undertaken in teams, with seven (7) teams constituted to conduct the observation mission. The teams comprised ZGC commissioners and secretariat. All the Country's provinces were observed, however priority was given to constituencies and wards that had female contesting candidates and candidates that received training under the WRIP initiative as well as the ZI /ZGC Women By-elections Candidates training. Complete list of the team members and areas covered is annexed to the report.

5. PROCEEDINGS

The following discussion presents synthesised findings emanating from the various engagements conducted during the observation period. In order to collect reliable and credible information about the preparation, management and general perceptions about the process, the team interacted with various key stakeholders who provided useful information and deep insights on the process. The following discussion brings out the key issues, perceptions and opinions in relation to the electoral processes raised.

5.1 Zimbabwe Electoral Commission Engagement

Conversations held with the Zimbabwe Electoral Commission (ZEC) management revealed their readiness for the by-elections with all processes activated to ensure smooth management of the elections. ZEC provided information on the state of preparedness with polling personnel trained and deployed to preside over the voting process in their assigned wards. The training of polling officers also co-opted police officers, polling agents and Red Cross officials. Due to Covid 19, the training of polling officers was ward based. By the time of the visit, identification of polling stations, dispatching of election material and logistic processes were in place while dissemination of relevant information was shared with the public.

The observation team for Matabeleland region had the opportunity for a walk by in meeting with ZEC Commissioners namely, Com. Chigaro, Com. Sebata and Com. Ndlhovu as well as the Chief Elections Officer Mr U. Silaigwana complemented by regional managers Mr Nyoni and Mr Ncube for Bulawayo and Matabeleland South provinces respectively. The meeting was fruitful and ZGC expressed its appreciation to ZEC on the manner it has been conducting its work. On interfacing with political parties, ZEC highlighted how it enjoys harmonious working relations with various candidates through the multi-party liaison committee. The committee provided a platform for political actors and the election management body to share information and discuss pertinent issues in line with ensuring a flawless electoral process.

Challenges highlighted by ZEC during the pre-election observation were on technicalities and include:

- why some registered voters would not be allowed to vote during the by elections
- conveying of distorted information that the voters roll was being altered by activists to discredit ZEC on its standardization of the voters roll,

6. GENDER STATISTICS

An overview on composition of election personnel in the Election Management Body by the mission generally observed that there were less women in management positions. The table below provides information disaggregated by sex for Mashonaland West Province.

DESIGNATION	MALE	FEMALE
Provincial Elections Officer	1	0
Deputy Provincial Elections Officer	1	0
District Election Officers	5	2
Voter Education Coordinator	1	0
Senior Admin Officer	1	0
Accountant	1	0
Security/Logistics Officer	1	0
TOTAL	11	2

7. POLITICAL PARTIES

During the observer mission, members had opportunity to interface with representatives from Political Parties namely: ZANU PF, CCC and to a limited extent, MDC Alliance. Zanu PF expressed its commitment towards total empowerment and participation of women in politics and decision making spaces. The party subscribes to the notion of gender equality and inclusive participation. Hence, it was eager to promote progression of women in political leadership positions. Various initiatives were being spearheaded by the party aimed at building women's capacity including mentoring to equip women with requisite skills for political office. On how the party perceived observer missions, the party said it welcomes observer missions both local or international but there was need for the missions to provide feedback as they had a tendency of not sharing their findings.



From left ZGC Commissioner Obert Matshalaga with Zanu PF Provincial Chairperson Jabulani Sibanda accompanied by ZGC officials

CCC acknowledged the playing field was conducive for political campaigns and its party was going through an internal revolution with women asserting their rights and determined to take up leadership positions. The party expressed the need for a regulation that would curtail vote buying.

In terms of challenges, the issue of resources was mentioned as one of the major challenges for women's participation during primary elections that was also aggravated by fear amongst women due to lack of confidence. Internal opposition was a common feature and negotiation with the antagonistic groups to solve differences was engaged.

8. SECURITY SERVICE – ZRP

Engagements were held with ZRP at various polling stations including at police centres. From the discussions, indications were that the police force was geared for the by-elections and also enforcing law and order during the process to ensure a peaceful and conducive electoral environment. Observations made at these stations noted the presence of security personnel who were attached at these polling station. At least four officers with both sexes represented usually manned each polling station. However, in most instances women representation continued to be overshadowed by males as you would find one female against three male personnel.

