



**Spotlight
Initiative**
*To eliminate violence
against women and girls*

Zimbabwe

Annual Narrative Programme Report

01 January 2021– 31 December 2021

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Spotlight Initiative in Zimbabwe

MPTF Office Project Reference Number:¹
00111645

Recipient Organization(s)

ILO
UNDP
UNESCO
UNFPA
UNICEF
UN WOMEN

Programme Cost (US\$)

Total Phase I approved budget as per the Spotlight CPD/RPD: \$33,029,279 USD

Phase I Spotlight funding:² \$30,000,000 USD

Agency Contribution: \$3,029,279 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)
UNDP	\$4,461,851	\$366,447
UNFPA	\$6,054,909	\$1,065,662
UNICEF	\$9,689,353	\$826,196
UN WOMEN	\$7,469,414	\$62,522
UNESCO	\$1,147,264	\$478,252
ILO	\$1,177,209	\$230,200
TOTAL:	\$30,000,000	\$3,029,279

Priority Regions/Areas/Localities for the Programme

Five Provinces - Mashonaland Central (six Districts), Mashonaland West (five Districts), Manicaland (five Districts), Matabeleland South (five Districts), Harare (two impoverished large urban settlements)

Key Partners

Government - Ministries of Women Affairs, Community, SME Development; Health and Child Care; Public Service, Labor and Social Welfare; Justice, Legal and Parliamentary Affairs; Home Affairs and Cultural Heritage; Finance and Economic Development; Education (Primary and Secondary Education; Higher and Tertiary Education, Science and Technology Development); Local Government, Public Works, and National Housing; Office of the President and Cabinet

Civil Society - Women's Rights Organizations, Women Community Groups, Disabled Persons Organizations, Faith-Based Groups, Human Rights Organizations, Children's Rights Groups

Independent Commissions and Oversight Bodies - Zimbabwe Gender Commission, Zimbabwe Human Rights Commission, Parliament of Zimbabwe, Anti-Domestic Violence Council, Public Service Commission

Private Sector, Academic Institutions, and the Media

Programme Start and End Dates

Start Date:
01.01.2019

End Date:
31.12.2022

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¹ The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page the [MPTF Office GATEWAY](#).

² The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#).

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List of Acronyms and Abbreviations

C4D	Communication for Development
CBOs	Community-based Organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country Programme
CSE	Comprehensive Sexuality Education
CSO	Civil Society Organization
CSRG	Civil Society Reference Group
DPOs	Disabled Persons Organizations
EUD	European Union Delegation
EVAWG	Ending Violence Against Women and Girls
GBV	Gender-Based Violence
GBVIMS	GBV Information Management System
GoZ	Government of Zimbabwe
HLPC	High Level Political Compact
HP	Harmful Practices
IP	Implementing Partner
JSC	Judicial Service Commission
LAD	Legal Aid Directorate
MICS	Multiple Indicators Cluster Survey
MIS	Management Information Systems
MWACSMED	Ministry of Women Affairs, Community, Small & Medium Enterprises Development
NGOs	Non-Governmental Organizations
NPA	National Prosecuting Authority
NSC	National Steering Committee
OPC	Office of the President and Cabinet
OPD	Organisations of Persons/People with Disabilities
PSEA	Prevention of Sexual Exploitation and Abuse
RC	Resident Coordinator
RUNOs	Recipient UN Organizations
SGBV	Sexual and Gender-Based Violence
SI	Spotlight Initiative
SOP	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
TOP	Termination of Pregnancy
VAWG	Violence Against Women and Girls
VFS	Victim Friendly System
WCoZ	Women's Coalition of Zimbabwe
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission

List of Acronyms and Abbreviations, cont'd:

- ZIMSTAT** Zimbabwe National Statistics Agency
- ZRP** Zimbabwe Republic Police
- ZRP VFU** Zimbabwe Republic Police Victim Friendly Unit

Executive Summary

The year 2021 marked a major milestone for the Zimbabwe Spotlight Country Programme (CP) with the launch and signing of a High-Level Political Compact on Ending Gender Based Violence and Harmful Practices by the Head of State, His Excellency President Emmerson Mnangagwa. This is one of the most strategic interventions in the CP and lays the foundation for the sustainability of the work implemented by the Spotlight Initiative (SI) in the country.

