



Zimbabwe
Gender
Commission



ANNUAL
REPORT
2024

LETTER TO PARLIAMENT

In compliance with Section 323 of the Constitution of Zimbabwe Amendment (No. 20) Act of 2013, every Commission is required to submit an Annual Report to Parliament, through the responsible Minister, detailing its operations and activities.

In adherence to this constitutional obligation, the Zimbabwe Gender Commission (ZGC) accordingly submits its Eighth Annual Report to the National Assembly for tabling.



Margaret M. Mukahanana-Sangarwe
Chairperson - Zimbabwe Gender Commission



FOREWORD 2024



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The Zimbabwe Gender Commission (ZGC) is pleased to present its 2024 Annual Report, which highlights key achievements, challenges, and recommendations in advancing gender equality across Zimbabwe. The year 2024 was marked by the devastating effects of an El Niño-induced drought, exacerbating food insecurity, disrupting livelihoods, and deepening gender disparities. Women and girls, in particular, bore the brunt of the economic and social instability brought about by the crisis, underscoring the urgent need for gender-sensitive policies and interventions to enhance resilience and sustainability.

Recognizing the profound impact of environmental crises on gender equality, the Commission convened the National Gender Forum under the theme "Gender, Environment, and Climate Change: Building Resilience and Sustainability through Gender Equality." This platform facilitated critical discussions on how climate change disproportionately affects women and girls, reinforcing the importance of inclusive policies and interventions to mitigate these effects. The outcomes of this forum have informed our strategic direction and advocacy efforts.

Beyond the environmental crisis, Zimbabwe continues to face economic challenges. These economic challenges have placed

experiencing greater financial insecurity and limited access to economic opportunities. People with disabilities, among other indigent groups need targeted interventions. Additionally, access to healthcare, education, and basic services remains a pressing concern, particularly for those in rural areas. These intersecting crises highlight the need for comprehensive gender-responsive policies that address both economic and social inequalities.

The Commission remains steadfast in its commitment to advocating for legislative and policy reforms that promote gender equality and women's empowerment. A robust legal framework is essential to dismantling discriminatory practices and ensuring that women have equal opportunities to participate in all aspects of society. The ZGC continues to work collaboratively with government entities, civil society organizations, and development partners in promoting gender equality.

This report provides an in-depth review of the Commission's activities and achievements in 2024, reflecting on the strides made and the challenges that remain. I invite you to engage with the findings and recommendations presented herein as we collectively work towards a more equitable and just society.

I extend my sincere gratitude to the Government of Zimbabwe, our development partners, civil society organizations, and the public for their unwavering support and collective contribution towards fulfilment of the Commission's mandate. My heartfelt appreciation also goes to the Commissioners and Secretariat for their dedication and tireless efforts in advancing gender equality in Zimbabwe.

Margaret M. Mukahanana-Sangarwe
Chairperson - Zimbabwe Gender Commission



EXECUTIVE SUMMARY

The Zimbabwe Gender Commission (ZGC) presents its 2024 Annual Report, outlining its key activities and achievements in advancing gender equality throughout 2024. This report provides a comprehensive review of the Commission's strategic initiatives, highlighting efforts in advocacy, policy engagement, and public awareness to promote compliance with gender equality provisions.

The Commission's monitoring role was strengthened through lobbying, legal interventions, and awareness campaigns, ensuring that gender issues remained a priority in national discourse. Targeted programs and activities were implemented to uphold gender equality standards and drive meaningful change.

The 2024 Annual Report, details the numerous significant strides made in promoting gender equality and addressing gender-based challenges across the nation. This report encapsulates our key achievements, the obstacles encountered, and strategic recommendations for future initiatives.

Key Achievements

In some of the key milestones that were realized and made a lasting footprint during the year include:

1. In 2024, ZGC reached more than 11710 people in various areas and provided direct support to 2610 clients through the call centre, walk-ins, social media, and the Mobile One Stop Centre program. Notably many clients sought assistance related to divorce and maintenance issues.
2. Conducted 15 Mobile One Stop Centres in Masvingo, Manicaland, and Mashonaland Central, delivering comprehensive Gender-Based Violence (GBV) services to 2,308 clients. Services encompassed legal assistance, psychosocial support, and economic empowerment initiatives.
3. Carried out investigations into gender-based discrimination at National Handling Services, Chivhu School of Nursing, and Bata Shoe Company. These efforts resulted in detailed reports and awareness campaigns to address and mitigate such discrimination.
4. Undertook investigative research in border towns to identify violations affecting women traders. Findings revealed systemic barriers, including limited access to travel documents, harassment, and sexual abuse by border officials.
5. Offered legal advice to 265 clients across various provinces, focusing on family law, divorce, and maintenance. Additionally, provided legal opinions, facilitated stakeholder consultations, and supported the progression of the Gender Equality Bill.
6. Maintained a full complement of nine Commissioners, developed a Board Charter in line with the Public Entities Corporate Governance Act, and successfully held four statutory meetings, including the National Gender Forum as the Commission's Annual General Meeting.
7. Efficiently utilized 89% of the revised budget, adopted International Public Sector Accounting Standards (IPSAS), secured four new provincial offices, and received 14 double-cab vehicles to enhance operational capacity.
8. Sustained a staff complement of 118 individuals (56% female, 44% male), conducted 13 training workshops covering areas such as IPSAS, SAP, records planning, and supervisory management, and initiated the Human Resources Management Information System in collaboration with the Public Service Commission.
9. Issued advisory notes on gender imbalances in leadership, conducted a gender audit of political parties, launched the 2023 Gender Observatory Report, hosted the 2024 National Gender Forum focusing on "Gender, Environment, and Climate Change," and facilitated policy dialogues on economic empowerment, human rights, GBV, and women's political participation.
10. Partnered with UN Women to conduct a national study on violence against women in politics, identifying systemic challenges and proposing recommendations to enhance women's political participation.



- 11 The Zimbabwe Gender Commission held the first-ever Male Engagement Symposium in Mutare, bringing together 1,213 men to promote gender equality. This historic event has sparked meaningful discussions and unlocked further funding for male involvement programs, driving greater commitment to gender equity.

Challenges

Given the existential dynamic operating environment, further compounded by a shift in the geopolitical space encountered in the year 2024, the Commission was not spared from its negative influence. Hence the following hurdles were faced.

1. **Resource Constraints:** Insufficient resources hindered comprehensive coverage of all provinces for investigations and outreach programs.
2. **Delayed Funding:** Non-timely disbursement of funds adversely affected the execution of planned activities.
3. **Limited Operational Tools:** A shortage of essential tools impeded the department's effectiveness.
4. **Persistent Gender Imbalances:** Despite advisories, numerous institutions continue to exhibit gender disparities in leadership roles.
5. **Structural Barriers in Political Participation:** Internal structures within political parties often restrict meaningful participation of women, youth, and persons with disabilities.
6. **Inadequate Enforcement of Gender Equality Laws:** The absence of robust legal enforcement mechanisms limits compliance with gender equality provisions.
7. **Disproportionate Impact of Climate Change:** Women are disproportionately affected by climate change yet have minimal involvement in resilience-building initiatives.
8. **High Prevalence of GBV and Child Marriages:** Ongoing reports indicate widespread gender-based violence, teenage pregnancies, and school dropouts due to poverty.

Recommendations

Acknowledging the imperative need to

strengthen gender equality and equity in the country to ensure full realization and indivisible enjoyment of gender rights amongst our diversity, the Commission put forward the following recommendations for consideration by all duty bearers.

1. **Enactment of Gender Equality Legislation.** Pass the Gender Equality Bill to fulfill constitutional provisions and mandate 50% women's representation in leadership positions.
2. **Criminalization of Sexual Harassment.** Amend the Criminal Code to criminalize sexual harassment across all sectors.
3. **Increased Funding.** Allocate additional resources to the Legal, Complaints, and Investigations (LCHI) department to enhance operational effectiveness.
4. **Decentralization of Medical Services.** Enable local clinics to compile medical reports for sexual offenses, facilitating easier access for survivors.
5. **Strengthening Political Party Accountability.** Mandate political parties to align their constitutions with national gender equality provisions and make compliance a prerequisite for registration.
6. **Enhancing Women's Role in Climate Resilience.** Promote women's inclusion in climate change adaptation decision-making and provide access to climate-resilient technologies.
7. **Addressing GBV and Social Challenges.** Reinforce legal frameworks to combat child marriages and GBV, and increase funding for women's empowerment programs to reduce economic vulnerabilities.
8. **Improving Data Collection.** Empower the Zimbabwe Electoral Commission (ZEC) to produce demographic data on gender, disabilities, and vulnerabilities for effective election monitoring.

Therefore, this report is structured into three main sections: Gender Equality Promotion, Legal and Investigations, and Governance and Administration, each detailing the Commission's work in fostering a more inclusive and equitable society.



ACRONYMS

CCC	Citizen Coalition for Change	SME	Small and Medium Enterprise
CNRG	Centre for Natural Resource Governance	SRC	Students Representative Council
CSOs	Civil Society Organisations	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
CSW	Commission on the Status of Women	UNDP	United Nations Development Programme
ECOWAS	Economic Community of West African States	VAWE	Violence Against Women in Elections
ELCZ	Evangelical Lutheran Church of Zimbabwe	VAWP	Violence Against Women in Politics
EMA	Environmental Management Agency	WYLP	Women Youth Leadership Programme
GBV	Gender-Based Violence	ZACC	Zimbabwe Anti-Corruption Commission
HR	Human Resources	ZANU-PF	Zimbabwe African National Union Patriotic Front
IEC	Information, Education, and Communication	ZBC	Zimbabwe Broadcasting Corporation
ILO	International Labour Organization	ZCC	Zimbabwe Council of Churches
IPSAS	International Public Sector Accounting Standards	ZEC	Zimbabwe Electoral Commission
IRBM	Integrated Results Based Management	ZELA	Zimbabwe Environmental Law Association
IT	Information Technology	ZESA	Zimbabwe Electricity Supply Authority
LCHI	Legal, Complaints Handling and Investigations	ZGC	Zimbabwe Gender Commission
NDS1	National Development Strategy 1	ZRP VFU	Zimbabwe Republic Police Victim Friendly Unit
NPA	National Prosecuting Authority		
PBB	Programme Based Budgeting		
PRAZ	Procurement Regulatory Authority of Zimbabwe		
PWDs	Persons with Disabilities		
RBB	Results Based Budgeting		
RWI	Raoul Wallenberg Institute		
SADC	Southern African Development Community		



ACKNOWLEDGEMENTS

The Zimbabwe Gender Commission (ZGC) extends its deepest appreciation to the Government of Zimbabwe and all institutions that contributed to the realization of the Commission's Key Result Areas in 2024. In particular, we acknowledge the Ministry of Women Affairs, Community, Small and Medium Enterprises Development for its continued collaboration and unwavering support in advancing gender equality.

We also express our sincere gratitude to our development partners for their invaluable technical and financial support, which has been instrumental in the successful implementation of our initiatives. Special recognition is given to:

- United Nations Development Programme (UNDP)
- Action Aid, CAMFED, HIVOS-People Unlimited, OXFAM, Raoul Wallenberg Institute (RWI)
- United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
- Government of Zimbabwe

Furthermore, the Commission appreciates the contributions of various stakeholders, including the National Gender Machinery, non-governmental organizations (NGOs), civil society actors, churches and community members at all levels. Their dedication and commitment have been vital in driving forward the gender equality agenda.

Lastly, the Commission extends heartfelt thanks to its Commissioners and Secretariat, whose relentless efforts and commitment have ensured the fulfilment of the Commission's constitutional mandate throughout the year.

INTRODUCTION

The Zimbabwe Gender Commission (ZGC) continued to assert its presence in the political, economic, and social spheres, championing gender equality and equity in line with Section 246 of the Constitution. Through strategic engagements with stakeholders, the Commission made significant progress in addressing gender inequalities and injustices, guided by its three programmatic pillars: Gender Equality Promotion, Legal and Investigations, and Governance and Administration.

In 2024, Zimbabwe faced a severe El Niño-induced drought, leading to widespread crop failures and water shortages. Amidst these challenges, the Zimbabwe Gender Commission (ZGC) remodelled its programmatic approach to ensure a climatic and environmental focused intervention approach as it called for collaborative efforts towards gender-responsive climate action.

Further, it intensified its advocacy and public awareness initiatives, advising both public and private institutions on practical steps to promote gender equality. Research efforts into

gender-related social justice issues yielded

valuable knowledge products, contributing to legislative and policy advocacy. Notably, there was an increase in media coverage of sexual harassment and gender-based violence cases, highlighting the growing public discourse on these critical issues. However, the need for enhanced training in gender-sensitive reporting remains evident.

Institutionally, the Commission expanded its workforce and strengthened its provincial presence, enhancing its outreach, visibility, and effectiveness. Internally, systematic tracking of progress across departments ensured better coordination and impact assessment of programs.

This report details the milestones achieved by the Commission across all programmatic areas, acknowledges the challenges encountered, and provides recommendations for addressing both contextual and operational barriers. The findings serve as a guide for stakeholders committed to advancing gender equality in Zimbabwe.