9. CONTESTING CANDIDATES

In order to get first-hand information on the process and general perceptions, the team interviewed some of the contesting candidates who were reachable. Based on the information from candidates interviewed, the general assessment was that the environment was conducive for elections to prevail. Campaigns were peaceful, tolerant to each other and interfacing with each other during "Meet the Candidate" community meetings.

On candidate selection criteria, candidates alluded that the candidate list is based on seniority in the Party. Others shared that the process of selection was based on consensus, party resolution, popularity, area of residents and poll system where the electorate choose their preferred candidate.

Conversely, respondents shared incidents that created an uneven playing field. A female candidate in Masvingo Urban Ward 4 bemoaned hostile political environment since she suffered victimization and intimidation from male counterparts in her party coercing her to withdraw her candidacy and pave way for a male candidate. She alleged that she received abusive messages, life threatening phone calls and name-calling from fellow party members for her to drop from contesting the municipal poll position. She, however vowed not to withdraw her candidature.



Commissioner Obert Matshalaga interacting with ward 20 contesting candidate in Umzingwane Thokozile Dube

Furthermore, two of the aspirants competing at council level in ward 20 at Nyema, Umzingwane district were involved in skirmishes against each other. One of the candidates was attacked physically during the night of 16 March 2022, her identification particulars stolen and her property destroyed including the cell phone, fridge and taps affixed to the borehole broken. The candidate had to report to the police at Esigodini, unfortunately the matter was still under investigation despite three weeks lapsing without the issue being resolved. The candidate's party had to come to her rescue as it provided 24-hour security service at her homestead. The alleged perpetrator rebuffed the allegations and informed that unknown opponents who were meant to tarnish her image perpetrated the violence.

10. WRIP AND ZI CANDIDATES

Some of the candidates who received ZGC training through the Women Rise in Politics and the Women Political Candidate Training supported by Zimbabwe Institute were interviewed during the observation mission to get their insights and reflections on the electoral process. All the candidates interviewed were grateful to the Commission for availing such training as it equipped them with the requisite skills necessary for political participation through confidence building, creating campaign messages and effectively delivering the message to the electorate as well as fundraising techniques among others.



Candidate interviewed in Kwekwe by members of the ZGC observer team

1.1.2 FINDINGS – PRE-ELECTION OBSERVATION

11. VOTER REGISTRATION

A critical component of the election process is the voter registration. Ensuring a robust voter registration exercise is fundamental to ensure civil and political rights and it promotes democracy. Respondents interviewed confirmed that they had registered to vote and the process was flawless and accessible to interested prospective voters. However, sentiments from ZEC were that there was low turnout at the Voter Registration blitz and some candidates and members of the community were concerned with the limited timeframe for the mobile voter registration blitz as some community members could not visit the voter registration static centres due to the nature of their jobs. In communities where artisanal mining is prevalent there were sentiments that voter registration did not reach such communities due to its inaccessibility. Further, there was apathy from young people to register to vote as they alleged they could not see its value and associated benefits for voting as they lacked trust in the process and the system.

Some of the challenges of voter registration shared include:

- Unavailability of identification documents and failure to replace the lost particulars on time.
- Failure to effect lateral transfers on time from a previously registered ward to a new ward as they would have changed place of living.
- Issue of proof of residence but ZEC resolved this challenge by ensuring that all Voter Registration team members are made up of Commissioners of Oaths.
- Lack of awareness in the communities on the registration exercise.

13. ACCREDITATION

Accreditation of local and international observers was decentralised to provincial capital. However, the process was not seamless as some of the centres were overwhelmed during the time of the visit leading to participants spending more than one hour before one could complete the accreditation formalities.

14. VOTER EDUCATION

Contrary views were obtained pertaining to voter education. In delivering the message, door to door visits, complemented with issuing of fliers and sticking of posters at public spaces were utilised to inform the electorate and raise awareness on their rights to participate in the electoral activities through registering and voting. However, in rural areas information gathered pointed to limited presence of voter education as most of the respondents interviewed noted that they had not received voter education either from ZEC officials or from any other accredited Civil Society Organizations or Community Based Organizations.