In 2021, the country continued to experience economic, climate and health shocks amid the COVID-19 pandemic, and gender inequalities continued to widen in the multi-hazard environment. There has been a downward trend in economic growth since 2010 and efforts to improve living standards and employment growth have been negatively affected by the combined effects of the economic challenges and the pandemic. Gender inequalities are present in all development sectors.³

During this reporting period the Spotlight CP focused on accelerated implementation to reach 100% expenditure of Phase I funds by 31, December 2021. As at the end of June 2021, the CP had reached a 93% implementation rate against the Phase I funds. In April 2021, the SI Inter-Agency Technical Team began the development of the Phase II country proposal and budget, which was approved by the Operational Steering Committee in August. As of July 1, 2021, the CP moved into an overlap between Phase I and Phase II. By the end of November, the SI Inter-Agency Team had developed an Exit/Sustainability Strategy for the CP, which was shared in early December with the Spotlight Heads of Agencies (HoAs) for review and guidance.

The SI continued to be implemented in a COVID-19 and humanitarian context. However, the easing of lockdown restrictions during the latter half of 2021 enabled agencies to combine physical and virtual modalities, and Implementing Partners (IPs) in Government, Civil Society, Media and the Private Sector began to fast-track many interventions which had been on hold, and which required physical workshops and seminars for effective engagement of participants in the finalization of Spotlight supported knowledge products, training manuals and Standard Operating Procedures (SOPs) for Gender-Based Violence (GBV) service providers and institutions, GBV and GBV-mitigation training programmes, national symposiums and seminars on key Spotlight issues, among others. As at the 31 October 2021, the Zimbabwe SI Phase I implementation rate was at 98%, and the programme reached 100% implementation of Phase I within the first quarter of 2022.

The Zimbabwe SI continued to support the delivery of essential quality services for GBV survivors and for the most vulnerable groups of women and girls in accordance with the Country Programme (CP)'s continued emphasis on the GBV-Humanitarian-Development nexus in the Zimbabwean context. The Zimbabwe Spotlight Mid-Term Assessment (MTA) found that the CP's responses to the COVID-19 pandemic had led to innovative solutions to increase access to GBV services including the expansion of GBV hotlines and the start of a new hotline for key populations; shuttle

and transport services for GBV survivors; mobile one-stop centres, among others. Cumulatively since 2020, Behaviour Change Facilitators conducting GBV surveillance and providing COVID-19 information had reached 3,195,833 (including 44,440 persons with disabilities) persons in the Spotlight districts.

The first Zimbabwe Civil Society National Reference Group (CSNRG) concluded its term of office at the end of June 2021 as per the Terms of Reference (TORs) for the group. The former members of the CSNRG contributed to the spread of key messages on early marriages and adolescents' Sexual and Reproductive Health Rights (SRHR) through an innovative Zumba campaign, Shaking Off GBV, and effectively participated in regional and global civil society platforms to make visible their contributions to the Zimbabwe SI. A new CSNRG was selected in November 2021, following a wide Call for Nominations. The new group includes members from two Spotlight Provinces (Manicaland and Matabeleland) broadening the group's geographic representation.

Zimbabwe's European Union Delegation (EUD) remained a champion of the Zimbabwe SI through its participation in various dialogues, Government platforms, media engagements and through contributions of ideas for increasing the country program's visibility. The EUD played a strategic role through the Spotlight National Steering Committee (NSC) in the achievement of the Zimbabwe Spotlight High-Level Political Compact on Ending Gender Based Violence and Harmful Practices.

