



Zimbabwe
Gender
Commission

ANNUAL REPORT

2022



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LIST OF ACRONYMS

COP	Conference of Parties
CSW	Commission on the Status of Women
FSNT	Female Student Network Trust
GBV	Gender Based Violence
GO	Gender Observatory
HR	Human resources
IEC	Information Education and Communication
ICT	Information, Communication and Technology
ILO	International labour Organisation
IT	Information Technology
IWD	International Women's Day
LRF	Legal Resources Foundation
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
M&E	Monitoring and Evaluation
NDC	Nationally Determined Contributions
NGF	National Gender Forum
NHRIs	National Human Rights Institutions
NRZ	National Railways of Zimbabwe
PPDPA	Public Procurement and Disposal of Public Assets
RBZ	Reserve Bank of Zimbabwe
REA	Rural Electrification Agency
SADC	Southern African Development Community
SEA	Sexual Exploitation and Abuse
SGBV	Sexual Gender Based Violence
SMEs	Small and Medium Enterprises
SRH	Sexual Reproductive Health
UNFCCC	The United Nations Framework Convention on Climate Change
UNDP	United Nations Development Programme
UNSCR 1325	Nations Security Council Resolution 1325
VFU	Victims Friendly Unit
WLSA	Women and Law in Southern Africa
WPP	Women Politics Participation
WRIP	Women Rise in Politics
ZAS	Zimbabwe Agricultural Show
ZEC	Zimbabwe Electoral Commission
ZESA	Zimbabwe Electricity Supply Authority
ZGC	Zimbabwe Gender Commission
ZI	Zimbabwe Institute
ZITF	Zimbabwe International Trade Fair
ZRP	Zimbabwe Republic Police
ZWMB	Zimbabwe Women's Micro-Finance Bank

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 seventh Annual Report to the National Assembly for tabling in accordance with these legal requirements.



Margaret M. Mukahanana - Sangarwe

Chairperson: Zimbabwe Gender Commission



FOREWORD

The Commission notes the milestone that the Government of Zimbabwe has achieved on gender equality and women empowerment since its independence in 1980. Over the years, in its continued commitment to removal of all forms of gender discrimination in the society, the Government has alluded to several international and regional declarations and conventions. While acknowledging these landmark achievements, ZGC however notes remaining challenges regarding gender equality.

Women and girls are still confronted with numerous gender related challenges in the political, economic and social sectors which inhibit them from attaining their full potential. The Constitution of Zimbabwe provides for equal representation of women and men in all positions. However, women's participation in leadership and politics remains low. Statistics from the 2018 harmonized elections reveal regressing low women representation with 48% in Senate: 31.5% in the National Assembly and 13.3% in Local Governance. Promoting women's political voice and leadership will

help to drive gender equality and women's empowerment and accelerate the achievement of all the Sustainable Development Goals. As we gear for the 2023 harmonised elections, there is an opportunity to implement the existing legal frameworks of the country that give equal opportunities for both men and women in leadership and decision making.

In the economic sector women have unequal access to productive resources such as land and minerals. The systems and processes are still skewed towards men. In addition, they face challenges in accessing credit due to collateral requirements and high interest rates. Economic challenges faced by women is one of the key drivers to gender-based violence. The Commission recommends strategic interventions to ensure gender responsiveness in promoting economic empowerment. Women's economic empowerment is central to realizing women's rights and gender equality.

In the year under review, the media was awash with reports of girls as young as 8 years being sexually abused and falling pregnant. These horrendous cases of sexual exploitation and abuse symbolise just but a tip of the iceberg, as many more cases go unreported. This is despite having a constitution that sets the minimum age of marriage at 18 and Marriages Act which criminalises child marriage.

Gender equality is essential for ensuring that men and women can contribute fully at home, workplaces and in public life for the betterment of societies and economies at large. More interventions and awareness-raising activities are needed to tackle violence against women and children - especially in homes and communities I am grateful to the Government of Zimbabwe, development partners and civil society organisations for the financial and technical support during the Financial Year under review. I also express my sincere gratitude to the Commissioners and Secretariat for their contribution to the attainment of the Commission's mandate.



Margaret M. Mukahanana - Sangarwe

Chairperson: Zimbabwe Gender Commission

ACKNOWLEDGEMENTS

The Zimbabwe Gender Commission (ZGC) wishes to thank the Government of Zimbabwe and institutions who contributed in various ways towards the achievements of the Commission's Key Result Areas in the year 2022.

The Commission wishes to acknowledge the technical and financial support from the following Development Partners:

- United Nations Development Programme (UNDP)
- United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
- International Labour Organisation (ILO)
- European Union (EU) through the Spotlight Initiative
- Zimbabwe Institute

The Commission is also appreciative of the support received from various stakeholders, including the National Gender Machinery, Women's Coalition of Zimbabwe and community members at various levels.

The valuable support rendered by development partners and stakeholders contributed to making the implementation of the work possible. ZGC also acknowledges with thanks its Commissioners and Secretariat who showed dedication and commitment in delivering the Constitutional mandate throughout the year.

EXECUTIVE SUMMARY

The report is structured into three (3) major sections namely, Gender Equality Promotion, Legal and Investigations and Governance and Administration. The introductory part of the report captures basic information such as the establishment, mandate, vision, mission, values and the strategic direction of the Commission.

1. Gender equality promotion

This section revolves around the monitoring function of the Commission in which specific activities to ensure compliance with gender equality provisions of the Constitution were undertaken. These activities include, among others:

- Monitoring the public and private institutions for compliance with local and international gender equality normative frameworks. The Commission issued several advisory notes that sought to implore agencies of public institutions to mainstream gender equality in their processes. Advisory notes are there to remind duty bearers on the need to address gender gaps or gender violations to ensure accountability to gender equality provisions.
- Participation of women in leadership and decision making – the Commission continued with its efforts in training aspiring women political candidates. A second phase of the Women Political Training and Mentorship Programme also known as the Women Rise in Politics (WRiP) was successfully conducted in partnership with UN Women. The Commission also observed the 26 March By elections 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 Commission Convened the National Gender Forum as per statutory obligations provided in the ZGC Act on Chapter 8 (i). The forum was preceded by Provincial Gender Fora and ran under the theme “Gender and Economic Empowerment for Inclusive Economic Growth.”
- The Commission participated at the 66th session of the Commission on the Status of Women which took place in New York, United States of America and the 27th Conference of Parties to the United Nations Framework Convention on Climate Change (COP 27) which took place in Sharm El-Sheikh, Egypt.
- The Commission conducted various public awareness campaigns with a view to promote gender equality. The activities included, among others:
 - Public lectures on sexual harassment at the workplace and at tertiary institutions.
 - Publicity campaigns in the form of media appearances on various platforms including on social media.
 - Commemorative events including the International Women’s Day, Day of the African Child, International Day of the Girl Child, International Rural Women’s Day and the 16-Days of Activism Against Gender Based Violence.
 - Exhibitions such as the ZITF, Zimbabwe Agricultural Show and Beitbridge Expo.
 - Development of a Training Manual for Workplace Policy Development and Programme Implementation on Violence and Harassment.