2. GENDER EQUALITY PROMOTION PROGRAMME

2.1 OVERVIEW

The Gender Equality Programme is one of the key interventions that drives the Commission's gender equality, gender equity and gender mainstreaming agenda, ultimately contributes to the fulfilment of its constitutional mandate. The programme is actualized through concerted research ingenuities and dissemination of information to the public on gender related issues. Overall, the programmes scope of work is entailed through the Research and Programming Unit and the Public Education and Information Unit.

Apparently, the Research and Programming Unit is responsible for overseeing and coordinating the various research and programming operations of the Commission. The unit supports the monitoring mandate of the Commission through monitoring compliance with gender equality provisions in the National Constitution as well as in regional and international normative frameworks on gender to which Zimbabwe is party to. Further, the unit conducts research into issues of gender and social justice with the aim of bringing to the fore any systemic barriers that may hinder the achievement of gender equality. On the other hand, the Public Education and Information Unit is responsible for conducting public education and awareness programmes on gender issues.

2.2 RESEARCH AND PROGRAMMING UNIT

During the course of the year 2024, the unit pursued a number of initiatives in line with the 2024 annual workplan. A synopsis of the achievements for 2024 are outlined below.

2.3 Compliance with gender equality principles on appointments of Boards of public entities and other leadership positions in Government

In fulfilling the Commission's Constitutional mandate of monitoring compliance with gender equality principles, the Unit closely monitored public appointments to boards and other key decision-making positions. Resultantly the Commission issued advisory notes to various institutions that appointed gender imbalanced Boards and whose policies

perpetuated gender discrimination. On the other hand, commendation letters were issued to institutions which were gender responsive in their appointments and initiatives. To this end, advisory notes were issued as follows;

Institution	Nature of Advisory
Ministry of Primary and Secondary Education	Advisory on bullying in schools
Public Service Commission	Advisory note on the discriminatory nature of SI 1 of 2000 on the maternity leave clauses and lack of alignment of the clause with the Labour Act Amendment
Ministry of Health and Child Care	Advisory note on the findings of the research on Access to SGBV and SRHR Services by women and girls living in the streets.
Ministry of Health and Child Care	Advisory Note on the findings of the Gender Assessment of Maternity Waiting Homes
Ministry of Health and Child Care	Advisory Note on discriminatory maternity leave provisions in the student nurses' contracts
Ministry of Justice, Legal and Parliamentary Affairs	Advisory Note on the appointment of a gender imbalanced Zimbabwe Independent Complaints Commission
Mutapa Investments	Advisory Note on gender imbalanced boards for ZESA holdings and POSB
Ministry of Higher and Tertiary Education	Advisory note on lack of gender balance in key leadership positions in tertiary institutions

In addition, Commendation letters were issued to the Ministry of Information, Publicity and Broadcasting Services on the appointment of female board chairs for ZBC and Transmedia as well as appointment of a gender balanced ZBC Board. Another commendation letter was also issued to the Zimbabwe African National Union, Patriotic Front (ZANU PF) on the adoption of several gender sensitive resolutions at the 21st National People's Conference held in Bulawayo.

2.4 Gender audit of the main Political Parties with representation in the Parliament of Zimbabwe

During the period under review, the Zimbabwe Gender Commission with support from HIVOS Southern Africa under the Women Youth Leadership Programme (WYLP) conducted a gender audit of the main political parties with representation in Parliament. The gender audit was a follow-up to the initial gender audit commissioned in 2018 which established a baseline on the status of gender equality in political parties. While the 2018 gender



audit solely assessed the status of gender equality in political parties, the 2024 gender audit had an expanded scope to also assess the participation of youths and persons with disabilities in political and electoral processes.

The audit targeted the Zimbabwe African National Union-Patriotic Front (ZANU-PF) and the Citizen Coalition for Change (CCC) as the only Political Parties with representation in the Parliament of Zimbabwe. Findings from the gender audit revealed that internal political party structures and processes for both political parties still fall short of fostering an inclusive environment, presenting barriers that restrict the meaningful participation of women, youth and individuals with disabilities. The audit further made recommendations to political parties and other key stakeholders and some of the key recommendations are as follows;

- Political parties to align political party constitutions to the National Constitution to provide for 50/50 representation of men and women across all their structures with assistance of the Model Gender Policy developed by the Zimbabwe Gender Commission in 2018.
- To push for registration and regularization of political parties and make it compulsory for political parties to align their constitutions to the national constitutional provisions on gender and make these prerequisites to political party registration.
- Review of the Political Parties (Finance) Act [Chapter 2:11] to include penalties for non-compliance to the principles of gender equality in allocation and utilization of Political Parties Finance as well as review nomination fees to affordable rates to enable aspiring candidates especially women, youth and PWD's to contest for political office.
- Amend the Electoral Act to replace the First Past the Post Electoral System with Proportional Representation that is more inclusive and more conducive for the participation of women in electoral processes.
- Zimbabwe Gender Commission to lobby the Executive and Parliament to enact a Gender Equality Act which will provide a provision on 50% for women's representation.
- ZEC to be empowered through the Electoral Act to produce and make accessible demographic information per constituency and per ward of gender and other vulnerabilities including disabilities and age range. This is important for future analysis and evaluation of compliance as it relates to women, youths and PWDs participation in political and electoral processes.

2.5 Launch of the Gender Observatory Report

In 2023 the Zimbabwe Gender Commission commissioned the 2023 Gender Observatory to monitor the 2023 Electoral Cycle from a gender perspective. The Gender Observatory which was comprised of multi-sectoral stakeholders successfully managed to monitor and observe various electoral processes which include the Biometric Voter Registration exercise, the Nomination Court process, pre-electoral environment, polling and post polling processes. The findings of the 2023 Gender Observatory have been documented into the 2023 Gender Observatory Report. The Commission with support from ZIMECO project successfully launched the 2023 Gender Observatory Report on the 17th of October 2024. The occasion was graced by ZIMECO partners; Embassy of Japan, the French Embassy, UN Women and UNDP. The event was also attended by multi-sectoral stakeholders which include Gender Observatory members, Government Ministries, CSOs, Independent Commissions and representatives from umbrella bodies representing churches



The vice Chairperson of the Zimbabwe Gender Commission, Commissioner O. Matshalaga with ZIMECO Partners during the launch of the 2023 Gender Observatory Report

2.6 2024 National Gender Forum

The Zimbabwe Gender Commission in line with Section 8(i) of the Zimbabwe Gender Commission Act [Chapter 10:31] successfully convened and hosted the 2024 National Gender Forum on the 13th of September 2024 in Gwanda, Matabeleland South. The 2024 edition of the National Gender Forum ran under the theme, “Gender, Environment and Climate Change: Building Resilience and Sustainable Development through Gender Equality”. The specific objectives of the 2024 National Gender Forum were;

- To map specific environmental and climate change challenges in Zimbabwe.
- To understand the differential gendered impact of environmental degradation and climate change in Zimbabwe.
- To proffer recommendations for building resilience and promoting sustainable development through mainstreaming gender and increasing awareness on environment and climate change issues.

The 2024 Edition of the National Gender Forum was officially opened by the First Lady of the Republic of Zimbabwe and SADC Patron on Environment issues, Her Excellency Amai Dr. A. Mnangagwa represented by the Minister of Environment, Climate and Wildlife, Hon Dr S.G.G Nyoni.



The Guest of Honour, represented by the Minister of Environment, Climate and Wildlife Dr.S.G. Nyoni delivering the Keynote Speech

The 2024 National Gender Forum managed to bring to the fore some of the gender dimensions of climate change as follows;

- **Gender roles and responsibilities:** women are often responsible for natural resource management as they interact more with the environment through gender roles such as collecting water and firewood, and farming. This makes them more vulnerable to climate-related changes in weather patterns and natural resources.
- **Climate change impacts:** Climate change exacerbates existing environmental challenges in Zimbabwe, including droughts, floods, and soil erosion. These impacts disproportionately affect women, who have limited access to resources, technology, and decision-making power.
- **Environmental degradation:** Deforestation, land degradation, and water pollution affect women's livelihoods and health, as they rely on these resources for their daily needs.
- **Agriculture and food security:** Women are critical to agriculture and food security in Zimbabwe. Climate change affects crop yields, livestock productivity, and food availability, placing additional burdens on women.
- **Disaster risk reduction:** Women are often excluded from decision-making processes related to disaster risk reduction and management, making them more vulnerable to climate-related disasters.

As a build up to the National Gender Forum, the Commission convened Provincial Gender Forums in 9 Provinces to gather input and to capture the different lived experiences of communities in different Provinces. The Provincial Gender Forums managed to reach out to approximately 2 500 people and

some of the key issues that came out from the Provincial gender forums were: The gendered impact of El-Nino Induced drought on livelihoods, food security and availability of water thereby increasing the burden of care and domestic work for women; Contamination of water bodies due to illegal and irresponsible mining activities therefore compounding water scarcity and health hazards; Land degradation caused by poor farming and mining methods; Deforestation caused by infrastructure development and the need for firewood; Streambank cultivation; Disruption of wetlands; Human/wildlife conflict as well as social impact of mining activities led to high prevalence of Child marriages, Gender Based Violence, schools drop outs and drug and substance abuse.

The National and Provincial Gender Forum also provided a platform for exhibiting good practices in environmental conservation, climate change adaptation and resilience building. To this end, a number of organisations and individual community members exhibited at the sidelines of the National and Provincial Gender Forums.



Guest of Honour, represented by the Minister of Environment, Climate and Wildlife Dr.S.G. Nyoni, ZGC Chairperson and Commissioners and other dignitaries touring exhibition stands at the NGF in Gwanda

The 2024 National Gender Forum proffered a number of policy recommendations to key stakeholders and duty bearers on building resilience and sustainable development through gender equality.

2.7 Policy Dialogues on Gender Issues

As part of dissemination of key findings and recommendations from the work of the Commission, the Commission convenes policy dialogues as a means of promoting the uptake of

recommendations and facilitating their implementation. During the year 2024, the Commission facilitated the convening of the following policy dialogues;

2.7.1 Policy Dialogue on the findings of the 2022 National Gender Forum on Gender and Economic Empowerment

The Commission in partnership with Evangelical Lutheran Church of Zimbabwe (ELCZ) successfully convened a high-level policy dialogue on the gendered dimensions of poverty and financing with a gender perspective”. The High-Level Policy dialogue was also convened as a pre-CSW event as the thematic focus for the Commission on the Status of Women (CSW) resonated well with the theme for the Policy dialogue. During the High-level policy dialogue, the Commission had an opportunity to share with duty bearers the findings and recommendations from the 2022 National Gender Forum which focused on Gender and Economic Empowerment. The policy dialogue also saw beneficiaries from ELCZ Economic Justice Project in Mberengwa sharing their experiences on economic empowerment highlighting key obstacles related to limited access to economic opportunities and disruption of livelihoods due to land degradation linked to illegal mining activities.



The Chairperson of the Thematic Working Group on Gender and Economic Empowerment, Commissioner Dr. N. M Nyangulu pose for a photo with dignitaries from Evangelical Lutheran Church Zimbabwe and ZGC Secretariat Senior Management



2.7.2 Policy Dialogue with Communities on the ZGC Constitutional Mandate, Human Rights, Gender Equality and Gender Based Violence

The Commission with support from Raoul Wallenberg Institute under the Zimbabwe Human Rights Capacity Building Project successfully conducted six policy dialogues through roadshows on the ZGC Constitutional Mandate, Human Rights, Gender Equality and Gender Based Violence. The main objective of the policy dialogues was to increase the visibility of the Commission in Provinces and Districts where the Commission has no offices. In addition, the policy dialogues sought to identify topical gender issues in the districts of focus for further programming. The policy dialogues targeted Muzarabani, Shamva, Mabvuku/Tafara, Nyatsime-Chitungwiza, Wedza, Chikomba Districts. Approximately 2500 people were reached through the policy dialogues.

Key topical gender issues raised during the policy dialogues included: High incidences of child marriages; High incidences of Gender Based Violence especially domestic violence; High School dropouts due to poverty and other reasons; Drug and substance abuse as well as Teenage pregnancies.

2.7.3 Policy Dialogue on the Role of Independent Commissions and the Participation of Women in Politics

The Zimbabwe Gender Commission Manicaland Regional Office in partnership with ZimRights conducted a policy dialogue on the role of Independent Commissions vis-à-vis the Participation of Women in Politics. The policy dialogue provided an opportunity to reflect on the performance of Women in the year 2023 harmonised elections, interrogate systemic barriers that women continue to face in politics

and the persistent under-representation of women in all tiers of decision making. Recommendations from the policy dialogue were around the need for legal reforms to guarantee women's equal participation in politics.

2.7.4 Policy Dialogue on Gender and Climate Justice in Chendambuya

The ZGC Manicaland Regional Office with support from the Centre for Natural Resources Governance (CNRG) conducted a Policy dialogue session on Gender and Climate Justice in Chiendambuya, Makoni District. Key issues that emerged from the policy dialogue include the disproportionate burden exerted on women as compared to men due to climate change and low participation of women in climate change resilience and response initiatives due to their limited representation in decision making positions. Key recommendations were also around promoting women's participation in climate change resilience programmes.