Leave No One Behind (LNOB)

The Zimbabwe Spotlight MTA also noted that the Zimbabwe SI had strongly integrated the "Leave No One Behind" Principle. In 2021, Spotlight Zimbabwe continued to build meaningful engagement with Organizations of Persons with Disabilities (OPDs) to work with communities, women, and girls with disabilities and with community leaders in Spotlight districts. Emphasis was placed on creating a culture of inclusivity of women and girls with disabilities in their communities, and to spread more information on Gender-Based Violence (GBV) and Sexual and Reproductive Health Rights (SRHR) and Harmful Practices (HPs).

More than 600 women and girls with disabilities were reached with GBV and SRHR information and an estimated 300 community leaders, including chiefs, village heads, religious leaders, health care workers and school heads were engaged. In several of the community dialogues and training initiatives traditional leaders made commitments to ensure the inclusion of women and girls with disabilities in community gatherings and to work with other leaders and service providers to ensure that their GBV and SRHR needs, and concerns are met. An evidence-based guidebook on *Mainstreaming Disability in the Prevention of and Response to Violence against women with disabilities in Zimbabwe* was produced by Deaf Women Included, a civil society organization led by women with disabilities. The Spotlight-supported guidebook will provide service providers and community leaders with tools and guidance on how to provide accessible and disability inclusive services.

On the 9th of June 2021 the President of Zimbabwe launched the country's first National Disability Policy. Zimbabwe's SI supported the participation of women and girls with disabilities and Organisations for People with Disabilities (OPDs) in the highly consultative processes to ensure that their voices were amplified in the crafting of the national policy which enables the country's implementation of the UN Convention on the Rights of Persons with Disabilities.

Delivering as One - UN Reform

In the spirit of UN Reform, the six RUNOs implementing the SI in Zimbabwe developed a model of collaboration to ensure that the Country Program is delivered jointly. The Spotlight Civil Society National Reference Group (CSNRG) participates in this joint approach as members of the SI Inter-Agency Technical Team. The features of this model include: (1) RUNOs jointly develop the Terms of References (TORs) for SI interventions by sharing them among the agencies for inputs before they are finalized; (2) members of the SI Inter-Agency Technical Team are invited to participate in each agency's SI interventions – meetings, conferences, trainings, etc. – as technical experts on issues; (3) RUNOs built on and learnt from the ongoing Joint Programs in formulating the SI; and (4) RUNOs develop joint action plans for the synergy of interventions targeted at a particular institution/beneficiary.

The Spotlight Zimbabwe MTA noted that the country's SI has an efficient model of 'Delivering as One' and in 2021, agencies developed joint collaborations to deliver interventions. These joint collaborations make the best use of the UN technical expertise provided to the Spotlight partners to strengthen institutions, and the joint initiatives established an understanding among SI partners of how working together can strengthen results. For example, ILO and UNDP worked together on the development of a Sexual Harassment Policy for the Public Service Commission and UNFPA and UNICEF jointly collaborated on engaging the media. The media partnerships of both agencies were leveraged in the interest of Spotlight and enabled the initiative to reach editors and journalists to create and institutionalize standards for reporting on GBV and Harmful Practices.

Spotlight M&E and Knowledge Management

The SI Zimbabwe and Malawi Country Programmes organized in December 2021, the first Learning Exchange Visit between the two countries on the role Chiefs and Traditional Leaders can play in ending harmful practices and violence against women and girls. The Honourable Member of Parliament, Hon. Senator Chief Siansali of Binga led the Zimbabwe Spotlight Inter-Agency Team comprised of officers from UNICEF and UN Women on the visit to learn from the good practices and experiences of the SI in Malawi. Based on lessons learnt during the Malawi mission, SI Zimbabwe will develop a concept for the development of the Centres of Excellence for Chiefs and Traditional Leaders focused on the Elimination of GBV and Harmful Practices (Outcome 2, Strengthening Institutions). This intervention will be implemented during Phase II.