2. Legal and Investigations

The Commission conducted a multi-sectoral stakeholders’ inquiry on child marriages and sexual exploitation of young girls which was informed by Anna Machaya’s case a 15-year-old girl who died while giving birth at an Apostolic Church Shrine. Through the inquiry, 500 cases on child marriages and sexual exploitation were received and investigated.

The Commission also received cases which varied from sexual and gender-based violence, property rights, land and labour disputes among others.

The legal and investigations unit also managed to carry out field investigations and community outreaches through mobile legal clinics.

3. Governance and Administration

This section of the report deals with all budgetary matters relating to respective operations of the Commission. These include, among others: employment costs; goods and services; acquisition of fixed assets; production of periodic financial reports and statutory returns and human resources.

Key Challenges

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

- For investigative cases some of the challenges encountered included complainants developing cold feet and abandon their cases.
- Ordinarily the legal and investigations unit must have a computerised case management system. The system involves acquiring servers for storage of information as well as software for processing the data collected. Due to financial constraints the Commission has not managed to secure a computerised system and is still relying on manual way of storage and processing information.
- Lack of a decentralised structures nationally led to delays in dealing with cases.
- Inconsistent disbursements from Treasury negatively affected planned activities and procurement of requested resources.
- Absence of a Commissioner with Legal background to provide technical guidance affected the work of the Legal and Investigations section.
- Continuous increase in office space rentals, making the need for own premises a priority.

Recommendations

Parliament

- There is need to promulgate a Sexual Harassment Act or amend the Criminal Code to define and unpack the offence and criminalize sexual harassment.
- Alignment of laws to include passing of a Gender Equality Act with roles and powers of the Commission spelled out and a detailed offences section on violations and discrimination based on gender.
- 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,
- Consider the adoption of full Proportional Representation as a sole electoral system shifting from the current hybrid system with First-Past-The-Post.
- Strengthen oversight of implementation of gender responsive budgeting.

Zimbabwe Gender Commission

- Adopt Zimbabwe Gender Commission Regulations.

The Executive

- Urgently fill the two vacant posts to be filled by men, one with a legal background, in line with the constitutional requirement for gender balance among the Commissioners.
- Concur to decentralisation of ZGC offices increase service delivery presence in line with the devolution thrust.
- 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.
- Prioritise increased budget allocation for Commission's programmes and procurement of office building.

INTRODUCTION

The Zimbabwe Gender Commission was established in terms of Section 245 of the Constitution of Zimbabwe and operationalised through the Zimbabwe Gender Commission (ZGC) Act (Chapter 10:31).

The Commission is one of the Chapter 12 Independent Commissions supporting democracy whose objectives are set out in Section 233 of the constitution as:

- To support and entrench human rights and democracy;
- To protect the sovereignty and interests of the people;
- To promote constitutionalism;
- To promote transparency and accountability in public institutions;
- To secure the observance of democratic values and principles by the State and all institutions and agencies of government, and government-controlled entities; and
- To ensure that injustices are remedied

Mandate of the Commission

The specific mandate of the Commission as derived from Section 246 of the Constitution are listed as follows:

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

The Commission's Strategic Direction

Our Vision

A society that enjoys gender equality by 2030

Our Mission

To protect and promote gender equality through Public Education, Research, Investigation and Monitoring

Our values

- **Inclusivity** – alive to groups that suffer multiple intersecting vulnerabilities and be sensitive to the different needs of men, women boys and girls in a prompt manner
- **Accountability** – shall be responsible for our actions and results
- **Integrity** – we thrive to be ethical, honest and professional
- **Confidentiality** – we thrive to maintain anonymity
- **Empathy** – thrive to understand the lived experiences of clients

Departments

The Commission is made up of 3 departments, namely:

- Finance, Administration and Human Resources
- Gender Equality Promotion
- Legal and Investigations

In addition, ZGC has other units which are:

- Procurement Management Unit
- Information Technology
- Internal Audit
- Monitoring and Evaluation

The functions of the departments and units are as follows:

DEPARMENT /UNIT	FUNCTIONS
GENDER EQUALITY PROMOTION	
Research and Programming Unit	<p>This unit is responsible for the following:</p> <ul style="list-style-type: none"> • Monitor laws and policies for compliance with gender equality provisions in the Constitution • Monitor State compliance with regional and international treaties • Conduct research on emerging gender and social justice issues • Product knowledge products on gender equality • Draft policy briefs, advisory notes and cautionary statements for presentation to duty bearers.
Public Education and Information Unit	<p>This section is responsible for the following:</p> <ul style="list-style-type: none"> • Conduct public outreach, community relations activities and special events, and public awareness programmes. • Undertake the development of public information education and communication (IEC) materials • Developing content for publishing on ZGC website and social media. • Facilitate in establishment of a gender knowledge hub and products.
LEGAL AND INVESTIGATIONS	
Legal and Investigations	<p>The department is responsible for the following;</p> <ul style="list-style-type: none"> • Provide Legal advisory services to the Commission • Provide Legal drafting services • Provide legal secretarial services to the Commission • Receive and considering complaints from members of the public • Provide legal assistance to members of the public and institutions on gender rights violations • Conduct investigations and securing appropriate redress for gender rights violations; and • Formulate strategies for the enforcement of Commissions findings • To maintain an updated case management system for investigation of cases • To keep abreast of best practices in the region and globally through utilising information technology

FINANCE, ADMINISTRATION AND HUMAN RESOURCES	
Finance, Administration and Human Resources	<ul style="list-style-type: none"> • Preparation of estimates of annual revenue and expenditure • Executing and monitoring the budget • Accounts payable management • Production of periodic financial, administrative and human resources reports as well as Statutory returns • Human resources, acquisition, training and development • Management of human resources policies and systems • Employee resourcing • Resource mobilization • Provision of occupational health and safety • Payroll administration • Asset management • Transport management • Security management; and • Records management
Internal Audit	<ul style="list-style-type: none"> • Provide assurance and consulting services to the organisation's operation and financial activities • Evaluate the effectiveness of management internal control and compliance with government procedures, laws and regulations • Carry out follow-up audits on recommendations based on the time frame given • Assist on risk management
Procurement Management Unit	<ul style="list-style-type: none"> • Preparing Annual Procurement Plan • Prepare bidding and contract documents and participate in contract negotiations • Manage bids evaluations • Preparation of monthly procurement returns • Coordinating the Disposal of obsolete/ idle assets
Information Technology Unit	<ul style="list-style-type: none"> • Develop and review Information, Communication and Technology (ICT) strategy • Develop and maintain system applications • Ensure Cyber security • Maintain and update of ZGC Website • Development and maintenance of IT infrastructure

GENDER EQUALITY PROMOTION

Research and Programming

The unit is responsible for managing and coordinating the various research and programming operations of the Commission. Further, the Unit supports the Commission's monitoring function by monitoring compliance to gender equality provisions in the National Constitution as well as in regional and international normative frameworks on Gender to which Zimbabwe is party to. During the year, the unit pursued several programmatic interventions in line with the 2022 annual work plan. Key major achievements realized in the course of the year include the following:

1. Monitor compliance of Public Appointments on boards and other leadership positions in Government

Pursuant to its constitutional monitoring mandate on ensuring adherence to compliance with gender equality provisions, the Commission issued several advisory notes that sought to implore agencies of public institutions to mainstream gender equality in their processes. Advisory notes are there to remind duty bearers on the need to address gender gaps or gender violations to ensure accountability to gender equality provisions. On that note, advisory notes were issued to Ministry of Transport and Infrastructure Development for appointing gendered insensitive Air Zimbabwe Board that had 33% women representation. Further, an advisory note was issued to ZRP on the alleged dismissal of female police recruits who had fallen pregnant during training. On the contrary, commendation letters were issued to Ministry of Home Affairs, and Cultural Heritage for constituting the Zimbabwe National Boxing and Wrestling Control Board reflecting 50-50 representation. In addition, the Ministry of Environment, Climate, Tourism and Hospitality Industry was issued with a commendation letter for appointing more women to Tourism Board. Such efforts aimed at mainstreaming gender in their work processes are noteworthy as they are progressive steps towards the realisation of gender equality.

