Zimbabwe Gender Commission

PRESS STATEMENT

ZIMBABWE GENDER COMMISSION COMMENDS PUBLIC SERVICE COMMISSION FOR INTRODUCING BREASTFEEDING TRAVEL POLICY

The Zimbabwe Gender Commission (ZGC) commends the Public Service Commission (PSC) for introducing a policy allowing breastfeeding public servants to travel with their babies and a baby minder on approved official trips within Zimbabwe.

Issued on 23 October 2026, the policy recognises the challenges faced by breastfeeding mothers in balancing professional responsibilities and childcare, while promoting gender-responsive and family-friendly workplaces.

The policy gives practical effect to the constitutional principles of gender equality and the protection of women's rights, particularly:

- Section 17 (Gender Balance): Requires the State to promote gender balance and women's full participation in all spheres of life.
- Section 56 (Equality and Non-Discrimination): Guarantees equality before the law and prohibits discrimination, including on the grounds of sex and gender.
- Section 80 (Rights of Women): Guarantees women equal dignity and opportunities with men in political, economic and social activities.

Under the policy, eligible public servants with children up to two years old may travel with their babies and a minder on approved official trips. The relevant Ministry is responsible for the minder's transport, meals and accommodation costs, subject to established approval procedures and budgetary provisions. The minder must be at least 18 years old, and applicants must submit a written request with supporting documentation.

The Commission encourages all Ministries, Departments and Agencies to ensure the effective implementation and communication of the policy so that eligible employees can access its provisions. It also calls for continued review of workplace policies to strengthen support for breastfeeding mothers and promote work-life balance.

The Zimbabwe Gender Commission commends the Public Service Commission for its prompt and timely response to the Commission’s advisory on this matter, and for prioritising the issue as an urgent gender equality concern requiring attention, particularly in addressing the challenges faced by breastfeeding mothers in the public service.

The Zimbabwe Gender Commission remains committed to promoting and protecting gender equality in accordance with its constitutional mandate under Section 246 of the Constitution of Zimbabwe.

For Gender Equality

For media inquiries and further information, please contact Chief Executive Officer Virginia Muwanigwa 0712899543/ 0772327955