2021 Key Achievements

Notable overarching achievements in 2021, which were a culmination of strategic lobbying and technical and financial-supported interventions since 2020, include the following:

a. High-Level Political Compact

Zimbabwe became a pioneer in the Global Spotlight Initiative as the first country that has managed to launch and have signed a multi-sectoral, high-level compact on the elimination of Violence against Women and Girls (VAWG) (See more on the HLPC in the Results Section). The HLPC contains a Declaration, Commitments, a Plan of Action, and an M&E Framework which has indicators aligned to the Sustainable Development Goals (SDGs) targets, specifically in SDG 5. The Commitments made in the HLPC elevate gender equality, women's rights, and women's empowerment to the political agenda at the highest level of Government and it is aligned to Zimbabwe's National Development Strategy 1 (NDS1) and the Government's Vision 2030 blueprint to become a middle-income country by 2030. The Plan of Action and M&E Framework will be operationalized as Zimbabwe implements Phase II of Spotlight.

b. Forensics/DNA Analysis Lab Handover

On November 15th, the Minister of Home Affairs and Cultural Heritage, Honourable Kazembe Kazembe officially opened the Zimbabwe Republic Police (ZRP) Criminal Investigation Department (CID) Forensic Lab which was supported with DNA Analysis Equipment by the Spotlight Initiative.

The laboratory will contribute to the implementation of the 2019 Multi-Sectoral Protocol on the Management of Sexual Offences in Zimbabwe. DNA evidence from sexual offences cases can now be collected and analysed, thereby strengthening the justice delivery system. Zimbabwe had a backlog of over 1000 DNA samples which could not be analysed, delaying justice for SGBV survivors.

c. Enactment of the Data Protection Act 5 of 2021

This Act, passed in December 2021, provides Zimbabwe with one of the most comprehensive legal frameworks in the Southern African region which addresses online violence against women and children. Spotlight technically supported the drafting of the provisions; engaged in Parliamentary consultations; and lobbied various constituencies within Parliament and in other sectors to support and ensure the online violence provisions remained in the final Act.

d. National GBV Sexual Harassment Strategy

The Strategy for the Elimination of Sexual Harassment and GBV in the Workplace in Zimbabwe: 2021 – 2025 was launched during the 2021 16 Days of Activism by the Zimbabwe Gender Commission

(ZGC). It is a first-generation vision document on the elimination of sexual harassment and gender-based violence in the formal workplaces in Zimbabwe. The ILO Convention 190 informed the strategy development process and the Convention's principles, and guidelines are applied in the document.

e. **Epworth Pilot Safe Market and One-Stop Center**

The Spotlight Initiative unveiled in November 2021 the first model gender-responsive Safe market in Zimbabwe. Located at Overspill Shopping Centre in Epworth, an urban settlement in Harare Province, the market provides a safe and violence-free space for women to carry out their economic activities in the public spaces. It was officially launched on November 25th by the Ministry of Women Affairs, Community, Small and Medium Enterprises Development to mark the start of the 16 Days of Activism. At the same event, the Spotlight-supported One-Stop Centre in Epworth, a sprawling urban settlement, also was officially opened.

Challenges and Risks

The main challenges faced during 2021 included the following:

- Delays in the procurement processes for supplies, commodities, and equipment for strengthening GBV services. Suppliers cited COVID-19 restrictions, which resulted in the unavailability of consumables and inputs.
- The continued brain drains among service providers trained in Spotlight programmes reduces the gains made in providing quality health and other services to GBV survivors. In Phase II, SI will focus on institutionalizing training modules and materials into in-service and other curricular programmes for GBV service providers.
- Virtual meetings and trainings, specifically for government, private sector, and other stakeholders outside of the capital city, remains a challenge due to the lack of access to computers, internet access, and limited ICT infrastructure and reach.

The Spotlight Risks and Mitigation Framework (*ANNEX B*), as well as RUNOs and IPs engagement with relevant Government ministries and departments at national, provincial and district levels, continued to provide mitigation solutions to the challenges faced to facilitate the continued implementation of the SI.