2. Supporting Women Political Participation

Women's Political Participation is largely one of the priority areas of concern for the Commission and its mutual partners since ensuring gender equality in politics creates other positive effects upon which sound national development can be predicated on. Furthermore, balanced political participation allows the voices of women and other vulnerable groups to be heard while they participate and engage in various processes that include political decision making, development of laws, setting of policies and making decisions on how resources are distributed.

2a) Women Rise in Politics (WRIP) Training and Mentorship Programme

The Commission continues to make concerted efforts towards strengthening Women's Political Participation. In 2022, the Commission in partnership with UN Women successfully conducted second phase of the Women Political Training and Mentorship Programme also known as the Women Rise in Politics (WRiP). The programme a carry-over from 2021 aims at building capacity amongst aspiring women politicians by imparting political skills, knowledge, confidence, resilience and ability to cope with the challenges they experience in political spheres. It also sought to capacitate aspiring women political candidates to effectively participate in political decision-making positions once elected.

During the second phase of WRiP, four electoral districts trainings were covered namely Chipinge, Lupane, Bikita and Gokwe South. A total of 79 aspiring women political candidates were capacitated with requisite skills, information and knowledge on running for political office. The training positively impacted on their leadership development.



WRIP Participants from the four (4) districts pose for pictures with ZGC Chairperson, Vice Chairperson, Commissioners and the Chief Executive Officer

Meanwhile, the Commission anticipates that the programme will increase women's participation and representation as many the women who received training through WRiP are expected to seek for political office in the forthcoming 2023 elections and stand for other leadership positions within their communities.

2b) Women Candidate Training for March 2022 By-Elections

Complementing the WRiP initiative, the Commission in partnership with Zimbabwe Institute (ZI) embarked on a targeted capacity building intervention for women candidates who were successful in the Primary elections and were contesting in the March 26 By-Elections. Through the joint initiative two capacity building workshops for the Northern and Southern region were conducted to capacitate the women candidates contesting in the March 26 By-Elections. A total of 64 women candidates were capacitated.

The training objectives were:

- To provide women candidates in the March by-elections with knowledge, skills, and competencies for effective political participation
- To create a platform for cross-sharing and learning among women in politics.

The training was conducted in two phases, with the first phase held at Rainbow Towers from 21-22 February 2022 and was attended by participants from five provinces namely Harare, Mash West, Mash-East, Mash-Central and Manicaland. The second phase held at Cresta Churchill Bulawayo from 24-25 February 2022 targeted women candidates from Matabeleland South, Matabeleland North, Midlands, Masvingo and Bulawayo Metropolitan provinces.



Participants following workshop proceedings in Bulawayo



Participants engaging in group discussions



Participant stressing a point

The following collage shows some of the posters developed by candidates using the skills they had obtained during the training on political messaging.



3. March By-Elections Observation

The 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-elections that were held in various constituencies and wards across the country which had fallen vacant. The election observation 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 broad objectives of the observation exercise were to:

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

The election observation exercise was conducted in a phased approach as follows covering the pre-election, election day and post-election phase as follows:

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

The election observation exercise enabled the Commission to identify several gender gaps which need to be addressed by the Zimbabwe Electoral Commission and other election stakeholders. Findings of the exercise are detailed in the observation report which was published and also shared with relevant stakeholders. In the report, pertinent electoral gender gaps were highlighted and needs redress in order to improve women's participation in electoral processes while creating a conducive environment for participation. Some of these key gender gaps include limited participation of women in Decision making positions for both the Electoral Management Body and the seconded electoral staff, decent accommodation for election personnel, gender biased media coverage for political candidates and the absence of gender responsive infrastructure in some polling stations.



Meeting political party representatives: From left ZGC Commissioner Obert Matshalaga with ZANU (PF) Provincial Chairperson For Bulawayo Jabulani Sibanda accompanied by ZGC officials



Citizens Coalition for Change (CCC) Candidate being interviewed in Kwekwe by members of the ZGC observer team

4. Resuscitation of the Gender Observatory

In light of the forthcoming 2023 harmonized Elections, it is imperative to put up the necessary supportive structures and mechanisms to monitor gender responsiveness of the electoral process. The Commission with support from UN Women convened a Consultative meeting on 18 May 2022 at Crowne Plaza to invoke discussions on the resuscitation of the Gender Observatory (GO). The consultative meeting also fed into the work of the TWG meeting on Gender, Politics and Decision Making. Useful deliberations and inputs were gathered during the process and were incorporated to ring fence the GO these centred on what aspects to monitor, identifying thematic areas of focus and membership composition.



Participants at the Gender Observatory Resuscitation meeting at Meikles Hotel

The GO will build on the 2018 Gender Observatory and will be premised on the following specific objectives:

- To provide a mechanism for gathering evidence and producing disaggregated data on gender issues that is critical for informed policy advocacy.
- To capture and document women's experiences throughout the electoral cycle in the forthcoming 2023 harmonized elections.
- To offer a clear platform for coordination amongst various actors including the National Gender machinery, National Human Rights Institutions, Government, Security sector and CSO's on gender responsive electoral processes.
- To uncover gaps and recommend to policy makers interventions and strategies to address identified gender disparities.
- To carry out a gender analysis of the electoral process as part of strengthening governance processes.

In addition to other functionalities, the GO will entail the establishment of a Gender Command Centre, an early warning system and responsive system as well as a call centre to receive and consider input from various actors on election observation at various polling centres and to receive reports and gender related complaints.

2022 National Gender Forum and Provincial Mini-Fora

As per statutory obligations provided in the ZGC Act on chapter 8 (i), the Commission convened its 2022 Annual Gender Forum at Flamboyant Hotel in Masvingo on 30 November to discuss topical gender issue of concern. The event ran under the theme: **“Gender and Economic Empowerment for Inclusive Economic Growth”**. The theme was in cognisance of the critical role women and girls play towards contributing to national economic development despite being secluded and limited participation in the mainstream economic activities.



ZGC Chairperson Commissioner M. Mukahanana-Sangarwe flanked by ZGC Commissioners, CEO and delegates to the National Gender Forum 2022

The National Forum was attended by participants from various institutions at policy and strategic level and these institutions comprised Government, the Private sector mainly financial institutions, Civil Society Organisations, Women's Associations, Chamber of SMEs and community members. A vibrant panel discussion brought lime light to the event as some of the invited panellists shared hearty experiences on women economic empowerment. The specific objectives of the NGF were:

- To identify current challenges and opportunities for women's economic empowerment.
- To interrogate the underlying causes for limited participation of women in the key economic sectors.
- To analyse the nexus between gender-based violence and economic empowerment, including the cost of GBV to the economy.
- To share best practices/models for women's economic empowerment.