In some of the areas visited in Mashonaland West province, it was noted that no CSOs were accredited to do voter education for polling. The Voter Education process was done in two phases namely Voter Education for Nomination and Voter Education for Polling. Voter Education for Polling was conducted from the 12th to the 16th of March 2022. However, evidence on the ground revealed that posters erected on voter education were few and mainly stuck within the vicinity of polling stations and around ZEC offices. Political actors attributed the lack of voter education in rural areas to the widespread nature of their communities since they are widely spaced apart hence it could have affected being reached out.

As a way of addressing the gap, political actors carried the burden to provide information and knowledge to the electorate on the necessity to register to vote and to turn out to vote on the Election Day.

However, conversations with ZEC suggests a different picture, they informed that voter education was consistently conducted covering all targeted areas. The team was provided with some of the materials used for voter education and from the analysis made the fliers and posters were in vernacular language making them compatible and easily understood by the electorate. Further, the posters were informative about the process and gender sensitive as depicted in the chart below that highlights the polling process.



The following concerns were raised concerning the voter education process:

- The timeframe was too short
- The times were not friendly for those who go to work

Resources and time should be channelled towards voter education, and voter education must be done throughout the year not only during voting period.

15. NOMINATION PROCESS

The general assessment of experiences in the nomination process, was that candidates did not encounter any challenges since they had won primary elections and had party backing. Information gathered revealed that political parties had an open application process where an interested member would submit their papers for eligibility. Further, candidates were subjected to an internal vetting process, and one had to have fully paid up their subscriptions. Other parties subjected its candidate to the public who then selects the candidate of their preference.

There were no incidences of candidates whose nomination was rejected by the Zimbabwe Electoral Commission based on being a woman or disabled. Even one candidate who stated that she filed her nomination papers only five minutes away from the closure of the nomination process had her papers accepted for nomination as a candidate in the Local Authority elections.

However, minor incidents were experienced where another party used intimidation against an opponent to withdraw submission of her nomination papers in ward 20 Umzingwane district. In addition, Ward 2 of Chinhoyi Municipality a female candidate of one political party won primary elections but unfortunately was replaced by a male candidate whom she had defeated during the primaries with no clear explanation of why she was prevented from proceeding to the nomination court. The team heard obtained that an instruction came from the party leaders to have her replaced by a male candidate, thus discriminating her because of gender. In addition, to highlight some of the challenges faced one female said that:

"...nominators, when you get to the court you find them not on the voter's roll even though they voted the previous election, and this will force candidate to have to look for other nominators, even though the time will be running out.."

16. POLITICAL PARTY PROCESSES

Political parties used different strategies to nominate candidates to stand for elections. Some parties conducted primary elections whilst others held consultations with members on who should represent the party and others gave an opportunity to candidates who were recalled.

In terms of addressing women's issues, political parties had structures and committees and it was through such platforms that women's concerns were articulated. ZANU PF shared that it was spearheading capacity building interventions of its party members through ensuring that they attend the Chitepo School of Ideology to equip them with requisite political leadership skills. Other strengthening capacity initiatives highlighted were through platforms such as workshops, seminars and meetings. Candidates were also supported with financial resources and donations to bankroll their campaigns.

17. CAMPAIGN STRATEGIES

Different Campaigns strategies were being used by political candidates which include door-to-door campaigns, car rallies, distribution of fliers, posters and some party regalia. In addition to dissemination of fliers and posters informing the electorate about the party's candidate, they also invited people to attend public gatherings or rallies where they would share their manifestos and articulate what they would do for the community if voted into public office. Media platforms were highlighted as one of the pathways used for reaching out to the electorate during campaigns.

While the campaigns were generally peaceful, respondents highlighted a few incidences with ones for a male rival candidate. The incident was reported to Zimbabwe Republic Police and the Zimbabwe Electoral Commission. Another incident related to a female candidate who received hate speech from youths who were allegedly paid by her rival.

Interviews conducted indicated that during campaigns, women's issues were also addressed in campaign messages. Issues raised related to provision of social services such as health care, water, sanitation, education and women's livelihood projects. These women related issues were used to attract the women's vote. Some candidates indicated that they initiated income-generating projects for women and some facilitated training on detergents making.

18. MEDIA ACCESS

While media was critical as it allows information sharing and communication with the electorate, more than 60% of the interviewed candidates confirmed that they had limited access to media, during their campaigns particularly the national mainstream media. Hence, they resorted to community radio stations, social media and in other instances, private owned media sources.