Contextual Shifts and Implementation Status

Since 2019, Zimbabwe has become a multi-hazard environment experiencing successive droughts, humanitarian crises, food shortages and uneven economic reforms. The country's real Gross Domestic Product (GDP) continues to contract - an estimated 6.5 percent in 2019 and 7.4 percent in 2020.⁴ The COVID-19 pandemic compounded the effects of the humanitarian crises and shrinking economy, which disproportionately affected women and girls who are among the poorest and most vulnerable.

The strong gender equality and women's rights provisions in the Constitution have yet to translate into closing the inequalities and inequities between males and females. Women's and girls' vulnerabilities to all forms of Gender-Based Violence (GBV) and Harmful Practices (HPs) such as forced early marriages continue to be pronounced in all the humanitarian crises and development challenges faced by the country. According to a report presented by the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development (MoWACSMED) to Parliament in March 2021, teen pregnancies and early forced marriages have been on the increase since January 2021. Masvingo Province, for example, recorded 61 cases of teen pregnancies and 49 early child marriages within a two-month period and in Manicaland, one of the Spotlight Provinces, a Ministry Provincial official reported to the local media that during the prolonged closure of schools due to the COVID-19 lockdown, some 1000 girls in different districts had fallen pregnant and were married between March 2020 and January 2021.⁵

The 2019 Multiple Indicators Cluster Survey (MICS)⁶, the most recent prevalence data, shows that 39% of women reported being physically abused since 15 and 12%, between 15-49 years, had experienced sexual violence. Intimate Partner Violence is the most dominant form of violence in Zimbabwe.

The Zimbabwe Government remains attentive to the widening gender inequalities. In the country's new development plan, the National Development Strategy1 (NDS) (2021-2025) gender is mainstreamed and the NDS1 prioritizes gender equality to enhance women's participation in all development sectors.⁷

During Phase 1, the Zimbabwe CP timely responded to the emerging humanitarian crises and COVID-19 pandemic context in Zimbabwe through reflective flexible programming. This was a key learning in Phase I on how to programme in a multi-hazard and changing environment. Implementation of the CP in 2021 continued to focus on strengthening the GBV-Humanitarian-Development nexus approach for prevention and the delivery of quality essential services. In 2021, the Inter-Agency Standing Committee (IASC) 'GBV Pocket Guide' was translated into the local languages, Shona, and Ndebele, through support from the Spotlight Initiative enabling government,

4 See <https://www.imf.org/en/Countries/ZWE>

5 See <https://www.zimeye.net/2021/03/09/teen-pregnancies-haunt-manicaland/>

6 MICS incorporated for the first time the GBV module from the DHS.

7 Zimbabwe United Nations Sustainable Development Cooperation Framework 2022-2026

civil society, and other players in the humanitarian sector in Zimbabwe to have access to a tool to improve their response to GBV faced by women and girls in a humanitarian crisis.

The ease in lockdown measures and restrictions in 2021 facilitated the delivery of strategic interventions in the areas of Law and Policies and Strengthening Institutions which provide a strong foundation for sustainability of the Spotlight interventions and CP's strategic direction and objectives. The Zimbabwe SI also through the dissemination of knowledge, information, and campaigns to generate demand for services reached over 50,000 GBV survivors.

Strengthening the partnership with Government, which is the central player in the delivery of GBV/SGBV and SRHR services at the national, provincial and district levels in Zimbabwe, enabled the SI in Zimbabwe to continue to move. In 2020, during the COVID-19 lockdowns, Spotlight's partnership with Government led to the classification of GBV/SGBV services and community work as 'essential services.' This enabled Spotlight's Implementing Partners (IPs) and other gender equality and women's rights groups to react as quickly as possible, and to continue to shine a light on the negative impact of gender inequalities.