As per tradition, the main forum took an inclusive approach preceded by mini-provincial fora in 9 districts namely, Mt Darwin, Makoni, Mutoko, Mhondoro-Ngezi, Kwekwe, Bulawayo Metropolitan, Umguza, Plumtree and Mabvuku. A total of 1650 participants comprising of 451 males and 1199 females were reached during the provincial interface. Various women entrepreneurs also took the opportunity of the forum to showcase and exhibit their products as well as financial institutions and service providers bringing hype to the forum while also creating networking business opportunities for upcoming entrepreneurs. Views gathered during the provincial fora were in terms of opportunities, challenges and recommendations on enhancing women economic empowerment to ensure inclusive participation. These views fed into the National Gender Forum.



Participants following proceedings at the Provincial Fora across the Provinces

The following were some of the challenges identified as hindering women's economic empowerment and participation in key economic sectors:

- Unequal access to productive resources and economic opportunities by men and women
- Limited access to finance and financial services due to collateral requirements and lack of decentralized financial services
- Limited access to decent workspaces
- Lack of formalization due to high cost of formalization and centralization of the service
- Sexual harassment

The forum brought up insightful perspectives and strategies to improve women's inclusion into the mainstream economic activities and empowering them so as to reduce gender disparities in key economic sectors.

Based on the views gathered, the following key recommendations were made:

- Removal of stringent conditions on collateral requirements on business loans
- Conduct joint financial inclusion awareness campaigns, by all stakeholders that include RBZ, Consumer Council of Zimbabwe, ZWMB, Empower Bank Zimbabwe, ZGC and MWACSMED, targeting women SMEs
- Full capacitation of the Zimbabwe Women's Micro-Finance Bank and Decentralization
- Review of the punitive interest rates by financial institutions
- Ministry of Women Affairs, Community, Small and Medium Enterprises Development to upscale the formalization process of SMES
- Popularization of the collateral registry
- Government to come up with a policy that acknowledges and rewards care work.
- Promulgation of a Sexual Harassment Act to protect women in business especially those in the informal sector from sexual harassment.
- Called for increased resource allocations towards elimination of GBV, including funding for the care and rehabilitation of victims of GBV.
- Carry out a gender audit of appointments to boards and other key economic decision-making positions across sectors.

5. Monitoring and Evaluation Framework

Pursuant to the development of the Monitoring and Evaluation Framework, through support from UN Women and technical assistance from Lupane State University in 2021 and subsequent training of stakeholders on utilization of the M and E system. The Commission in 2022 successfully disseminated the M and E Framework and questionnaires to Government Ministries, Agencies and National Human Rights Institutions (NHRIs). Data gathered through the process Will be consolidated into of the annual M and E report.

Generally, the Monitoring and Evaluation Framework is designed to enable the ZGC to effectively implement its constitutional mandate of monitoring gender equality in Zimbabwe. It sets out the procedures for the ZGC and its various stakeholders to comprehend their roles and responsibilities as well as standards or various monitoring and evaluation activities from data collection, reporting through to the utilisation of data.

The M and E system is largely critical as it provides a benchmark to assess gender equality trends in the country and guide the Commission on effective discharge of its oversight role.

6. Participation at the 66th Session of the Commission on the Status of Women (CSW)

The Commission participated at the 66th session of the Commission on the Status of Women which took place from 14 to 25 March 2022 in New York. It was represented by two Commissioners and members of the secretariat. The two-week session which comprised of the general debate and side events was held under the priority theme of: **“Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes.”** Amongst its agreed conclusions, the CSW recognized that women and girls play a vital role as agents of change for sustainable development. Hence it reaffirmed the need for achieving gender equality and the empowerment of all women and girls and women's full, equal effective and meaningful participation in decision making in the context of climate change, environmental degradation and disaster risk reduction as essential.

Zimbabwe Gender Commission 2022 In Pictures





7. Strategic Partnerships

The Commission pursued strategic partnerships with various institutions that were aimed at strengthening collaborations and ensuring effective gender responsiveness on areas of mutual interests. Amongst others, were the following:

- i. The Commission participated at the Induction workshop on the development of a National Action Plan on United Nations Security Council Resolution 1325 (UNSCR 1325). The two-day workshop held on 2 to 3 February at Rainbow Towers hotel was convened and co-chaired by the Ministries of Defence and War Veterans and Women Affairs. The workshop appraised participants on the Women Peace Security normative framework and identified priority areas for Zimbabwe National Action Plan covering four pillars namely: Participation; Prevention; Promotion; and Relief and Recovery.
- ii. The Commission hosted a Thematic Dialogue Session on Women's Political Participation from 20 to 22 April 2022 in Nyanga in partnership with ZEC, Parliament and International IDEA. The thematic dialogue session was aimed at deliberating on strategies for fostering an Enabling Environment for Women Political and Electoral Participation. In participation, were women from political parties, Independent Commissions, relevant Government Departments and Civil Society Organisations within the International IDEA WPP Consortium.
- iii. The Commission participated in the drafting of the Gender Mainstreaming, Inclusivity and Procedures manual for the Ministry of Finance and Economic Development from the 16th May 2022 to the 20th May 2022 at Holiday Inn Mutare. The Commission offered technical support throughout the drafting of the manual.
- iv. The Commission, in partnership with Institute for Young Women Development, Zimbabwe Institute and HIVOS convened an Inter party round table on women's political participation on 28 June 2022 at Meikles Hotel. The objective of the meeting was to garner political parties' commitment to ensure an enabling environment for women's participation in politics and elections. The event also provided a platform to share the Gender Audit findings of the three main political parties in Zimbabwe and the draft Gender Policy for political parties.
- v. The Commission also participated in a National Dialogue on Women Political Participation and Electoral Reforms organized by the Women's Coalition of Zimbabwe in partnership with WLSA and International IDEA. The purpose of the meeting was to strategise on key areas to push for Electoral Reforms. The meeting made consensus towards pushing for the adoption of full Proportional Representation and Delimitation of Constituencies on the basis of gender.

Public Education and Information

This unit is responsible for conducting public outreach, community relations activities and, special events, and public awareness programmes.

The Commission through the Public Education and Information Unit undertook strategic public engagements aimed at raising awareness on the Commission's mandate in the promotion of gender equality. The interventions taken included:

1. Development of a Training Manual for Workplace Policy Development and Programme Implementation on Violence and Harassment

As a follow up to the development of a national Strategy for the Elimination of Sexual Harassment and Gender Based Violence in the Workplace in line with ILO Convention 190 and Recommendation 206, a training manual for Workplace Policy Development and Programme Implementation on Violence and Harassment (including SGBV) has been developed as a standard guide to world of work's response to develop policies and implement programmes addressing sexual harassment, GBV, and other forms of violence and harassment in Zimbabwe's workplace. While training intervention is certainly not a panacea to violence and harassment in the workplace, regular training programmes will create awareness among employers and employees.