2.7.5 Midlands Provincial Alternative Mining Indaba

The ZGC Midlands Regional office in partnership with key stakeholders participated at the Provincial Alternative Mining Indaba, which brought together organizations like the Zimbabwe Council of Churches (ZCC), Zimbabwe Environmental Law Association (ZELA) and AAZ to address the lithium rush in Mberengwa district. This critical engagement aimed to promote inclusive and sustainable mining practices, ensuring that the benefits of mining activities accrue to local communities, particularly marginalized groups such as women, youth, and people with disabilities. The Zimbabwe Gender Commission emphasized the need for a gender-sensitive approach to mining, advocating for policies and practices



that prioritize gender equality and women's empowerment.

2.7.6 Policy dialogue on the nexus between climate change, GBV and Natural Resource Management

The Midlands Regional office in partnership with the Centre for Natural Resource Governance (CNRG) convened a policy dialogue on the nexus between climate change, GBV, and natural resource management. The aim was to champion gender-sensitive approaches, amplify women's voices in decision-making processes, and mainstream gender considerations into climate and resource governance policies.

2.8 Research

The unit conducted research into issues of gender and social justice with the aim of bringing to the fore any systemic barriers that may hinder the achievement of gender equality.

2.8.1 National Study on Violence Against Women in Politics

The Commission in partnership with UN Women under the ZIMECO project commissioned a National Study on Violence Against Women in Politics. The National Study was commissioned with the following objectives:

- To strengthen the evidence, base on women's political participation experiences and obstacles in Zimbabwe, especially as candidates to the national assembly and senate.
- To contribute to the development of a global model for measuring and monitoring VAWP.
- Identify entry points and provide recommendations for strengthening the monitoring, prevention, and response to Violence against Women in Politics (VAWP) in Zimbabwe.

The study report was officially launched on the 18th of December 2024 at Rainbow Towers Hotel in Harare by the ZGC Chairperson,

Commissioner M. Mukahanana Sangarwe. The event was attended by multi-sectoral stakeholders including Government, Civil Society Organizations (CSOs), Independent Commissions, media organizations and ZIMECO partners; the Embassy of Japan, the France and UN Women.

Some of the key findings from the National Study are as follows;

- Violence against Women in Politics is a reality with the majority of the respondents reporting having experienced some form of violence in their pursuit for political office in 2023
- Violence against Women was experienced throughout the electoral cycle but mostly during the political party candidate selection process
- Consequences of VAWP included low participation of women in the 2023 Harmonised elections
- Poor help seeking behaviours by survivors and lack of supportive structures and mechanism for reporting Violence against Women in Politics especially at political party level.

The national study report provided a number of recommendations to multi-sectoral stakeholders. Some of the recommendations proffered by the National Study report include the following:

- Enact and enforce laws that specifically criminalize violence against women in politics, covering both physical, psychological violence, physical harassment, threats and online abuse.
- Strengthen existing laws addressing gender-based violence and ensure that they also apply to political environments, for example by updating electoral laws, introducing political party regulations and a gender sensitive Code of Conduct.
- To empower the Zimbabwe Electoral Commission through legislation to disqualify candidates who are perpetrators of violence

- both at the intra-party and inter-party levels.
- Introduce clear sanctions and consequences for political parties, candidates or officials involved in perpetrating violence against women through political party Regulations.

As a follow up to the study, the Commission in partnership with UN Women under the ZIMECO Project carried out a series of Thematic Sector Sensitisation Workshops on Violence Against Women in Elections from the 17th to the 27th of November 2024. The thematic sector sensitisation workshop targeted relevant Government Ministries and Departments, Law Enforcement Agencies, Independent Commissions, Civil Society Organisations and women politicians. The overall objective of the thematic sector sensitisation workshops was to capacitate electoral stakeholders with knowledge and skills to effectively respond and prevent Violence against Women in Elections. A total of one hundred and fifty-six (156) participants, (88F,20M), were sensitised on VAWE.

2.8.2 Rapid gender assessment of floods in Budiriro and Kuwadzana

Following the floods that affected most parts of the Country on the 22nd of December 2023, communities of Budiriro 5B and Kuwadzana were seriously affected by the floods. In light of the impact of the floods, the Unit conducted a rapid gender assessment to assess the differentiated impact of the floods on men and women and proffer recommendations for gender sensitive disaster response. The rapid assessment revealed the following gendered impacts:

- Disruption of economic livelihoods.
- Heightened and increased pressure on men to provide for their families.
- Destruction of households including loss of life, property and essential documents
- Increased care work and domestic work for women and girls.
- Contamination of water sources resulting in disease outbreak.

The assessment findings also revealed that Government response to the situation was swift and families housed at evacuation centres received both food and non-food items from Government and Civil Society Organizations as part of disaster response.



ZGC Vice Chairperson Commissioner O. Matshalaga in Budiriro assessing the extent of damage caused by the floods

Through the rapid gender assessment, the Commission made the following recommendations to key institutions.

Institution	Recommendations
Ministry of Local Government and Public Works	<ul style="list-style-type: none"> • Enact the Disaster Risk Management and Civil Protection Bill • Develop a National Compensation and Relocation Framework for displaced communities
Ministry of National and Social Amenities	<ul style="list-style-type: none"> • Strengthen and monitor disaster early warning systems • Prioritize the relocation of communities living in high-risk flood zones • Reduce informal settlements and pressure on wetlands
Harare Municipality	<ul style="list-style-type: none"> • Establish and implement a robust regulatory framework for land use planning that prioritizes flood plain protection and prohibits new settlements in high-risk areas. • Explore and promote sustainable land-use practices around wetlands
EMA	<ul style="list-style-type: none"> • Strengthen the enforcement of wetland protection laws and regulations • Public outreach campaigns to raise awareness about the ecological importance and benefits of wetlands

2.8.3 Gender Assessment of Prison and Correctional Institutions in Mashonaland West Province

In line with the Commission's monitoring mandate and in collaboration with the M and E unit and Mashonaland West regional office conducted a gender assessment of prisons correctional institutions in Mashonaland West Province with the view of assessing the gender responsiveness of prisons and correctional institutions in line with the Bangkok (United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders) and Mandela Rules (The United Nations Standard Minimum Rules for the Treatment of Prisoners) . The assessment successfully covered the following prisons; Karoi Prison, Chinhoyi Remand Prison, Kadoma Farm Prison and Kadoma Institute for Juvenile offenders. Key findings from the assessment revealed the following:

- There was general appreciation of the need to uphold the human rights of inmates as evidenced by measure such as relaxed rules whereby men and women are now allowed to wear underclothes and women are now allowed to wear leggings contrary to previous years. In addition, women can now access sanitary pads from the institution when in need.

- The state of prison infrastructure differed from institution to institution with other institutions particularly Karoi Prison being very dilapidated as old as 1940.
- Overcrowding was noted in the case of male inmates contrary to the female sections which were not overcrowded.
- Empowerment/Rehabilitation programmes differed from institution to institution with most visited institutions having limited options except for Kadoma Farm Prison which had a variety. It was however noted that women have limited access to the rehabilitation programmes with most men benefitting.
- Of the institutions visited none had nursing mothers but indications were that systems were in place to support nursing mothers.

Some of the key recommendations from the assessment visit were as follows;

- Standardise the delivery of rehabilitation programmes across all prisons and correctional institutions and ensure equal access to these projects by men and women inmates.
- Expand the presidential borehole drilling project to prison and correctional institutions to ease water challenges.
- Remodel existing infrastructure to ensure it is disability friendly by developing facilities such as (ramps, disability friendly toilets, sign language signage).
- Targeted gender training for ZPCS officials to deepen their understanding on gender issues in particular on the Bangkok Rules.

2.9 Capacity Building Workshops on Gender

2.9.1 Capacity Building of ZGC Staff

In a quest to build internal capacity for ZGC staff to deliver on the Commission's mandate, the unit in partnership with the Human Resources Unit and with support from Raoul Wallenberg Institute spearheaded capacity building workshops for ZGC staff as follows;

- Capacity building workshop on Gender Equality and Human Rights: In 2024, the ZGC expanded its operations to four new Provinces namely; Manicaland, Midlands, Mashonaland West, and Masvingo. In addition, the Commission established a full complement of staff at its Bulawayo regional office. To this end, the Commission with support from Raoul Wallenberg Institute facilitated an intensive Gender and Human Rights training workshop for newly recruited staff targeting Research Officers, Public Education Officers, Investigation Officers and Legal Officers from all the five Provinces. A total of 25 newly recruited staff members were capacitated with knowledge on gender and human rights. Participants gained practical skills to enhance the application of human rights principles in the Commission's programs.
- Capacity building workshop on Research and Development of Policy Briefs and Advocacy Papers: In order to build capacity on research and development of policy briefs and advocacy papers, the Zimbabwe Gender Commission (ZGC) conducted a training workshop for its staff at head office and all the regional offices targeting

Research Officers, Public Education Officers and Public Relation Officers. Through the workshop, a total of 25 ZGC staff members were equipped with necessary research skills including practical skills for the formulation of policy briefs and advocacy papers.

2.9.2 Capacity Building of Stakeholders on Gender Issues

Through its Regional offices, the Commission also carried out capacity building workshops on gender targeting various institutions. During the year 2024, the following capacity building programmes were carried out:

Institution	Focus of the training	Number of officials capacitated
Office of the President and Cabinet Mashonaland East Province	Gender mainstreaming Sexual Harassment and Gender Based Violence	15 females, 11 males
Zimbabwe Prison and Correctional Services Ntabazinduna	Gender sensitisation Sexual harassment	732 females, 1644 males
Public service Commission: Bulawayo, Inyathi and Umzingwane	Gender sensitisation Sexual Harassment	54 females, 60 males
Local Authorities: Beitbridge Municipality, Gwanda Municipality and Hwange Rural District	Sexual harassment	37 females, 45 males
Masvingo Polytechnic SRC	Gender and leadership	8 females. 10 males
Masvingo ZRP Women's Network	Gender sensitisation Sexual harassment	54 females and 18 males
Rural women in Bikita	Women leadership	Women Leadership

2.10 Convening of Thematic Working Groups

During the year 2024, the Commission reconstituted and convened Thematic Working Groups within its purview as follows;

a) Thematic Working Group on Gender, Politics and Decision-Making

The Thematic Working Group successfully convened its meeting on the 9th of April 2024. Deliberations by the Thematic Working Group were mainly centred on the 2023 Harmonised Elections outcome and strategizing for 2028 elections. The TWG

collectively agreed on a position to push for the review of the electoral systems in Zimbabwe by replacing First Past the Post with Proportional Representation as the sole electoral system in order to guarantee 50/50 representation of men and women in political decision making. Discussions emphasized the importance of ensuring the Electoral Act aligns with gender equality provisions in the Constitution whilst concerns regarding the decrease of women candidates during the 2023 elections prompted suggestions for holding separate discussions with political parties. Furthermore, the meetings emphasised the importance of reprogramming to ensure that regression in women's political representation does not spill into the public and private sector boards.



The ZGC Chairperson, Commissioner M Mukahanana Sangarwe, the Chairperson of the TWG on Gender, Politics and Decision Making, Commissioner W. Mufuka and the ZGC Vice Chair, Commissioner O. Matshalaga following a presentation by one of the TWG member, Ms Sakhile Ngoma Director for WIPSU at one of the extra-ordinary sessions for the TWG on Gender, Politics and Decision Making

b) Thematic Working Group on Gender and Health

The Thematic Working Group on Gender and Health successfully convened its meeting on the 10th of April 2024. The TWG discussed among other issues the following;

- Research findings from the Report on Access to GBV and SRHR Services by women and girls living in the streets.
- Drug and substance abuse.
- The health impacts of climate change.
- Healthcare privatisation viz-a-vis universal health coverage.

The TWG also deliberated on the Madzibaba Ishmael case with ZGC sharing the report of the visit undertaken to the Madzibaba Ishmael Shrine which revealed serious issues like restricted healthcare access for young girls and women leading to high maternal and child mortality, illegal burials, limited access to education, incidences of child marriages and lack of identity documentation.

c) Thematic Working Group on Gender and Economic Empowerment

The Thematic Working Group Gender and Economic Empowerment successfully convened its meeting on the 11th of April 2024. The TWG discussions were instrumental in identifying challenges faced by women in the economic sector and key advocacy issues as follows;

- Unequal access to productive resources with women being underrepresented in high-growth sectors like mining, agriculture, tourism, and manufacturing.
- Women are overrepresented in the informal sector (60%), which often has lower wages and fewer protections than the formal sector.
- The process of registering a business is complex, time-consuming and expensive, which deters most women from formalising their businesses.
- Lack of decent and adequate workspace to support economic activities.
- Women's lack of collateral security to acquire bank loans, Low loan uptake due to high interest rates, Limited financial literacy and The heavy tax burden on small businesses.