19. POLLING STATIONS AND STATE OF PREPAREDNESS

Generally, the provision and location of polling stations was accessible. A significant number of them were located within the vicinity of communities and a short walkable distance. However, the situation was slightly different in rural areas where voters had to walk a distance to the nearest polling station in order to cast their votes.



ZGC Commissioner S. Mauye going through the voter's roll at one of the polling station

Polling personnel disaggregation by sex indicated that more than 50% of administration were women while the situation differed as we moved to management level as presiding officers and ward elections officers were mostly men across the provinces reflecting gender disparities.

On state of preparedness, indications on the ground revealed that ZEC was fully prepared for the elections as there were enough electoral materials, trainings were done well in time and polling personnel was deployed in time to their respective ward polling stations. Vehicles and fuel were allocated in time to polling stations to facilitate all the required logistics.

20. FACILITIES AT POLLING STATIONS

General assessment of the facilities at the polling units differed drastically between urban and rural located, immovable centres vis a vis tent units. Of the polling stations visited, the majority were in schools, others were at private owned properties like churches and country clubs whilst a few were located in tents. The state of ablution facilities also differed depending with the type of facility being used. Generally, polling stations situated in schools had better ablution facilities and water was not a challenge unlike for stations situated elsewhere which were in bad state for example, the Alaska Country Club polling station that had been idle for a long time had poor ablution facilities. The polling station also did not have running water hence they had to rely on using containers which was not convenient for the polling staff.

There was inadequate accommodation for polling personnel since both males and females were sleeping in the same room, which was also their polling station. This arrangement did not provide the privacy that officers need thus compromising their human dignity, right to privacy and security. Lighting at polling stations was observed and the situation differed, however ZEC provided gas lamps for all the polling stations.



Election officers going through training at Nyema polling tent station

21. ELECTION DAY OBSERVATION - VOTING PROCESS

Voting was conducted on 26 March and the major observations are highlighted as follows:

1. Generally, the polling stations opened at the stipulated time of 7am and closed at 7pm except in Pumula ward 19 at Godhlayo primary school (Bulawayo) voting delayed due to printing errors on ballot papers for local councillors.
2. Conduct of election personnel and other officials present at the polling station was professional.
3. The polling environment was conducive, calm and not crowded.
4. The polling stations were distinctly marked with signage showing directions.
5. The polling stations were accessible as they were set up within the community
6. Some polling stations were not disability friendly as there were no ramps for wheel chairs (Chinhoyi hall). However, ZEC provided a disability friendly polling booth at every polling station
7. Preference was given to the elderly, pregnant women, nursing mothers and those with disabilities.
8. No problems were experienced near the vicinity of the polling stations.
9. Security personnel, election agents and observers were present at polling stations and did not interfere with the process.

10. There was generally a lower voter turnout as compared to the previous elections with young people being the demographic that participated the least.
11. There was limited voter education to the voters as there were a significant number of voters that were either redirected or turned away as they were from areas where by-elections were being conducted.
12. No incidences of harassment, intimidation and violence were noted either within the polling station or outside the polling station.
13. Voting was conducted peacefully.

22. ANALYSIS ON PARTICIPATION

In terms of participation, women generally constituted majority of the voters. The analysis based on voting figures obtained in one of the province women accounted majority voters with 10 751 translating to 50.6% while 10 485 males voted making 49.4% proportion. The table below provides a reflection on electoral participation between women and men.

Province	Voted		Turned Away		Redirected		Assisted	
	F	M	F	M	F	M	F	M
Bulawayo Metropolitan	10751	10485	730	1043	776	893	345	172

ANALYSIS OF RESULTS

Based on the analysis of the by-elections outcome, women garnered few seats compared to their male counterparts that can be attributed to the uneven-playing field stemming from patriarchy. Results of the by-elections are reflected in the table as follows.

Governance Level	Females	Males
National Assembly	5 (17.9%)	23 (82.1%)
Local Authority	19 (15.5%)	103 (84.5%)

Post-Election Observation

The post-election observation conducted on 27 March 2022 revealed a prevailing environment that was calm, quiet and peaceful with people conducting their day to day livelihoods normally. The political actors who happened to be celebrating their victories were also doing so within the parameters of the code of conduct.