Officials from Government, ZGC, ILO, Civil Society, Trade Unions and the informal sector pose for a photograph at the training manual validation meeting in Kadoma

2. Exhibitions

The Public Education and Information Unit has a mandate of participating in exhibitions as a strategy to raise public education and awareness on the constitutional mandate of the Commission. In 2022, the Commission participated at 4 exhibitions namely Zimbabwe International Trade Fair (ZITF), Zimbabwe Agricultural Show (ZAS), Beitbridge Expo and Umguza-Nyamandlovu Zonal Agricultural Show.

The public appreciated the education and awareness on gender issues that were being conducted by ZGC at the exhibitions. There was a call for ZGC Offices to be decentralised for easy access by the public.



ZGC 2022 Exhibitions

3. Commemorative Events

a) International Women's Day (IWD)

Every year, 8 March is celebrated around the world as International Women's Day (IWD). It is a global celebration of the social, economic, cultural and political achievements of women. The day also marks the call to action for accelerating gender equality.

This year's IWD was held under the theme “*Gender equality today for a sustainable tomorrow.*” The theme recognized the contribution of women and girls around the world, who are leading the charge on climate change adaptation, mitigation, and response, to build a more sustainable future for all (UN Women 2021).

In commemorating the event, the Commission issued a press statement on the 8th of March 2022 in which it called upon the Government and relevant stakeholders to;

- Break the gender bias that makes women, across their diversity, more vulnerable to the vagaries of climate change;
- Recognise the gender disaggregated impacts of climate change;
- Integrate gender perspectives into mitigation, adaptation and response initiatives;
- Include women's voices and choices into climate change policy discussions;
- Ensure equal space and resources for women and men to participate in climate change decision making and action at all levels;
- Ensure early warning information on weather patterns use platforms that are accessible to both women and men across their diversity, including persons with disabilities;
- Promote climate smart technologies that are user friendly for women and other vulnerable groups;
- Ensure women's equal access to training opportunities on climate change mitigation and adaptation

In addition, the Commission also launched its knowledge products on the 11th of March 2022 for the purposes of knowledge and information sharing with its stakeholders, while at the same raising awareness on gender issues. The publications aim to identify specific gaps, deepen capacity for gender mainstreaming as well as provide evidence-based research on gender issues; and useful to inform policy and program interventions that support, uplift and promote gender equality as well as women empowerment at various levels. As such, they will strengthen gender-responsive interventions and services by Government and stakeholders.

The launch was attended by representatives from Government, Independent Commissions, UN Agencies, Civil Society and the Media.

The Commission also took part in IWD celebrations that were held in Bulawayo and Matabeleland North Provinces.



IWD Book launch, 11 March 2022

b) Day of the African Child

For the first time, the Commission issued a press statement in commemoration of the Day of the African Child on 16 June 2022 whose theme was **“Eliminating Harmful Practices Affecting Children.”** Harmful practices are often rooted in discriminatory social, cultural and religious norms and values. The prevalence of harmful practices continues to violate the rights of children across the African continent, hindering them from fully enjoying their fundamental rights as enshrined in the African Children’s Charter.

In a statement to commemorate the day, the Commission called upon Government and stakeholders to:

- Raise awareness on constitutional guarantees outlawing harmful practices against children;
- Adopt deterrent punitive measures against the perpetrators of child abuse and any form of sexual exploitation;
- Scale up and resource the support systems and mechanisms for reporting and responding to all forms of violence against girls;
- Ensure the protection of all children across diversity; and
- Reinforce efforts to address the obstacles related to harmful practices affecting children in Zimbabwe.

c) International Day of the Girl Child

2022 marked the 10th anniversary of the International Day of the Girl Child which was held under the theme **“Our time is now – Our Rights, Our Future.”** Launched in 2012 by the United Nations General Assembly, the day focuses attention on the need to address girls’ challenges and to promote girls’ empowerment and the fulfilment of their human rights.

On the 11th of October 2022, ZGC issued a statement in commemoration of the day. It acknowledged the international and national frameworks which recognise the equality of all persons and the outlawing of discrimination of one on the grounds of sex or gender. In the statement, the Commission reiterated its commitment to its mandate of progressively working towards gender equality in Zimbabwe and called upon Government and stakeholders to:

- Join hands to ensure an inclusive society that is tolerant and sensitive to the girl child aspirations.
- Continue designing and implementing programs to promote economic opportunities, social protection, and education of girls.
- Strengthen laws, policies and national action plans to address violence against girls and young women.
- Engage men and boys to challenge social norms and values that perpetuate discrimination of the Girl Child.

d) 16 days of activism against gender-based violence

The 16 days of activism against gender-based violence is a period to highlight, appreciate and honour efforts and sacrifices, by individuals and institutions, towards prevention and elimination of all forms of Gender Based Violence (GBV) in general and violence against women and girls. The national theme was theme “*All Lives Matter: End Gender based Violence Now!*”

To mark the 16 Days, ZGC issued a press statement. In the statement, the Commission highlighted that despite enactment of the Domestic Violence Act and despite having Sections 51, 52 and 53 of the Constitution explicitly providing for the right to dignity, personal security and freedom from inhuman and degrading treatment, cases of gender-based violence continue to escalate. The Commission reiterated its commitment to continue to engage Government and other stakeholders to enact a legal framework which provides for stiffer and deterrent penalties which include mandatory sentencing for rape and other related sexual offences. The Commission therefore continued to call for:

- The Judiciary to give punitive and deterrent jail sentences to perpetrators of all forms of gender-based violence.
- Strengthened laws, policies and national action plans to address violence against women and girls.
- Training of teachers in child rights and psychosocial support so they can recognise and respond to GBV-related issues in school and indicators of GBV at home.
- Setting up of interventions at grassroots levels to address the root causes of GBV and harmful cultural practices
- A strong referral support system and safe shelters for victims/ survivors.
- Survivors and the community at large to report all forms of GBV for justice and redress.
- Continued designing and implementation of programs to promote economic opportunities, social protection, and education of girls.

In commemoration of the 16 days, the Commission also held a Press Brief on 25 November 2022 to share the preliminary findings of the national inquiry on child marriages and sexual exploitation and abuse of young girls, including those with disabilities. Twenty-one (21) Journalists from 16 Media Houses attended the Press Brief



ZGC Chairperson sharing the national inquiry preliminary findings with Media Personnel



Some of the Media Personnel who attended the press brief.

4. Statement on protection against violence against women in elections

Concerned with the resurgence of a spate of politically motivated violence targeting mainly women political participants, the Commission, issued a statement strongly condemning the alleged violence perpetrated against women in Matobo district, Matabeleland South Province which was likely to discourage women's participation in politics and decision making.

5. Statement on sexual exploitation and abuse of girls

The Commission has in previous statements since its inception, castigated child sexual exploitation and abuse. During the year under review, the Commission was gravely concerned over the reports of Zimbabwean girls being catapulted into early motherhood, following brutal incestuous rape perpetrated by persons known to them. Following media reports of two 9-year-old pregnant girls, ZGC unequivocally added its voice to those who called for harsher punishment to those convicted of raping the children.