To this end, the TWGs came up with the following key recommendations;

- Promote SME formalization to increase access to finance.
- Simplify the formalization processes through decentralization and establishment of one-stop centers.
- Review and lower punitive interest rates on loans to encourage women borrowers.
- Decentralize financial institutions to reach rural communities.
- Improve communication and banking services in rural areas through collaboration between regulators, operators and banks.
- Review the tax regimes for small businesses to facilitate ease of doing business.



Participants at the thematic working group on Gender and Economic empowerment

3. PUBLIC EDUCATION AND INFORMATION

Public Education and Information is crucial in advancing gender equality by increasing public awareness on gender issues. In line with the constitutional mandate, the Commission conducted various public awareness events to raise awareness on gender issues. By conducting these events, the Commission endeavoured to educate the public on gender-related matters, encourage community engagement, and equip communities to tackle gender-based issues. This section of the report outlines the key initiatives undertaken.

3.1 Public Education Training Manual

In 2023, Treasury approved recruitment of more ZGC Staff at Head Office. In addition, Commission was decentralised to five (5) Provinces which led to the recruitment of Regional Coordinators and Officers. In this vein, the Commission with support from Raoul Wallenberg Institute of Human Rights and Humanitarian Law (RWI) developed the Public Education Training Manual for standardisation of Public Education. The Manual will further strengthen the capacities of ZGC staff to deliver public education on gender.

3.2 Stakeholder Engagement

A total of 129 stakeholder engagement meetings were conducted by the Regional Offices at provincial level targeting public and private sector institutions as well as Civil Society Organisations. During these meetings, areas of potential collaboration were discussed, with a focus on promoting gender equality. ZGC highlighted its key interests and explored ways to work together with these stakeholders to advance gender equality. The meetings were mutually beneficial, with ZGC learning more about the regions, the work of these stakeholders and identifying areas for potential partnership. Similarly, the stakeholders gained a better understanding of the ZGC's mandate and role in promoting gender equality. These discussions laid the groundwork for collaboration and coordination.

3.2.1 Gender Sensitisation, GBV and Sexual Harassment

During the year 2024, the Commission successfully conducted sixty-nine (69) trainings on Gender Sensitisation, GBV and Sexual Harassment. These targeted various Government Ministries Departments and Agencies, universities, colleges, vocational training institutions and private organizations.

A total of 15 697 participants were reached (7497 male and 7930 female) by the Head Office and Regional Offices. Key outcomes of the sessions included increased understanding of gender concepts including gender-based violence and sexual harassment as participants were more equipped to recognise discrimination and different forms of GBV and sexual harassment including subtle or less obvious behaviours.

Some of the key issues raised during the discussions include:

- High prevalence of GBV (sexual exploitation) coupled with a knowledge gap on gender related issues amongst tertiary students.
- Despite some of the tertiary institutions having sexual harassment policies, students expressed concerns on the difficulty of reporting incidents due to unclear reporting channels.

This ambiguity leaves them unsure of where to go with their grievances.

- Female students expressed concerns about reporting harassment whilst on attachment, fearing negative consequences at the workplace.
- Women often avoid reporting Sexual Harassment due to a lack of evidence and fear of victimisation and intimidation by the alleged perpetrators who are usually male supervisors. Reporting may also lead to character labelling which can cause some consequences especially in marriages.



Mashonaland West ZGC Official conducting a Gender Sensitisation programme at King Solomon Academy Chinhoyi

3.3 Male Engagement Programmes

3.3.1 Male Engagement Symposium

The Commission convened its first Male Engagement Symposium to promote gender equality in Mutare District of Manicaland Province. The event was hosted on the 4th of July at Mutare Sports Club. The programme managed to reach 1213 men whilst 61 exhibitors showcased various products and services that speak to the practical and strategic gender needs of men. Organizations which exhibited at the event, provided various services to the men including, prostate cancer screening, HIV testing, counselling, BP checks. The event was also punctuated with various edutainment and wellness activities. Gender Champions in the Manicaland province were also honoured and recognized by the Chairperson of Zimbabwe Gender Commission



Male Gender Champions drawn from the public and private sector institutions pose for a photo with the ZGC Chairperson of Ms M.Mukahana- Sangarwe, ZGC Vice Chairperson Commissioner O. Matshalaga and the Secretary for Provincial Affairs and Devolution Mr Abiot Marongwe at the inaugural edition of the Male Engagement Symposium held on the 4th of July 2024 at Mutare Sports Club, Manicaland Province.

3.3.2 International blended conference on the 21st century male figure in Africa

Zimbabwe Gender Commission in collaboration with the University of Zimbabwe hosted the 21st Century Male Figure in Africa Conference from the 27th to the 28th of November 2024 which ran under the theme “From Boys to Men: Gender Empowerment and Equality in Africa.” The conference brought together a diverse array of stakeholders, including academics, civil society organizations, and youth, to delve into the evolving gender issues and the role of men in achieving gender equality in contemporary African societies.

The conference served as a platform to critically examine the traditional notions of masculinity and its impact on gender relations. By challenging harmful stereotypes and promoting positive masculinity, the event aimed to foster a more equitable and inclusive society. Some of the topical issues that were under discussion at the conference include, Religion, Ethics and Culture; Boys, Men and Education in Africa; Boys, Men and Health, Drug and Substance Abuse and Boys, Men and Disability in Africa among others. Parallel sessions were held to discuss these topical issues.

Various insights were shared from participants including the complex interplay between masculinity and violence, highlighting men as victims of gender-based violence and the need for men to actively participate in prevention and speaking out about their experiences. Discussions also focused on addressing men's health issues, including mental health, sexual reproductive health, substance abuse and encouraging men to practice health seeking behaviour.

The insights gained from the conference will inform the development and implementation of gender responsive policies and legislation that address the specific needs of men and boys as well as capacity building and training programmes for policymakers, practitioners, and community leaders on gender equality and men's roles. The conference raised awareness on the importance of engaging men and boys in gender equality initiatives and fostered a sense of collective responsibility. By challenging traditional gender norms and empowering men to become agents of change, conference laid the foundation for a more equitable and just future for all.



Group photo of the ZGC Commissioners, CEO and UZ dignitaries at the Conference

3.4 Community Dialogues

Thirty-three (33) community dialogues were carried out across the country's ten (10) Provinces reaching out to 4066 community members (1306 males and 2760 females). The dialogues mainly focused on ZGC mandate, gender-based violence, child marriages, sexual exploitation and abuse (SEA), gender and climate change and drug and substance abuse.

During the community engagements, the following issues were raised and noted:

- Gaps in the communities' understanding of domestic violence and child marriage, including their legal and human rights implications.
- Communities had limited knowledge of available support services and resources.
- Cultural norms that are highly patriarchal perpetuate GBV in various communities.
- Drug and Substance abuse contributing to GBV incidences.
- Women and girls are being excluded from decision-making processes, limiting their ability to influence policies and programs that are affecting their lives.
- Deep-rooted power imbalances and gender inequalities perpetuate violence against women and girls, denying them their basic human rights.
- Poverty and economic hardship were identified as significant contributors to child marriage

and domestic violence.

- Women and girls are disproportionately affected by limited economic opportunities, which perpetuates their vulnerability to exploitation and abuse.
- Fear of reporting as well as fear of social stigmatization and ostracism of victims of domestic violence is another major challenge that impedes the curbing down of GBV incidences.
- Lack of trust in law enforcement and the justice system. The community members alleged that perpetrators often get away with it as they are arrested and never convicted.
- The influence of religious and traditional leaders can be a double-edged sword. While some beliefs may perpetuate harm, these leaders can also be powerful agents of change. Engaging them in dialogue and education can help promote human rights and challenge harmful practices.



Community Dialogue in Zaka District, Masvingo Province

3.4 Roadshows

The Zimbabwe Gender Commission conducted outreach through roadshows in six Districts covering Harare, Mashonaland Central and Mashonaland East Provinces.

The objectives of the roadshows were as follows:

- To increase visibility of the Zimbabwe Gender Commission.
- To sensitise communities on gender as well as the Constitutional mandate and functions of the Commission.
- To foster dialogue within communities regarding gender issues and encourage community members to take action against gender discrimination.
- To identify peculiar gender issues in the targeted Districts.

The community outreach targeted the following selected districts; Muzarabani, Shamva, Wedza, Chikomba, Mabvuku/Tafara and Chitungwiza (Nyatsime) reaching to approximately 4 800 people (an average of 800 people per District). The main activities carried out during the outreach include; edutainment, public discussions on gender issues, distribution of Information Education Communication (IEC) and promotional material and legal aid help desk



ZGC Official sensitising the public on gender issues

3.5 Commemorative Events

3.5.1 International Women's Day

ZGC partnered with the Ministry of Women Affairs, Community Small and Medium Enterprises Development and various institutions to commemorate the International Women's Day. The commemorations were held under the theme "Invest in Women: Accelerate Progress." The events appreciated women's representation in the productive sector and identifying challenges that hinder the full participation of women in economic, social, and political spheres of society thereby promoting gender equality.

ZGC Chairperson, Commissioner Margaret. Mukahanana-Sangarwe was also Guest of Honour at the Gokwe-Nembudziya celebrations hosted by the Member of Parliament, Hon. Flora Buka



ZGC exhibiting at the National Launch of IWD at Chatora Business Centre in Shurugwi

3.5.2 16 Days of Activism Against Gender Based Violence

The 16 days of activism against gender-based violence is a global campaign, which runs from November 25th to December 10th and serves as a potent reminder of the need for combined action to prevent and respond to gender-based violence. A number of activities were lined up for the commemoration of 16 days of activism against gender-based violence coordinated both the Head Office and Regional Offices running under the theme “Towards 30 Years of the Beijing Declaration and Platform for Action: Unite to End Violence Against Women.” The activities included;

3.5.2.1 GBV Service Providers

The Commission convened its first GBV Service Providers Fair which was held 3–4 December 2024 at Africa Unity Square in partnership with the Harare City Council. The objective of the Fair was to bring together all organisations working around GBV to exhibit their work on prevention and response efforts. The event also served as a platform for dialogue, networking, and the exchange of ideas, ultimately strengthening collective efforts to address gender-based violence. In addition, the event also enabled survivors and members of the public to visit the service providers for assistance.

Fifty-five (55) Organisations exhibited at the fair and managed to provide various services to the members of the public and some of the services offered included; Counselling and Therapy, Legal Aid and Representation, Medical Care Services and Provision of crisis hotline and support lines.



Chairperson of the Zimbabwe Gender Commission Commissioner Margaret Mukahanana- Sangarwe with Deputy Mayor-Councillor Rosemary Muronda & Harare City Council Chairperson of Education Health, Housing and Licensing Committee Councillor Muroiwa- touring exhibition stands at the GBV Service Provider's Fair.

3.5.2.2 First Lady 16 Days Walk Against Gender-Based Violence

On the 10th of December 2024, the Commission participated at Her Excellency, the First Lady of Zimbabwe Dr A. Mnangagwa's 16 Days Walk against Gender-Based Violence at Overspill, Epworth Harare. ZGC Chairperson Commissioner Mukahanana-Sangarwe delivered solidarity remarks at the event and appreciated the First Lady's efforts in combating GBV, such as the GBV Call Centre and the awareness raising programmes across the country, including hard to reach areas.



First Lady Dr .A. Mnangagwa leading the 16 Days Walk against GBV at Overspill, Epworth Harare joined by ZGC Chairperson and other dignitaries

3.6 Exhibitions

The Commission participated at 9 exhibitions namely, Zimbabwe International Trade Fair (ZITF), Zimbabwe Agricultural Show, Mashonaland Central Agricultural Show, Manicaland Agricultural Show, Masvingo Provincial Show, Mashonaland West Provincial Show, Midlands Provincial Show, Beitbridge Expo and the Binga Career Pathway Expo. The exhibitions proved to be significant platforms for engagement and collaboration, with notable highlights including the visit by His Excellency President Emmerson Dambudzo Mnangagwa at the ZGC stand at ZITF, underscoring the importance of gender equality initiatives in Zimbabwe.



His Excellency President Dr. E.D Mnangagwa visit ZGC stand and engage with Commissioners

At all the exhibitions the Commission had a legal desk that received a number of clients seeking legal advice and registering complaints to the Commission for investigations. These included, property rights disputes, domestic violence, child abuse and marriage, gender discrimination at the workplace and maintenance laws among others.