This strengthened partnership also led to Government Ministries issuing clearance letters to enable IPs to physically reach the most vulnerable groups of women and girls, especially women and girls with disabilities and their caregivers, and children most vulnerable to sexual violence and exploitation. These partnerships strengthened in 2021 with the CP exploring with the Judicial Services Commission (JSC) the feasibility of piloting virtual victim-friendly courts to reach women and girls in hard-to-reach areas, and the Government's Legal AID Directorate (LAD) is being strengthened to effectively deliver on its mandate to provide timely and adequate legal services to survivors of GBV and to develop a national LAD call center.

The partnership with Civil Society Organizations (CSOs) has illustrated a clear lesson on how with financial resources and consistent technical support and coordination, CSOs are the most strategic partners for reaching communities with Information, Education and Communications (IEC) materials; reaching the most vulnerable and hard-to-reach populations of women and girls; and for mobilizing community activism to end violence against women and girls and harmful practices.

In 2021, the CP made good progress in developing knowledge products, strengthening operational guidelines and in producing assessments for evidence-based programming and learning. More than 50 Knowledge Products were produced by SI Zimbabwe in 2021 and more than 90 have been produced since the CP started (*List of Knowledge Productions provided in ANNEX D, Section B*).

The Zimbabwe MTA noted that the CP is "one of the most effective in applying the 'new ways of working' according to UN reform, and that the strong model of collaboration and the coordination mechanisms created has led to greater efficiency (collaboration between different stakeholders received high scores in the online survey and 95% of respondents agree that the UN teams work

well together).⁸ The MTA goes on to link the effectiveness in the new way of working to the actual outputs of the Zimbabwe SI noting that by the end of 2020, four outcome areas were on track and the assessment predicted that the other two Outcomes (4 and 6) would catch up.⁹ In 2021, the SI Inter-Agency Technical Team continued to reflect in meetings on the findings of the MTA for planning for Phase II, but also to use the reflections and learnings to accelerate and consolidate the gains being made from sustained interventions in the six Outcome Areas.

All six Outcome Areas are on track and the accelerated push in 2021 moved the CP further in its delivery of Phase I interventions as evidenced by the Table below:

Table 1

Spotlight Initiative - Outcome areas	Implementation progress as of 31/12/2021
Outcome 1: Legal and Policy Framework	98.6%
Outcome 2: Institutions	99.1%
Outcome 3: Prevention and Norm Change	100%
Outcome 4: Quality Services	100%
Outcome 5: Data	100%
Outcome 6: Women's Movement	99.8%
TOTAL	100%

Moving forward into Phase II however, the SI Inter-Agency has identified the following, among others, as areas for strengthening the implementation of the Zimbabwe SI for sustainable gains:

- Institutionalization of all Guidelines, Protocols and Knowledge Products developed through pre-service trainings
- Strengthen and leverage on existing Government Coordination Mechanisms to continue the multi-sectoral approach to eliminating GBV and HPs
- Stronger initiatives to unpack the laws and policies for different target groups at national, provincial and community levels
- Strengthen the coordination mechanisms such as the Justice, Law and Order Sector (JLOS) and Victim-Friendly System (VFS) at provincial and district levels

⁸ Midterm Assessment Summary-Zimbabwe

⁹ Ibid.

- Upscale engagement with Parliament and Independent Commissions to reinforce their oversight role.
- Scale up and harmonize the response model, i.e., link static One-Stop Centers to community structures, mobile legal aid clinics, victim-friendly courts, etc.
- Strengthen the capacity of IPs for the inclusion of women and girls facing intersecting forms of discrimination in law and policy processes, State Party reporting, advocacy, and lobbying.
- Networking various constituencies for effective Movement Building.

Programme Governance and Coordination

a) National Steering Committee (NSC)

The Zimbabwe Spotlight National Steering Committee (NSC) is co-chaired by the Resident Coordinator and the Minister for Women Affairs, Community, Small and Medium Enterprises Development. Members of the Committee include the EU Ambassador, representatives from the Ministry of Finance and the Office of the President and Cabinet,¹⁰ a representative from the Swedish Embassy,¹¹ the six Spotlight RUNOs Heads of Agencies¹² and three representatives from the Zimbabwe National Civil Society Reference Group. The members of the Coordination team – Technical Coordinator, Coordination Program Associate, Gender & Disability Advisor from RCO, Finance Lead (UNDP), Spotlight Communications Focal Person (RCO) and Spotlight M&E Lead (UNICEF) – also attend and provide presentations and information to the NSC.