6. Media Appearances

In this financial year, the Commission worked closely with the media to ensure that information on gender issues is shared with members of the public. The Commission had 78 media appearances/ interviews/ press briefs/ press statements/ adverts on gender equality promotion and sensitisation (print and electronic). Key themes were GBV, sexual exploitation and abuse of young girls and political violence against women.

7. Sexual Harassment Awareness Programme

a) Sexual Harassment Campaigns in Tertiary Institutions

The Commission undertook a rigorous campaign to tertiary institutions with view of creating awareness on the negative effects of sexual harassment. Studies have shown that sexual harassment is common in workplaces and higher institutions of learning. In a report presented to Parliament by the Female Student Network (FSN) in February 2017, 74% of female students in Zimbabwe Universities experienced sexual harassment. The Commission with technical support from Legal Resources Foundation conducted six (6)

Sexual Harassment Campaigns targeting Students and Student Representatives, Lecturers and Non-academic staff members. A total of 452 persons were reached from the engagements. The following institutions participated in the forums; Lupane State University, National University of Science and Technology, Catholic University of Zimbabwe and Women's University in Africa.

b) Sexual harassment trainings at the workplace

The Commission also hosted with technical support from Legal Resources Foundation (LRF) three (3) campaigns targeting Human resources (HR) officers from both private and public entities that usually offer industrial exposure to university students. Bringing a total of Nine (9) sexual harassment campaigns by the regional office. A total of 52 participated (22 Males and 30 Females). The HR departments which included the following were drawn from Government departments, Bulawayo City Council, Edgars, National Railways of Zimbabwe (NRZ), Zimbabwe Electricity Supply Authority (ZESA) and Rural Electrification Agency (REA), Pick n Pay and University Staff academic and non-academic members

8. Participation at COP27

The Commission participated at the 27th Conference of Parties to the United Nations Framework Convention on Climate Change (COP 27) which took place in Sharm El-Sheikh, Egypt from the 6th to the 18th of November 2022. The United Nations Framework Convention on Climate Change (UNFCCC) is an intergovernmental treaty developed to address the problem of climate change. COP27 was expected to deliver ambitious outcomes guided by principles and provisions of the Convention and the Paris Agreement and one of the key priorities for Zimbabwe at COP 27 was **Gender and Climate Change**.

In 2014 the COP established the first Lima work programme on gender (LWPG) (Decision 18/CP.20) to advance gender balance and integrate gender considerations into the work of Parties and the Secretariat in implementing the Convention and the Paris Agreement so as to achieve gender responsive climate policy and action. At COP 25 Parties agreed to a 5-year enhanced Lima Work Programme on Gender and its Gender Action Plan (Decision 3/CP.25). It notes that “gender-responsive implementation and means of implementation of climate policy and action can enable Parties to raise ambition, as well as enhance gender equality, and just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.”

The Gender Action Plan which is an annex to the enhanced Lima Work Programme on Gender has five priority areas with activities, responsibilities, timelines, and deliverables led and contributed to by various actors. The priority areas are as follows: Capacity-building, knowledge management and communication; Gender balance, participation and women's leadership; Coherence; Gender-responsive implementation and means of implementation and Monitoring and reporting:



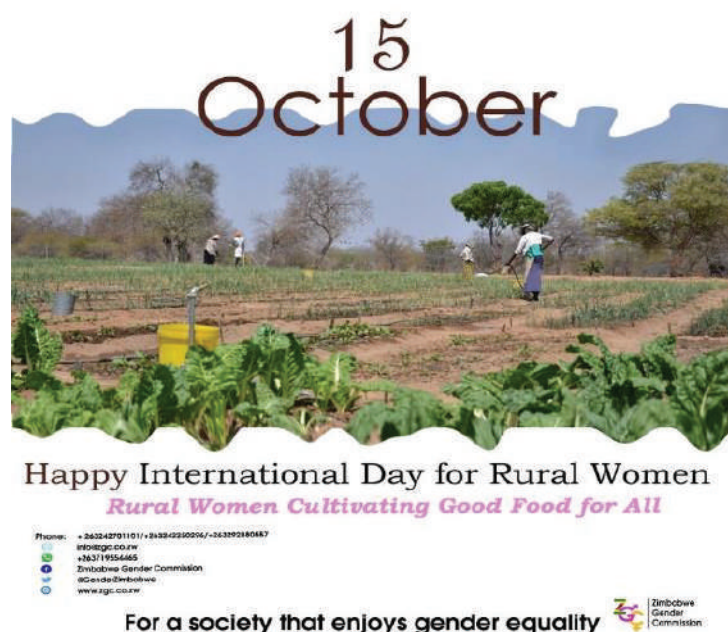
G77 and China Coordinator, ZGC Chairperson Commissioner M. Mukahanana-Sangarwe during one of the negotiations sessions with SBI Co-Facilitators and G77and China members

During COP27, the Zimbabwe Climate Change Gender Action Plan was launched by the Hon. Minister of Women Affairs Community, Small and Medium Enterprises Development, Dr S. G. G. Nyoni on 10 November 2022 at the Zimbabwe Pavilion. The Gender Action Plan will support the NDC implementation process and its launch was a platform to enhance knowledge among participants on how the country will integrate gender into the NDC implementation processes in the country.

The event was graced by panelists from Kenya, Mozambique and the United States of America It was also graced by the ZGC Chairperson Commissioner M. Mukahanana-Sangarwe, Permanent Representative of Zimbabwe to the United Nations Ambassador A.R. Chimbindi and other Senior Government Officials.

In addition, the Commission also attended the Gender Day, a mandated event which was held on 14 November 2022 bringing together women leading climate at national, regional and the global community level, to discuss matters of gender within the climate agenda. The day is aimed at raising awareness of the gender and climate change issues as well as celebrate women and the role they play in addressing climate change.

SOME OF THE COMMISSION'S IEC MATERIALS AND STATEMENTS IN PICTURES





 **Zimbabwe Gender Commission**

CONGRATULATORY MESSAGE TO DR ROSEMARY TSITSI CHORUMA

The Chairperson, Commissioner Margaret Makulanana Sangare, Commissioners and Secretariat of the Zimbabwe Gender Commission (ZGC) congratulate Dr Rosemary Tsitsi Choruma on her appointment as the Secretary of Commissions. This is in line with Section 17 of the Constitution which provides that, the State must take all measures necessary to ensure that both genders are equally represented in all Institutions and Agencies of Government at every level.



Dr Rosemary Tsitsi Choruma

The rise to occupy this influential position signals that women can and should be active participants in and represented in leadership in all spheres of life. We associate this occupancy with the passage of female-friendly policies and the advancement of women in Zimbabwe who have for a long time lagged behind their male counterparts.

We wish you all the best and the Commission is ready to work with you to ensure gender parity across the board.

Congratulations, Makorokoto, Amhlope!!