4. LEGAL AND INVESTIGATION SERVICES PROGRAMME

4.1 OVERVIEW

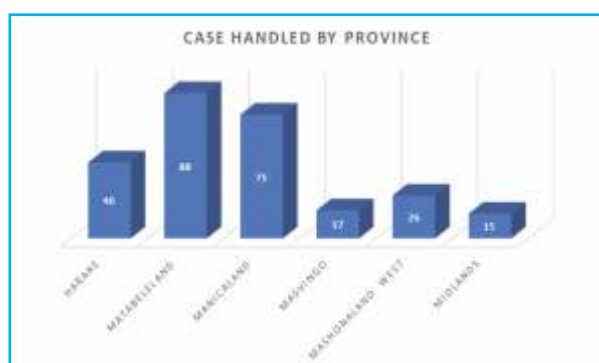
The Legal and Investigation Services programme is administered by the Legal, Complaints Handling and Investigations Department, which comprises of the Legal Unit and the Complaints handling and Investigation Unit who work together in ensuring the strategic outcome of increased percentage of resolved cases on violation of rights related to gender. The Department is responsible for providing legal advisory services to the Commission and legal assistance to members of the public and institutions on gender rights violations. It also receives and considers complaints from members of the public and conducts investigations to secure appropriate redress for gender rights violations. During the period under review, planned activities were conducted in accordance with its Constitutional mandate and section 2 and part 3 of the Zimbabwe Gender Commission Act [Chapter10:31]. The Department witnessed several key milestones including the establishment of a case management system for investigation of cases to adequately follow up on case and for evidence based advocacy,

coordinated the Mobile One Stop Centre and Investigative research in Manicaland, Masvingo and Mashonaland Central. All these interventions saw women, girls, boys and men assisted on various gender related violations. The detailed highlights are as follows:

4.2 Clients assisted

A total number of 2610 clients were assisted during the period under review. 267 clients assisted received assistance through the call centre, walk in and social media platform, while 2343 clients were assisted through the Mobile One Stop Centre programme. Noteworthy is the growing number of clients who seeks assistance with regards to divorce and maintenance. Hence, there is growing demand for awareness raising on family laws to empower the public with the relevant information.

The following are the statistics and nature of cases that were handled by the department during the year 2024:



4.3 Mobile One Stop Centres

The department conducted Mobile One Stop Centres programme in hard-to-reach areas whose objectives were:

- To enhance Access to justice and victim friendly services for survivors of sexual abuse.
- To improve accountability and service provision from GBV services providers.
- To improve psycho-social wellbeing and mental health of survivors of sexual abuse.
- To create resilience through economic strengthening skills for survivors of sexual abuse and their families.

During the year 2024, fifteen (15) Mobile Legal one stop centres were set up in three provinces namely Masvingo, Manicaland, and Mashonaland Central) and assisted a total of 2343 clients. The initiative provided a range of services for comprehensive Gender-Based Violence (GBV) support including access to justice encompassing legal assistance, reproductive health services, psychosocial support, and economic empowerment. These services were primarily directed towards supporting women and girls who are survivors of GBV, in response to the recommendations for the Commission in the report on the National Inquiry on child marriage, sexual exploitation and abuse of young girls including girls with disabilities in Zimbabwe to follow up with the survivors of child marriages and sexual exploitation and abuse to proffer appropriate remedy and support for the violations.

The statistical and sex disaggregated data for the outreach is presented below:



The Mobile One Stop Centre provides a platform for survivors of child abuse, child marriage, sexual abuse, sexual exploitation and rape to report and seek remedy for their cases. Primarily the initiative is servicing women and girls but there are several men and boys who are seeking remedies and services revealing a need for strengthened inclusive programming. The initiative brings together stakeholders in the multisectoral GBV management mechanism to provide services to people in hard-to-reach area in Zimbabwe. This includes health, psychosocial support, legal and economic empowerment to mention a few. The Mobile One Stop Centre initiative reveals the gap in GBV service provision including the need for strengthened mobilisation efforts to ensure inclusivity for men and people with disabilities in programming as they are usually left out. It is also a platform for hard-to-reach communities to access information especially as it relates to distances and access to services.



The Mobile One Stop Centre Registration desks in Burma Valley, Manicaland Province and Chivi, Masvingo Province

The major recommendation emanating from the mobile one stop centres relates to decentralisation of services to the hard-to-reach areas especially those in the justice delivery system such as Legal Aid Directorate and ZRP VFU. In addition, the Commission and its stakeholders and partners need to conscientize the communities on advancements on law reform particularly on sexual offences to curb the scourge of GBV.

4.3.1 Stories of Interest

“I am a 14yr old girl, I was raped, and I fell pregnant at eight years of age. I gave birth to my first child at 9 years old. I now have two children at 14 years of age, but my husband has left me. I don’t have anything to feed my child. At least these past few days, I received a bag of wheat as food aid, so I have something to eat,” (14-year-old survivor Mushumbi-Mbire)”

“In Mbire (Mushumbi) one survivor approximately around 17 years of age gave birth whilst on the queue accessing services. Without any of the stakeholders noticing and a few community family members seeing this the woman was quickly moved away to the nearby woods/forest so that she could not be seen by the stakeholders. From the key informant survivors, the Commission gathered that the survivor was from one of the apostolic sects in Mbire and was not allowed to visit the hospital. It was sad that what remained was a small baby wrapped in a small cloth. Stakeholders had to donate Zambia’s and towels and to request VFU to give a statement to the nearby clinic where the baby was transferred to get urgent help. Two key issues came out that religious beliefs affect survivors to access services including going to shelters until they had given birth. Secondly, that communities can watch issues unfolding and not simply do anything for instance whilst there were hospital services available these women resorted to using traditional methods of giving birth to the extent of risking the life of the child without anyone notifying the stakeholders. It is important for communities to report bad practices or unsafe practices as they happen”.



Women supported with economic empowerment in Vhimba, Chimanimani in Manicaland Province



Legal Aid Directorate National Prosecuting Authority and ZRP VFU offering legal advice to a survivor in Vhimba, Chimanimani in Manicaland Province.

4.4 Key Investigations Conducted

The Commission conducted the following major investigations:

4.4.1 National Handling Services

The department investigated and conducted hearings into allegations of gender-based discrimination against the National Handling Services towards a female employee who has been in the service of the company. Investigations and hearings were subsequently made, and a report was produced, adopted and disseminated. The Commission conducted an awareness campaign afterwards and will continue to monitor the implementation of the recommendations by National Handling Services.



4.4.2 Chivhu School of Nursing

An investigation into the allegations of sexual harassment was also conducted at Chivhu School of nursing. The investigation was probed by a report that was received through an anonymous email which raised concerns of misconduct and sexual exploitation on the students, perpetrated by the school tutors. The email indicated that there was favoritism and discrimination, which resulted in beneficial treatment of some students while others were being punished. Sexual exploitation and misconduct were also stated indicating that tutors are engaging in exploitative relationships with students which are referred to as “thighs for marks”. Students are allegedly coerced into these relationships in exchange for academic favors. Students are also being exploited financially according to the report, the students are given certain items they are told are payable by pay-day and there are also private lessons being held outside the school premises. A preliminary investigation was conducted, and a report was produced.

4.4.3 Bata Shoe Company

The ZGC team received a complaint from an anonymous complainant alleging that there was discrimination at Bata Shoe Company. The allegations were that the women would be transferred from their stations by the alleged perpetrator, on the basis that he was bored by their bodies. The allegations were that the discrimination was targeted against women because with men it is difficult to tell their religious affiliation through their clothing. Investigations were conducted by the Commission. The Commission further conducted gender discrimination awareness at BATA Shoe Company. Two sessions were conducted, one with the senior management and the other with middle management and staff. The team conducted awareness raising on gender, gender discrimination, sexual harassment and the legal frameworks with staff at all levels and departments. A report was also compiled.

4.5 Investigative Research on Systemic Gender Issues that Affect Women at Designated and Undesignated Ports of Exit and Entry in Border Towns

The Department effectively carried out the Border Investigative Research in 3 Provinces (Masvingo, Manicaland, and Mashonaland Central) to identify systemic gender barriers impacting women engaged in both formal and informal trade, particularly cross-border traders, in border towns across designated and undesignated ports of entry and exit in Zimbabwe. This research aimed to uncover and provide sector-specific recommendations to address gender-related violations that hinder women's livelihoods and their significant contributions to the economy. The activity provided a platform for advancing gender equality and economic empowerment in Zimbabwe. The areas covered by the research are presented in the table.

4.6 The Madzibaba Ishmael case

In February 2024, the media was awash with reports of abuse of congregants at an apostolic sect led by Madzibaba Ishmael in Nyabira. On the 27th of March 2024, a high powered delegation from the Commission comprising of the Vice Chair Commissioner O. Matshalaga, Commissioner Mawonera, Chief Chikwizo, the Chief Executive Officer, senior Directors and other officials made an investigative visit to the shrine where they made a gender needs assessment and gathered information on how women and children were living at the shrine. Despite resistance from the congregants the Commission was able to view the shrine through the assistance of the Zimbabwe Republic Police. Officers from the Commission visited the rescued women and girls at the safe shelter provided by the Ministry of Women Affairs, Community Small and Medium Enterprise Development and was part of the coordinating team that raised food and clothes for the shelter to cater for the survivors. The Commission will continue to monitor the progress of the criminal cases against Madzibaba Ishmael in 2025.

Province	Districts Covered and ward	
Manicaland Province	Chipinga	Mt Selinda (Designated) Emerald Ward 19, Jersey Ward 19, Tamandai Ward 14)
	Chimanimani	Cashel, Rusitu and Chikukwa
	Mutasa	Chisuko, Hauna, Penhalonga
	Mutare	Forbes (Designated) Sakubva, Pabako
Masvingo Province	Chivi	Ngundu Growth point
	Chiredzi	Chiredzi
	Chiredzi South	Mahlanguleni
		Chilohlela
		Dumisa
		Sango (Designated)
		Chikwarakwara (Designated)
Mash-Central Province	Mt Darwin	Mukumbura (Designated Port)
	Mbire	Kanyemba (Designated Port)
		Chidodo (Undesignated Port)
	Rushinga	Nyabawe (Undesignated Port Village)
	Bindura	Bindura (Provincial Capital and Economic Hub)

Key informant interviews and focus group discussions were the preferred methods of collecting the data for the research.



Focus Group Discussions with cross border traders in Chiredzi, Masvingo Province

The preliminary findings revealed that women do not have access to travel documents owing to the cost of the same (USD170). The Registry that dispenses these documents is often far away from where they reside such as distance between Mukumbura border post in Mt Darwin district and Bindura in Mashonaland Central as well as distance between Sango border post in Chiredzi and distance to Masvingo. Because of the lack of documentation, it was noted that women end up using undesignated ports of entry which exposes them to abuse in the form of rape and robbery.



Focus Group Discussion being led by Director Legal, Complaints Handling and Investigations with female Cross-Border Traders in Chikwarakwara, Chiredzi, Masvingo Province

It was also discovered that women do not have access to capital to fully invest and expand their business and trade. Allegations were raised that they face harassment from border officials and transport operators. They also allege that they face sexual abuse from security detail operating along border lines both within and outside Zimbabwe despite that fact that any person can pose as a soldier or police to exploit the vulnerable women. It was also an issue on the lack of information on border regulations especially when it comes to taxes and duty



Focus group discussion with female cross border traders at Emerald ward 19, Chipinge, Manicaland Province

There is need for advocacy for the provision of easily accessible border passes acceptable in Zimbabwe and its neighboring countries to cater for locals who do not have passports. Additionally, the Commission can facilitate engagement with the Zimbabwe Women's Bank as well as Ministry of Women Affairs, Community, Small and Medium Enterprises to capacity build the women on accessing loans and capital to strengthen their capacity to mobilize and manage their resources.



Chairperson Commissioner Mukahanana-Sangarwe and Vice Chairperson Commissioner Matshalaga with an official from Department of Immigration at Mukumubura Border Post, Mashonaland Central Province

4.6 LEGAL ADVICE OFFERED

The Legal Unit is mandated to offer legal advice and support services to the Commission. This is also achieved through the drafting of legal opinions and correspondences to other organisations. To this end the Unit submitted legal opinions on the Criminal Laws Amendment (Protections of Children and Young Persons) Act. It also made follow-ups with the Ministry of Justice on its enactment and passage through parliament through correspondences. Another opinion was drafted on issue of Compensation for rape victims.

It also advised the Commission on the resuscitation of the Gender Equality Bill and the gaps in the law that need to be addressed which is still an ongoing process until it is enacted. The unit further supported BATA Shoe Company and Verify Engineering in reviewing their Gender and Sexual Harassment Policies in line with legislative and constitutional provisions. It also drafted memorandums of agreement that were entered into by the Commission with organisations such as the Zimbabwe Council of Churches and the Zimbabwe Anti-Corruption Commission and other stakeholders.

The unit advised the Commission on lease agreements entered for four provincial buildings

in Gweru, Bulawayo, Mutare and Masvingo. Similarly, it reviewed a contract for the purchase of a building in Harare for the Commission.

Working hand in hand with the Complaints Handling and Investigations unit, legal advice was also offered to walk in, call centre, hotline or online clients in all provinces as illustrated in the following chart:



The majority of the clients enquired on matters of family law with divorce, property sharing and maintenance ranking high on the most sought-after advice. However, it is recommended that the Commission intensify its efforts to disseminate information on the new Marriage Laws and strengthen its referral system to offer more tangible assistance to its clients.