23. CHALLENGES

During the observation, the team identified the following challenges:

- One of the observer teams in Masvingo had challenges with the ZEC officials as they requested to stick to observation and not monitoring hence the team could not have interviews with different stakeholders. This was despite the Zimbabwe Gender Commission having a Constitutional mandate of monitoring gender issues.
- Some of the polling units were drenched in water as the roofs had leakages, broken windows that also posed great risk of damaging electoral materials. Tent polling units were at greater risk from the rains as in some instances they were waterlogged and displayed voters roll drenched in water.
- Voters were not aware of the electoral provisions hence it affected their meaningful participation in the process.
- Some political parties did not appreciate the observer role of the Commission hence one political party chased the observation team in Midlands province from monitoring their elections rally.
- Some candidates and community members refused to be interviewed and were generally not cooperative.
- There were challenges of ablution facilities at some polling stations such as at Runyararo and Chesvingo Business Centres in Masvingo urban such that personnel resorted to nearby liquor shops for assistance that was not friendly for the female officials to interact with such an environment.

24. RECOMMENDATIONS

The following targeted recommendations are proffered for the relevant actors to implement in order to strengthen the electoral process and foster inclusive participation on the basis of equality.

ZEC

- ZEC to follow up and resolve complaints presented by different political parties to the Multi-Party Liaison Committee
- ZEC and its partners should consider carrying out an intensive voter education processes to the public to equip them with information and knowledge on the electoral cycle or process.
- At election management level, women should participate at an equal level with male counterparts, there were more males than females in the management of the electoral process.
- ZEC to consider polling stations with disability friendly facilities in particular ramps for wheelchairs.
- ZEC to consider establishing polling stations at habitable venues that will also uphold the dignity of polling personnel.

ZGC

- Zimbabwe Gender Commission to upscale the training for Women Political Candidates
- Engage media and conduct training on gender responsive media coverage for all forms of media.

Ministry of Home Affairs and Cultural Heritage - Department of Registrar

- Expedite mobile registration to enable prospective voters to obtain identification documents.
- Need for relevant authorities to ensure that national identification registration process is eased and accessible to enable potential voters to obtain identification documents requisite for voter registration

ZRP

- To earnestly investigate reported cases on political violence and intimidation.

CSOs

- Training of political party agents was critical to provide a shared understanding of the electoral process while strengthening it and ensuring accountability.
- Continual capacity development of women to foster their participation in politics and electoral processes and bridge the gender gap.

Political Actors

- Political Parties to comply with the gender equality provisions of the Constitution by ensuring that there are measures in place to guarantee equal participation of men and women in elections
- Political parties need to internalize gender equality and equity in their selection processes to ensure women's meaningful participation.
- Political parties must avail resources to support women candidates equally with their male counterparts.

Parliament

- To consider coming up with legislation to regulate political Parties.
- To amend the Electoral Act to provide for proportional representation electoral system as this will allow for increased women representation in Parliament.

25. CONCLUSION

Despite low voter turnout during the by-elections and low women’s participation, the environment was conducive for the conduct of elections. Further, the conduct of election personnel present at the visited polling stations was commendable as they discharged their work in a professional manner. However, gender disparities continue to subjugate democratic processes as women participation remained low, further compounded by the voter apathy of the youth demography during the by-elections. The need for voter education to provide knowledge, information and ensure that the public understand their right to participate in electoral processes is critical.

26. PARTICIPANTS LIST AND TEAM COMPOSITION

Annex 1.

Province	Areas Visited	Teams
Manicaland	Mutare Nyanga Chipinge	M. Mateo J. Chawarika T. Zimoto B. Brancho
Mash East/Harare	Marondera Murehwa Epworth Chitungwiza Harare	M. Zihura S. Nembaware L. Chihwehwete N. Bumhe
Mash Central/Harare	Bindura Mt Darwin Harare – Mufakose Kuwadzana Glenview	Com. Dr. N. Nyangulu C. Chakabva R. Nyamuzihwa K. Mavhunga

Mash West	Chinhoyi Chegutu Karoi	Lorraine Mbodza Evelyn William Edwin Munhenga Tafadzwa Mugurasawe
Midlands	Gweru Kwekwe Chirumhanzu	Com S Mauye S. Mudzengerere J. Kuvheya T. Mapindani
Masvingo	Masvingo Chivi RDC Chivi South	Com Chief P. Chikwizo T. Mazani H. Vulanda R. Chinyama
Bulawayo/Mat – South/North	Bulawayo Pumula Nkulumane Tsholostho South Umzingwane	Com Matshalaga D. Sibanda S. Munyanyi A. Madondo A. Ngwenya