ZIMBABWE GENDER COMMISSION - FOR GENDER EQUALITY

Zimbabwe Gender Commission, Pox House, 89 Kwame Nkrumah Avenue, Harare

0719554465 @GenderZimbabwe

f/Zimbabwe Gender Commission gendertzimbabwe

Newsday
2 November 2022



 **Zimbabwe Gender Commission**

COMMENCEMENT OF INVESTIGATION INTO ALLEGATIONS OF SEXUAL EXPLOITATION AND ABUSE OF WOMEN BY PROPHET WALTER MAGAYA OF PROPHETIC HEALING AND DELIVERANCE MINISTRIES

The Zimbabwe Gender Commission wishes to advise members of the Public that the Zimbabwe Gender Commission in its Commission meeting number 38 on the 4th of August 2022 resolved to recommence investigation of the allegations of Sexual Exploitation and abuse of Women levelled against Prophet Walter Magaya of Prophetic Healing and Deliverance Ministries.

The investigation which was gazetted on the 23rd of August 2019 (General Notice No. 1444/2019) was halted by the Legal Challenge launched by the key respondent Mr. Walter Magaya (Prophet Magaya). We are happy that the courts have given legal judgements (SC392/19, HC 7347/19 and HB682/19) which have paved way for the continuance of our processes. As such, we are calling on all citizens who might have complaints of sexual exploitation and abuse (SEA) involving the conduct of Walter Magaya to present particulars of their complaints to the Zimbabwe Gender Commission. The invitation is also being extended to all the complainants and witnesses to such acts which consist SEA of Women within the denomination.

Please refer your complaints to the CEO of Zimbabwe Gender Commission 1st Floor Pax House 89 Kwame Nkrumah Avenue, Harare +263(0242) 250 296; +263(0242) 701101; or email complaints@zgc.co.zw

 @GenderZimbabwe
 Zimbabwe Gender Commission
Zimbabwe Gender Commission – For Gender Equality

LEGAL AND INVESTIGATIONS

The Legal and Investigations Department has the responsibility to receive and consider complaints and thereafter secure appropriate redress as it considers suitable. The unit is similarly responsible for carrying out investigations within public and private institutions on possible violations of rights relating to gender and to advise as well as recommend amongst other things prosecution where the cases are of a criminal nature and or any other steps to be taken to promote gender equality. It therefore stands to reason that the effectiveness of the unit is measured according to how many issues it has addressed to conclusion during any period under coverage. In this regard, during the year, the unit conducted several planned activities in accordance with section 246 of the Constitution and section 2 and part 3 of the Zimbabwe Gender Commission Act (10:31). These are highlighted below.

1. Cases Handled

The following are the statistics and nature of cases that were handled by the department during the year 2022.

Nature of Case	Number
Child Marriages/Sexual exploitation and abuse	500 (including cases handled during the National Inquiry)
Sexual and Gender Based Violence	30
Labour disputes	04
Property disputes	02
Land disputes	01

Table 1: The nature and number of cases received and considered by the Commission in 2022

Notable among the cases were worrying high profile cases of sexual harassment at private and public institutions as well as some faith-based organisations.

2. National Enquiry on Child Marriages and Sexual Exploitation and Abuse of Young Girls

The Zimbabwe Gender Commission noted with great concern the surge in sexual exploitation and abuse of vulnerable and marginalised groups such as young women and girls and young people with Child Marriages in Zimbabwe, with particular focus on the Apostolic Sect. The Commission conducted a multi-sectoral stakeholders' inquiry on Child Marriages in the Johanne Marange Apostolic Sect, which was informed by the Anna Machaya case. In brief, the Anna Machaya was a fourteen (14) year old girl who sadly passed on whilst giving birth at the Johanne Marange Apostolic Sect shrine in Marange. The case received widespread prominence and by its very nature, prompted an investigatory intervention by the Zimbabwe Gender Commission.

ZGC held a preliminary inquiry which highlighted rampant Sexual Exploitation and Abuse of Young Women and Girls through child marriage in the Apostolic Sect. This triggered the Commission to publish a Gazette on the 24th of September 2021 giving notice of the Commission's intention to launch a nationwide investigation and public inquiry on Sexual Exploitation and Abuse of Young Girls (including those with disabilities) and Child Marriages with reference to the Apostolic Sect and inviting any victims and witnesses to come forward to the Commission and make reports on cases of this nature. The National inquiry was carried out in Zimbabwe's ten (10) Provinces and 500 survivors participated in the process sharing their stories. The National inquiry had two processes public hearings with various stakeholders and closed hearing with individual survivors.



Public hearings with various stakeholders at the national inquiry on child marriages in across the country



Local Chiefs from Mashonaland Central Province participated in the National Inquiry. Here, ZGC Chairperson admires by-laws to end child marriages produced by the traditional leaders

The National Inquiry established that there are various drivers/causes of child marriages and sexual exploitation which are multifaceted and interrelated, and that it was difficult to attribute child marriages and sexual exploitation to a single cause in any given context. The cases/ drivers included poverty, gaps in the legal system, and effects of COVID-19 lockdowns, peer and parental pressure, power dynamics, cultural norms, behaviours, and attitudes, abusive family environment, breakdown of the family structure/orphan hood as well as abolishment of corporal punishment. The Inquiry also established that there are specific causes/drivers peculiar to certain geographical and social settings within each of the country's ten provinces. These geographical and social context specific causes/drivers included religious and cultural practices, negative perception of the role of girls and women in society, bush borders, migration trends and gold panning- proximity to small scale mining activities.

The inquiry also revealed the systemic barriers and challenges faced by survivors especially persons with disabilities in accessing justice and social protection mechanisms. These challenges include limited access of courts due to location of courts-long distances, lack of sign language interpreters, lack of safe shelters, and discrimination by the community and service providers and in other instances disabled person are hidden away from the public by their families. It was further noted from the findings of the national inquiry that there are negative effects of child marriages on the rights of children, especially girls. These include the purported marriages are shrouded in Gender Based Violence (GBV), the young girls have limited access to SRH services which leads to early and complicated pregnancies as well as obstetric fistula, difficulties in progressing in education, lack of play and a lack of psychosocial support systems for survivors.

The overall recommendation is for the various stakeholders to implement holistic multi-sectorial interventions aimed at addressing the root causes of child marriage and SEA which include addressing gender inequality, poverty, insecurity, and the lack of economic and social opportunities for girls and scaling up interventions

that support norms and behaviour change, challenging and changing beliefs, attitudes and practices that promote child marriages and SEA within communities. Lastly specific recommendations directed to the various stakeholders like the Commission itself, Parliament of Zimbabwe, ZRP and other government ministries have been proffered.

The inquiry also revealed gaps in laws and policies and recommended for alignment of the laws governing sexual offences to the Constitution as well as adoption of key documents such as the SADC Model Law on child marriages.

3. Mobile Legal Aid Clinics

Mobile legal aid clinics are meant to provide convenience and accessibility especially in rural and remote areas where services are inaccessible. The key outcomes of the mobile desks were:

- awareness of the role of the Commission to communities
- complaints intake
- enhanced access to justice
- provision of psychosocial support

To assist in reaching larger groups of people, the Commission set up 20 Mobile legal aid desks in rural provinces during the national inquiry on child marriages and during the provincial gender forums. Further similar desks were set up during the Zimbabwe Agricultural Show (ZAS) and the Zimbabwe International Trade Fair (ZITF).