4.7 SERVICING COMMISSION MEETINGS

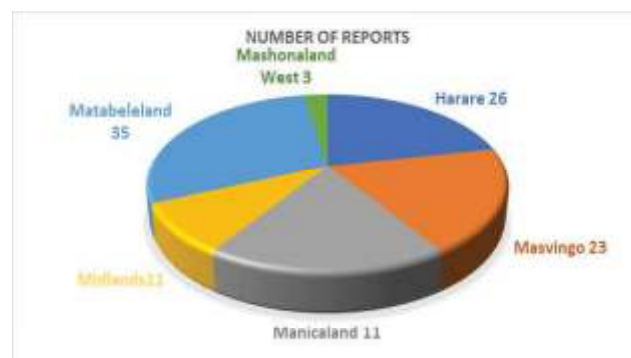
During the year, and in line with statutory provisions 4 Commission meetings were held and supported with legal secretarial services and serviced by the unit. Critical resolutions were passed during the meetings which occurred on the tabulated dates:

passed during the meetings which occurred on the tabulated dates:

Commission Meeting Number	Date
1	16 April 2024
2	30 July 2024
3	31 October 2024
4	12 December 2024

4.8 LEGAL REPORTS

A total of 120 reports were compiled during the year on various activities engaged. Summary of the reports is detailed in the table.



In summary the reports were obtained through the following activities:

- Legal Desks maintained at national exhibitions such as the Zimbabwe International Trade Fair in Bulawayo and the Zimbabwe Agricultural Show in Harare. They also covered events of national importance such as the Zimbabwe Gender Commission Annual Gender Forum.
- The Legal Unit was part of the team in the stakeholder consultations on the International Covenant on Economic, Social and Cultural Rights State Party.
- Input into Investigation reports produced namely National Handling Services as well as preliminary reports on cases including Mlezu Schools of Agriculture, Bindura University, Chivhu School of Nursing, BATA Shoe Company and Muriel Mine.
- The thematic working group on Gender, Legal and Constitutional Issues was held with an Extra Ordinary Thematic Working Group on the Gender Equality Bill being convened on the 6th of August 2024 to resuscitate the bill which will be presented to the Minister for buy in and transmission into the law-making process.
- Seminars facilitated on the Legal Frameworks on Sexual Harassment and legal issues relating to gender and GBV.
- Events attended by the Legal Unit on behalf of the Commission.



The Legal Team in action

4.9 OTHER ACHIEVEMENTS

1. The resuscitation of the Thematic Working Group on Legal, Constitutional and Gender Issues was successful with an additional Extra- ordinary Thematic Working Group being convened on the Gender Equality Bill.
2. The Commencement of the Process of enacting the Gender Equality Bill

5. GOVERNANCE AND ADMINISTRATION PROGRAMME

Overall, the governance and administration programme plays a pivotal role in providing the much needed support to the afore-mentioned two programmes to ensure smooth and seamless functioning of the Commission. Hence it ensures the establishment of mechanisms, systems, principles and best practices are in place to facilitate effective, efficient and timeous management of resources, aimed at ensuring accountability and transparency to stakeholders, ultimately contributing to good governance and efficient service delivery. Therefore, this programme is under the purview of the Finance, Administration and Human Resources department.

5.1 CORPORATE GOVERNANCE

The Zimbabwe Gender Commission (ZGC) has an appropriate structure in line with the dictates of good corporate governance that ensures that the mandate of the Commission is discharged efficiently and effectively. As at 31 December 2024, the Commission had a full complement of Commissioners (9) following the filling of three vacant positions towards the end of 2023. As dictated by the Public Entities Corporate Governance Act (Chapter 10.33), the Commission produced and adopted a Board Charter which outlines how the Commission conducts its business.



5.1.1 COMMISSION MEETINGS

ZGC is mandated to hold meetings quarterly to discharge its business in terms of the First Schedule (Section 3 (3)), paragraph 6 of the ZGC Act (Chapter 10:31). Four meetings were conducted during 2024 and the National Gender Forum was Convened as this is also the Annual General Meeting for the Commission.

5.1.2 STRATEGIC PLANNING

In conformity with the Integrated Results Based Management (IRBM) approach, ZGC had a reviewed Strategic Plan running from 2021 to 2025 which was aligned with the National Development Strategy 1 (NDS1). The Strategic Plan was reviewed in November 2024 and was facilitated by experts from the Public Service Commission Academy.

5.1.3 PERFORMANCE CONTRACTS

Also, in compliance with the IRBM philosophy, ZGC Directors signed performance contracts with the Chief Executive Officer (CEO), and in turn the CEO signed a performance contract with the ZGC Chairperson. Equally, the Chairperson signed a performance contract with His Excellency, The President of the Republic of Zimbabwe.

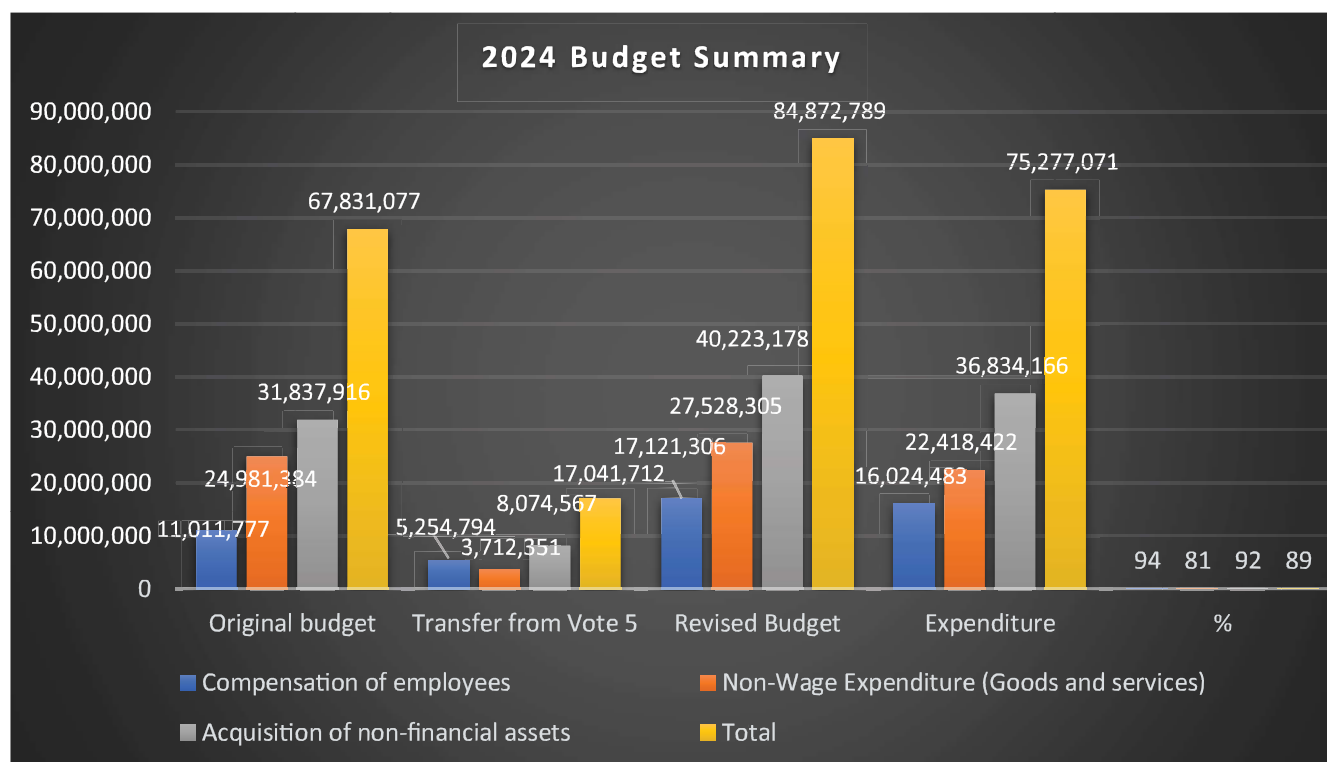
5.2 FINANCE

In accordance with the Programme Based Budgeting (PBB), a sub component of the Results Based Budgeting (RBB), one of the pillars of IRBM, ZGC 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.

Budget Performance

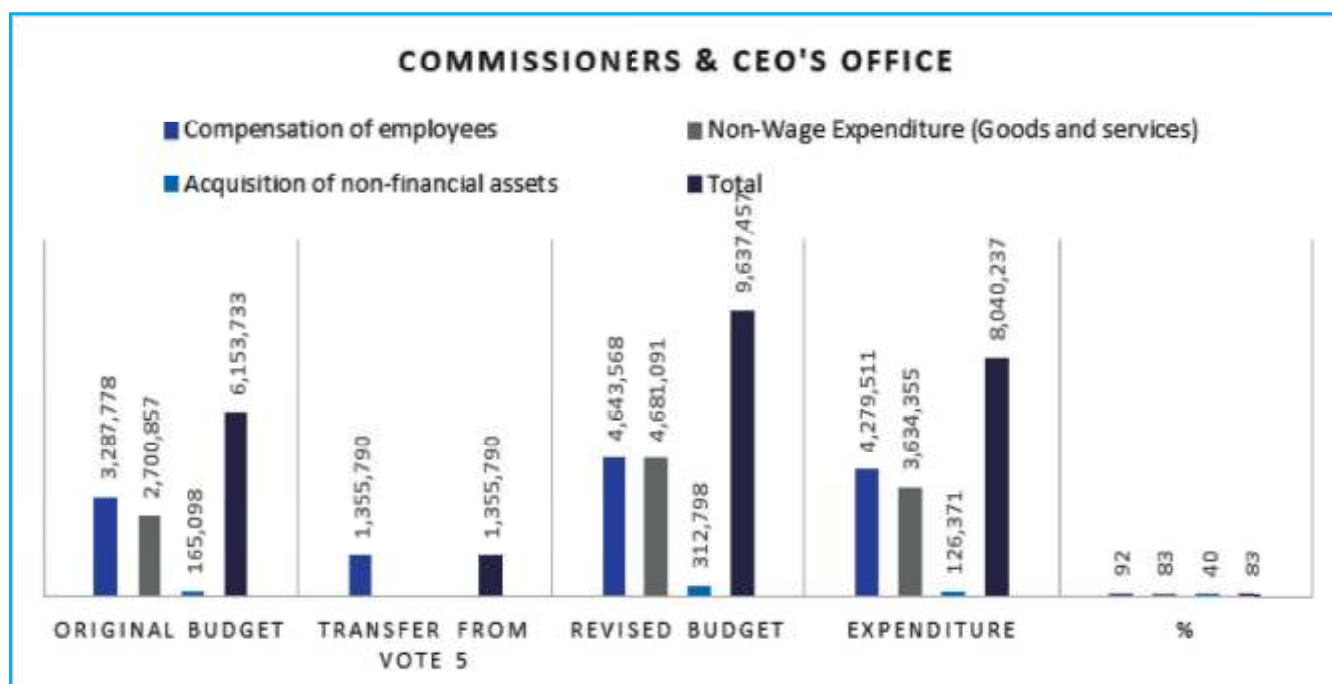
Zimbabwe Gender Commission 2024 Budget Summary



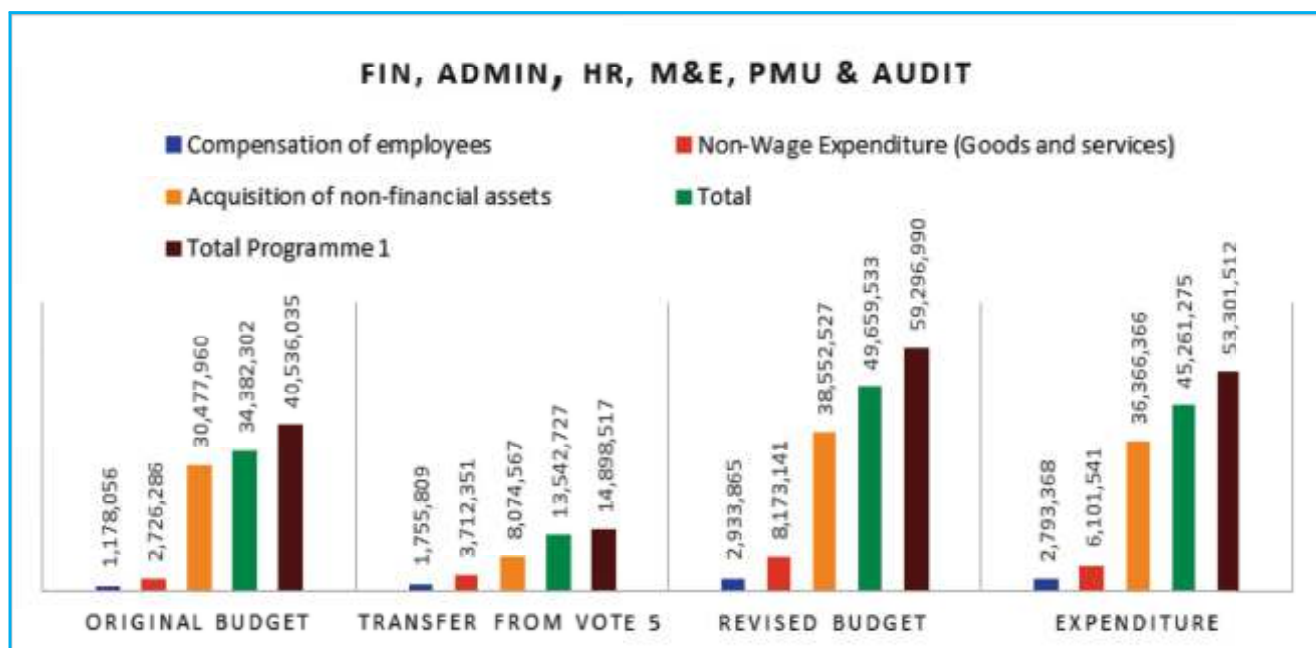
The summary of expenditure as of 31 December 2024 according to programmes is as follows:

Programme 1: Governance and Administration

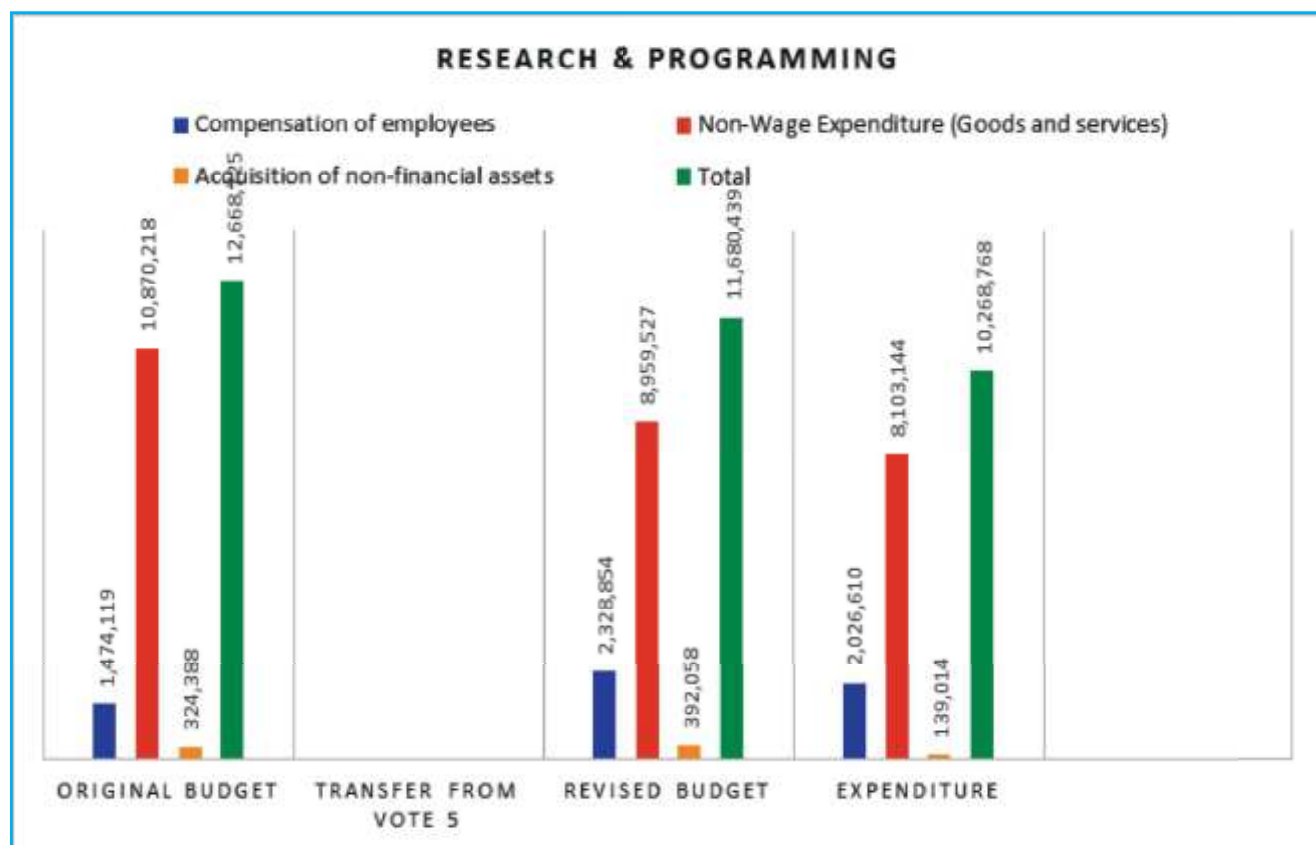
Sub-programme 1: Commissioners and CEO's Office



Sub-programme 2: Finance, Administration, Human Resources, PMU, Audit, PR, M&E, IT

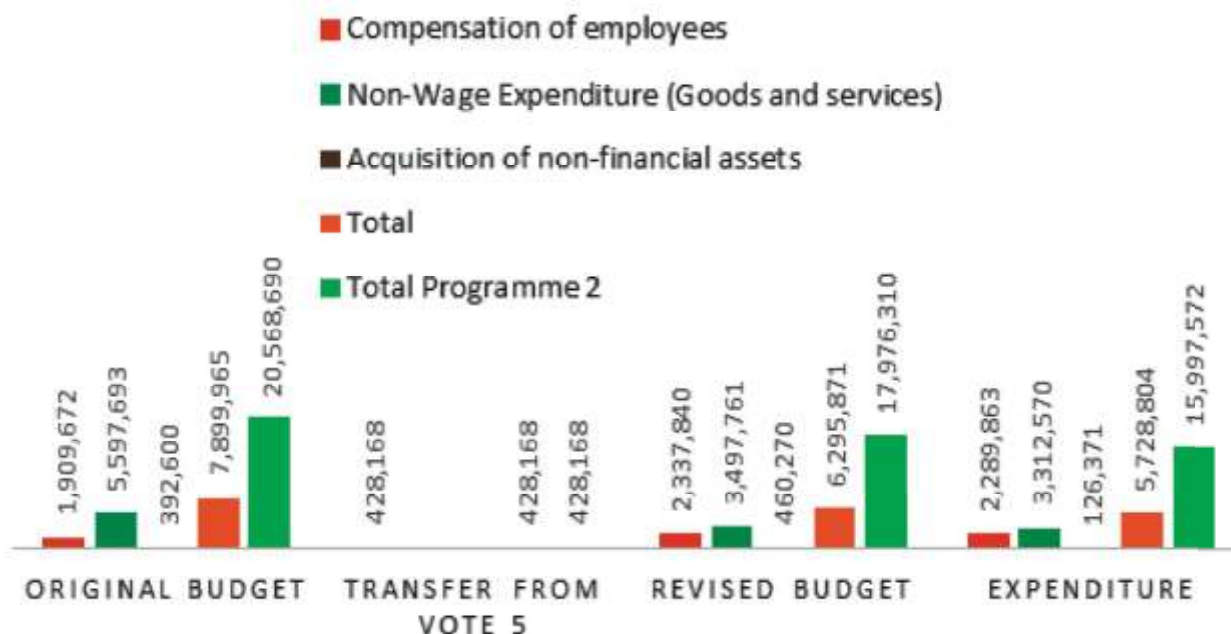


Programme 2: Gender Equality Promotion
Sub-programme 1: Research and Programming



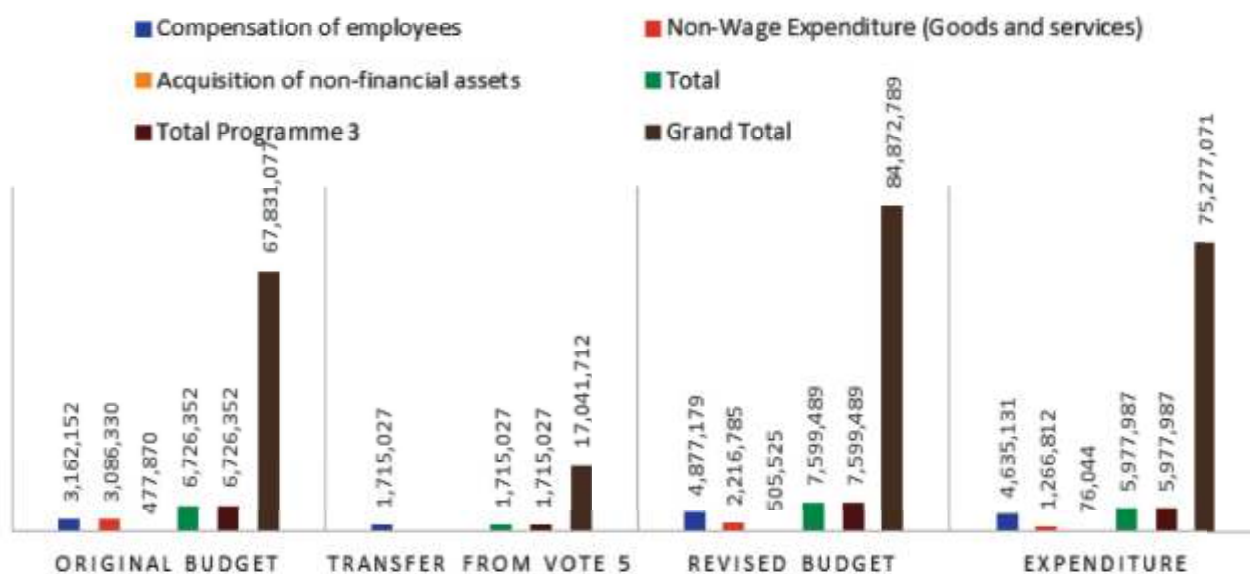
Sub-programme 2: Public Education and Information

PUBLIC EDUCATION AND INFORMATION



Programme 3: Legal and Investigation Services

LEGAL AND INVESTIGATION SERVICES





The Commission was allocated an original budget of ZWG67,831,077 and ZWG\$17,041,712 from Unallocated Reserve giving a total of revised budget of ZGW84,872,789. A total expenditure of ZWG75,277,071 was recorded for the period under review (January to December 2024) and this constitute 89% of the entire revised budget.

5.3.1 Adoption and Implementation of IPSAS

The Commission managed to submit to Treasury the 2023 Transitional International Public Sector Accounting Standards Accrual based Financial Statements.

5.4 ADMINISTRATION

5.4.1 Office Space

The Commission secured office space for four (4) new Provincial Offices which are Mash West, Manicaland, Midlands and Masvingo Province.

5.4.2 Assets Verification

The Commission conducted asset verification and tagged assets at the Head Office and all Provincial Offices (Bulawayo, Masvingo, Manicaland, Midlands and Mash West Province)

5.5 PROCUREMENT

The Procurement Management Unit (PMU) is responsible for all the Commission's procurement activities in accordance with the Public Procurement and Disposal of Public Assets Act (PPDPA) (Chapter 22:23). The main objective of the PMU is to ensure that the procurement of all goods and services is done in a manner that is transparent, fair, competitive, and cost-effective to ensure value for money. The following milestones were realized during the year.

5.5.1 Purchase of Head Office Building

The full purchase price for the procurement of Nestle Building amounting to USD 2,099,000.00 was paid by Treasury at the end of the year. However, the conveyancing fees remained outstanding on 31 December 2024. The Conveyancers have started working on the transfer of ownership from Nestle Zimbabwe to the Zimbabwe Gender Commission. The process is expected to be finalized by the first quarter of 2025.

5.5.2 Vehicles

The Commission procured 14 Isuzu DMAX double cabs that were all delivered during the period under review.

5.5.3 Procurement of Office Equipment and Tools of Trade

As per the 2024 Annual Procurement Plan and Budget, a tender for staff equipment valued at USD168,423.00 was done during the fourth quarter. These devices include desktop computers, laptops, printers, tablets, and mobile phones. Complete delivery of the equipment is anticipated in the first quarter of 2025.

5.6 HUMAN RESOURCES

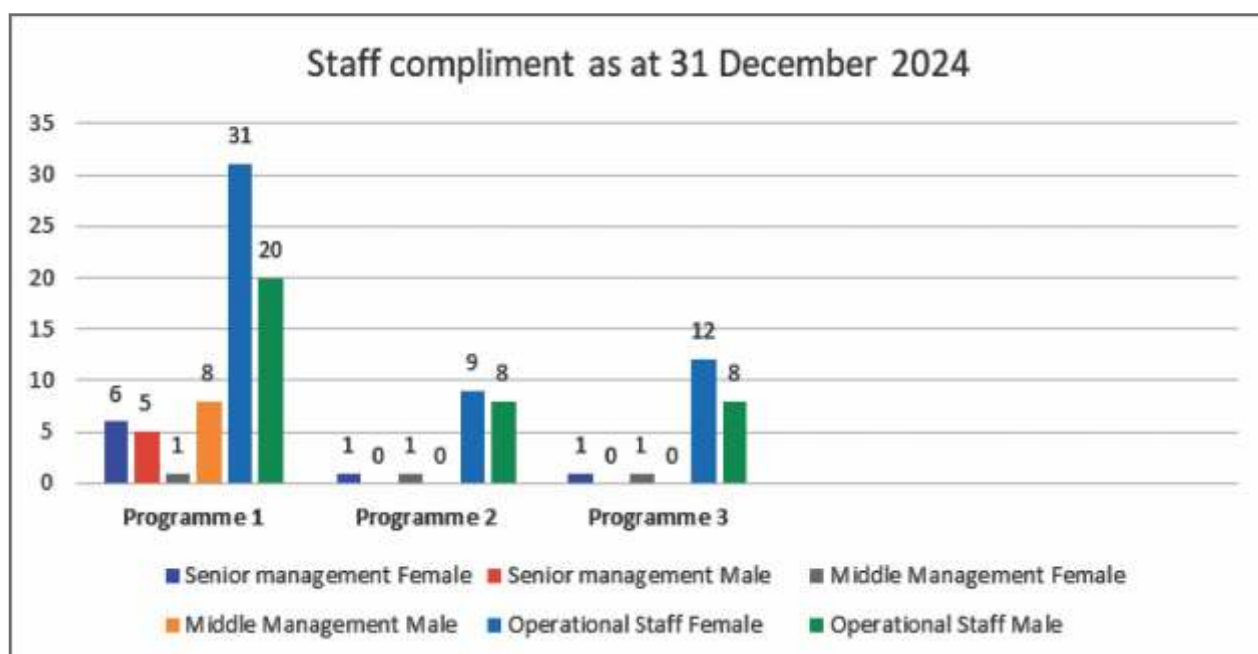
The purpose of the Human Resources Unit is to manage and support the organization's

workforce. Key functions typically include; Recruitment and Staffing, Employee Relations, Training and Development, Performance Management, Healthy and Wellness, Compensation and Benefits, Compliance and Organizational Development. Overall, the Human Resources Unit plays a critical role in aligning workforce capabilities with organizational goals.

5.6.1 Zimbabwe Gender Commission Establishment

The Commission's approved structure has two hundred and twelve posts; however, one hundred and twenty-seven posts have Treasury Concurrence. As of 31 December 2024, there was a staff complement of one hundred and eighteen (118), comprised of sixty-six (66) females and fifty-two (52) males, with percentages of 56% and 44%, respectively. Nine vacant posts are to be filled in the first quarter of the year 2025.

Staff compliment as at 31 December 2024 according to programmes of the Commission.



5.6.2 Training and Development

The Commission conducted thirteen staff training workshops throughout the year to enhance effectiveness.

5.7 INFORMATION TECHNOLOGY

Provide brief overview

The commission installed the internet in the newly established provincial offices namely: Bulawayo, Manicaland, Midlands and Masvingo Provinces. In response to the growing adoption of ICT initiatives, we conducted the Information Technology training for Head Office staff members. The Zimbabwe Gender Commission in collaboration with the Public Service Commission initiated the Human Resources Management Information System to aid human resources professionals in managing data.



5.8 PUBLIC RELATIONS

The Public Relations unit plays a pivotal role in shaping the Commission's public image and facilitating effective communication with stakeholders.

In 2024, the Public Relations department successfully enhanced ZGC's public image through exhibitions, expos, partnerships, and networking. Media management efforts included press releases, speeches, and conferences to amplify the Commission's mandate. Social media and networking programs were implemented to shape public perception, while awareness campaigns, including roadshows and promotional materials, educated communities on gender violations and best practices in promoting gender equality. Additionally, the department effectively managed stakeholder expectations and responded to inquiries, strengthening both internal and external relations.

Zimbabwe Gender Commission Social Media Presence

X (Twitter): 9,540 Followers | 1,510 Following

Facebook: 1.5K Likes | 2.3K Followers

Instagram: 1,059 Followers | 141 Following

LinkedIn: 682 Followers

5.9 MONITORING AND EVALUATION

The Monitoring and Evaluation (M and E) function within the Zimbabwe Gender Commission plays a critical role in ensuring that the Commission effectively fulfills its mandate to promote gender equality and empower all individuals, particularly women and marginalized groups. The unit has the following key functions:

1. **Technical Support:** The M and E Unit provides essential technical support on monitoring and evaluation methodologies, data collection techniques, and analysis.
2. **Assessment of Gender Policies and Programs:** M and E is crucial for evaluating the effectiveness of gender-related policies and programs implemented by the ZGC.
3. **Development and Tracking of Indicators:** The unit regularly monitors key performance indicators (KPIs) that track progress toward gender-related goals and targets. These indicators provide a standardized framework for assessing the Commission's impact and measuring gender equality outcomes.
4. **Reporting Progress:** The M and E Unit is responsible for providing timely reports on progress toward set goals, thus ensuring accountability and transparency.

Major Achievements

The unit effectively fulfilled its functions in the following areas:

- I. Conducted client and employee satisfaction surveys.
- II. Monitored and evaluated Commission's programmes such as the Investigative Research Program at designated and undesignated border posts, National Gender Forum and Mobile One Stop Centre programme.
- III. Strengthened internal service delivery mechanisms.

Recommendation

Based on continuous monitoring and periodic evaluation of the Commission's programs, the M and E unit made several recommendations to ensure program improvements focusing on

Enhancement of Investigative Approaches, Programme Coordination and Management as well as Responsive to Client Concerns and Employee Feedback.

6. SUMMARY/CONCLUSION

The Zimbabwe Gender Commission (ZGC) made significant strides in 2024 toward advancing gender equality through initiatives such as monitoring compliance with gender-balanced appointments, conducting gender audits of political parties, launching the 2023 Gender Observatory Report, and hosting the National Gender Forum on climate change. The Commission strengthened advocacy for women's political participation, addressed systemic barriers like violence against women in elections (VAWE), and promoted gender-responsive disaster management and climate resilience. Despite these achievements, persistent challenges such as gender imbalances in leadership, structural barriers in political participation, and the disproportionate impact of climate change on women underscore the need for continued legal, policy, and societal reforms to achieve substantive equality.

6.1 Key Challenges

1. Gender Inequality in Leadership. Persistent underrepresentation of women, youth, and persons with disabilities in decision-making roles.
2. Weak Enforcement of Gender Laws. Lack of penalties for non-compliance with gender equality provisions in political and economic sectors.
3. Climate Change Impact. Women bear disproportionate burdens due to environmental degradation and limited access to resilience resources.
4. High GBV and Child Marriages. Cultural norms, poverty, and weak reporting mechanisms continue to perpetuate violence and exploitation.
5. Resource Constraints. Inconsistent funding, decentralized structures, and inadequate tools of trade hinder operational efficiency.

6.2 Key Recommendations

1. Legal Reforms. Enact a Gender Equality Act mandating 50% women's representation and criminalize VAWE/VAWP.
2. Electoral System Review. Replace the First-Past-the-Post system with Proportional Representation to enhance inclusivity.
3. Climate Action. Integrate gender perspectives into climate policies and empower women in resource management.
4. Strengthen GBV Response. Decentralize legal/health services, establish one-stop centers, and raise awareness on reporting mechanisms.
5. Funding and Capacity Building. Prioritize gender-responsive budgeting, improve data collection, and train institutions on gender mainstreaming.

The ZGC's 2024 efforts highlight progress but emphasize the urgency of systemic reforms to address entrenched inequalities and foster sustainable gender equity in Zimbabwe.

ZGC 2024 HIGHLIGHTS

ZGC assessed gender impacts of floods in Budiriro and Kuwadzana.



ZGC and ZACC meet to establish MOU for collaboration.



ZGC observed 2024 by-elections across multiple regions.



Commissioner Mauye presented at the Sexual Harassment Policy launch.



ZGC went regional, meeting provincial ministers in Mutare, Masvingo, Midlands, and Mashonaland-West



ZGC commemorated International Women's Day in Shurugwi



ZGC investigates gender issues at Madzibaba Ishmael's farm.



ZGC aids girls from Madzibaba Ishmael's farm with supplies.



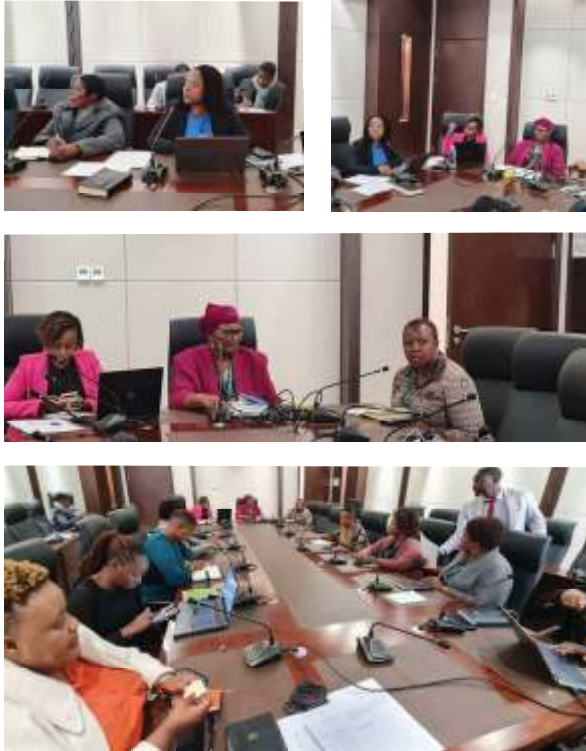
ZGC promoted gender equality at Murehwa Chief's Indaba.



ZGC mobile centers served remote areas: Vhimba, Nyanga, Chimanimani, Burma Valley.



ZGC presented on GBV to the Portfolio Committee at Parliament, Mt Hampden.



ZGC and Raoul Wallenberg Institute signed MoU for gender equality.



Over 1000 attended ZGC's Mutare male symposium.



ZGC's new vehicles commissioned by Commissioner Obert Matshalaga.



Masvingo Provincial Gender Forum 2024 in pictures



Bulawayo Provincial Gender Forum 2024 in pictures



Commissioner Obert Matshalaga keyed the Manicaland Gender Forum in Buhera.



ZGC forum tackled mining-related issues in Mberengwa.



ZGC Provincial Gender Forum in Mashonaland East at BSPZ Hall, Mtawatawa Business Centre UMP in pictures.



ZGC Mashonaland Central Provincial Gender Forum at Kakora Primary School in Chiweshe, Mazowe District in pictures



Matabeleland North Provincial Gender Forum at Baobab Hotel Hwange District, with the pleasure of our esteemed commissioners.



Harare Provincial Gender Forum held in Chitungwiza St Mary's Huruyadzo Hall.



ZGC held provincial forums on gender, environment, and climate change, culminating in a national forum in Gwanda



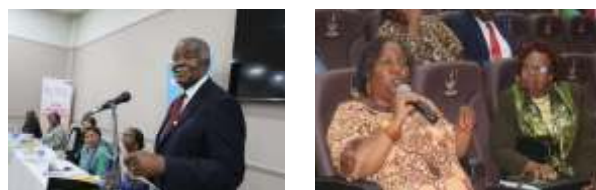
ZGC launched the 2023 Election Gender Observatory Report with support from UNDP Zimbabwe and the United Nations in Zimbabwe.



ZGC launched the 2023 Election Gender Observatory Report with support from UNDP Zimbabwe and the United Nations in Zimbabwe.



ZGC in partnership with the University of Zimbabwe, at the International Blended Conference on the 21st Century Male Figure in Africa.



ZGC, in partnership with the City of Harare and other stakeholders, conducted 16 days of activism against gender-based violence at Africa Unity Square.



ZACC, ZHRC, and ZGC host a dialogue on corruption, gender, and human rights.



Images from ZGC's gender awareness & dialogue roadshows: Mabvuku-Harare, Muzarabani Centenary, Shamva, Chitungwiza-Nyatsime, Hwedza, and Chikomba-Muzarabani Centenary, Shamva, Chitungwiza-Nyatsime, Hwedza, and Chikomba-Chivhu.



ZITF 2024 IN PICTURES



ZITF 2024 IN PICTURES



ZAS 2024 IN PICTURES



Margaret M. Mukahanana-Sangarwe
Chairperson - Zimbabwe Gender Commission









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Harare

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REGIONAL OFFICES

• Midlands Region

Address: MIPF Building (Nkabazwe Centre), No. 57, 7th Street, Gweru

Tel: +263 713 593 278

• Bulawayo Region

Address: 1st Floor, First Mutual Building, Cnr 9th Avenue & Joshua Nkomo Street, Bulawayo

Tel: +263 29 288 0557 | +263 719 554 462

• Manicaland Region

Address: Main Street & Mugabe, Old First Mutual Building, 1st Floor, Office 107, Mutare

Tel: +263 777 538 341 | +263 772 588 488

• Masvingo Region

Address: Main Post Office Building, Opposite Nyaningwe Supermarket, No. 48 Hughes Street, Masvingo

Tel: +263 719 554 470

• Mashonaland West Region

Address: Chinese Complex, Block 3, Office No. 40, Chinhoyi

Tel: +263 719 554 471

ZGC CALL CENTRE – TOLL-FREE LINES

• Report any gender-related violation:

• TelOne: 08004508

• Econet: 08080644


• NetOne: +263 718 222 210


• Telecel: 0803555

WhatsApp number: 0719 554 465


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