4. GBV Mobile One Stop Mobile Legal Aid Clinics

As a follow up to cases identified during the National Inquiry on Child Marriages, GBV mobile one stop mobile legal aid clinics community outreach services were conducted from the 21st - 26th November 2022 in Makonde and Zvimba respectively. A total of 6 mobile legal aid one stop shops were set up with 3 in Makonde and 3 in Zvimba to assist vulnerable groups within societies who have no access to service provision. Services were offered to a total of 677 survivors of gender based violence (Makonde 314, Zvimba 363 respectively). All critical service providers including VFU, Ministry of Health, National Prosecuting Authority, Justice for children, Social workers as well as the Zimbabwe Gender Commission were all put together to assist communities. It is anticipated that the one stop mobile legal aid clinics would be replicated in all 10 provinces in 2023 to ensure access to justice and services for all. The key objectives of the one stop shops were:

- Strengthened multi sector referral at provincial/district level.
- To facilitate for an update on the status of the case within the system and to feedback to survivors on their case standing;
- To allow for an effective conclusion of the case.
- Awareness raising of laws and policies affecting communities particularly women and girls.



Survivors receiving services at a mobile one stop legal aid at Portlet clinic in Makonde

GOVERNANCE AND ADMINISTRATION

Budget Performance

The Zimbabwe Gender Commission has three Programmes through which Commission activities are implemented namely 1. Governance and Administration, 2. Gender Equality Promotion, and 3. Legal and Investigation Services.

Programme 1[**Governance and Administration**] is comprised of 2 Sub-Programmes namely, **P1SP1-Commissioners and Chief Executive Officer's Office**, and **P1SP2-Finance, Administration and Human Resources**. Sub-programme 1 provides leadership, whilst sub-programme 2 provides Finance, Administration, Procurement, IT, Audit and Human Resources services.

Programme 2[**Gender Equality Promotion**] is comprised of 2 Sub-Programmes namely, **P2SP1-Research and Programming** and **P2SP2-Public Education and Information**.

Programme 3 has 1 sub-programme i.e., **Legal and Investigation Services**.

The Commission initially received a resource envelope of **\$497,590,000** for all its operations in 2022, and this was later revised to **\$1,004,876,000** after a Supplementary budget of **\$507,286,000** was provided.

An Expenditure of **\$776,501,285** was recorded for the 2022 financial year and this constitute **76%** of the revised budget.

Main appropriation statement for the year ending 31 December 2022

Service	Original budget	Supplementary budget	Revised budget	Expenditure	Expenditure Compared with vote	
					~less than voted	~More than voted
Programme 1: Governance and Administration						
Compensation of Employees	54,816,000.00	3,891,000.00	58,707,000.00	201,316,573.00	0.00	142,609,573.00
Use of Goods and Services	78,750,000.00	196,875,000.00	275,625,000.00	219,632,756.00	55,992,244.00	
Acquisition of Non-financial Assets	130,000,000.00		130,000,000.00	50,734,465.00	79,265,535.00	
Grand total Programme 1	263,566,000.00	200,766,000.00	464,332,000.00	471,683,794.00	135,257,779.00	142,609,573.00
Programme 2: Gender Equality Promotion						
Compensation of Employees	28,490,000.00	2,298,000.00	30,788,000.00	36,747,727.00		5,959,727.00
Use of Goods and Services	88,750,000.00	221,875,000.00	310,625,000.00	174,151,403.00	136,473,597.00	
Acquisition of Non-financial Assets	44,000,000.00	-	44,000,000.00	1,917,640.00	42,082,360.00	
Grand Total Programme 2	161,240,000.00	224,173,000.00	385,413,000.00	212,816,770.00	178,555,957.00	5,959,727.00

Programme 3: Legal and Investigation services						
Compensation of Employees	14,284,000.00	1,097,000.00	15,381,000.00	18,853,933.00		3,472,933.00
Use of Goods and Services	32,500,000.00	81,250,000.00	113,750,000.00	67,469,128.00		46,280,872.00
Acquisition of Non-financial Assets	26,000,000.00	-	26,000,000.00	4,877,662.00	21,122,338.00	
Grand Total of programme 3	72,784,000.00	82,347,000.00	155,131,000.00	91,200,723.00	21,122,338.00	49,753,805.00
TOTALS	497,590,000.00	507,286,000.00	1,004,876,000.00	775,701,287.00	334,936,074.00	198,323,105.00
	Net Underspending 229,174,713.00					

Human Resources

ZGC Establishment

Approved establishment of the vote is forty-nine (49). Those in post as of 31 December 2022 were forty-seven (47) ,25 Females and 22 Males. Vacant positions two (2). The Commission is still waiting for Treasury concurrence to recruit seventy-Eight (78) more staff members in line with the devolution and decentralization drive.

The Commission filled four vacant positions during the period under consideration (2 Research Officers, 1 Investigation Officer and 1 Office Assistant)

Composition of Human Resources as of 31 December 2022

Position	Females	Males	Total	Vacancies	% Female Representation
Commissioners	5	2	7	2	71
Chief Executive Officer	1	0	1	-	100
Directors	1	1	2	-	50
Managers	3	4	7	-	43
Officers and below	16	14	30	-	53
Total	26	21	47	2	55



Zimbabwe Gender Commission Secretariat underwent the Results Based Management Training in Gweru

Procurement

The Commission was granted the authority to conduct procurement for 2022 in terms of Section 15 of the PPDPA Act and was placed in Class B.

The Accounting Officer submitted the 2022 Annual and Individual Procurement plan in terms of Section 22 and 23 of the PPDPA Act.

The Commission submitted all the 2022 monthly procurement returns on time to the Authority.

The Commission did not enter into any contract or share procurement arrangement with any other Procuring Entity.

Information Technology

The Commission installed Internet at Bulawayo Regional Office including the Intranet Backbone.

KEY CHALLENGES

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

- For investigative cases some of the challenges encountered included complainants developing cold feet and abandon their cases.
- Ordinarily the legal and investigations unit must have a computerised case management system. The system involves acquiring servers for storage of information as well as software for processing the data collected. Due to financial constraints the Commission has not managed to secure a computerised system and is still relying on manual way of storage and processing information.
- Lack of a decentralised structures nationally led to delays in dealing with cases.
- Inconsistent disbursements from Treasury negatively affected planned activities and procurement of requested resources.
- Absence of a Commissioner with Legal background to provide technical guidance affected the work of the Legal and Investigations section.
- Continuous increase in office space rentals, making the need for own premises a priority.

RECOMMENDATIONS

Parliament

- There is need to promulgate a Sexual Harassment Act or amend the Criminal Code to define and unpack the offence and criminalize sexual harassment.
- Alignment of laws to include passing of a Gender Equality Act with roles and powers of the Commission spelled out and a detailed offences section on violations and discrimination based on gender.
- 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,
- Consider the adoption of full Proportional Representation as a sole electoral system shifting from the current hybrid system with First-Past-The-Post.
- Strengthen oversight of implementation of gender responsive budgeting.

Zimbabwe Gender Commission

- Adopt Zimbabwe Gender Commission Regulations.

The Executive

- Urgently fill the two vacant posts to be filled by men, one with a legal background, in line with the constitutional requirement for gender balance among the Commissioners.
- Concur to decentralisation of ZGC offices increase service delivery presence in line with the devolution thrust.
- 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.
- Prioritise increased budget allocation for Commission's programmes and procurement of office building.

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Zimbabwe Gender Commission



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