The overarching role of the NSC is to provide strategic oversight of the Zimbabwe CP and it is the body that approves the Annual Workplan, Budget Revisions and the re-programming of the CP. In 2021, the NSC held three formal meetings,¹³ but strategic ad hoc meetings were convened as the RC, HoAs and EU Ambassador played a pivotal role in providing oversight and guidance to the achievement of the Spotlight High Level Political Compact on Ending GBV and HPs. The NSC meetings consistently reviewed the acceleration in the delivery of the SI and performance in achieving results, providing guidance and ideas to the Spotlight Coordination team on how to strengthen communications and visibility. The NSC provides the strategic oversight of the implementation of the SI in accordance with the UN Reform in that the meetings have a specific focus on joint delivery and results.

¹⁰ Representatives from these two Government entities receive all notifications and documentation for NSC meetings but their participation in the meetings has been low; representatives at the technical level from the Ministry of Finance and OPC do participate in the Spotlight Inter-Ministerial Coordination meetings between the SI Inter-Agency Team and representatives from Government Ministries

¹¹ As an EU Member State and at the request of the EUD when the NSC was formed in April 2019.

¹² UNDP, UNESCO, UNICEF, ILO, UNFPA and UN Women

¹³ During the 2021 meetings, the Zimbabwe SI's Phase I Acceleration Plan, 2020 Annual Report, Phase II Annual Work Plan were among the key documents approved by the NSC.

b) Civil Society National Reference Group (CSRG)

The 15-member Civil Society National Reference Group (CSNRG) ended its term at the end of June 2021. In accordance with the Terms of Reference of the CSNRG, an open Call for Nominations was sent between September – October 2021 to a wide network of CSOs and individuals in civil society to enable more participation in this structure to enhance the meaningful engagement of civil society actors in the Spotlight Initiative. Outgoing CSRG members also could re-apply through the new Call.

A Consultative meeting, coordinated by the Spotlight Coordination Unit, was held with close to 50 representatives from civil society to explain the nomination and selection process and to highlight the achievements of the first Zimbabwe CSNRG. A Selection Committee, consisting of three former CSRG members and the director of Women and Law in Southern Africa (WLSA), one of SI IPs, met twice in November to select 10 of the 15-member group. The seats filled included Youth, Public Health, Women’s Movement, Academia, Faith-based, Trade Unions, Disabilities, HIV & AIDS, Children’s Rights and Key Populations. Seats to be filled by March 2022 are SRHR, Male Engagement, Human Rights, Private Sector and Laws and Policies. Four of the seats have been retained by former CSRG members and the new CSRG held their first meeting virtually in December 2021.

As one of its last campaigns before leaving office, Zimbabwe’s inaugural CSNRG held on July 31 a Zumba event as part of the “*Shaking Off GBV*” campaign. The campaign uses the popular form of exercise as a medium to raise awareness on GBV. The July 2021 event also focused on the Sexual and Reproductive Health Rights (SRHR) of young women and on the harmful impact of early marriages. The event was organized in partnership with the Zimpapers TV Network (ZTN) which livestreamed it on social media. More than 8,500 viewed the event on Facebook and 145 viewed it on YouTube.

To ensure the CSNRG’s participation in the SI’s governance and technical coordination structures, two (2) of its members join the SI Inter-Agency Technical Team and three (3) participate as members of the NSC. This participation has contributed to a greater understanding of the concerns, experiences and needs of the most vulnerable groups such as key populations and women and girls with disabilities as CSNRG members participating in the structures are members of these constituencies. SI Zimbabwe supported the CSNRG through a dedicated budget to facilitate their activities and their specific monitoring visits were facilitated through the Spotlight dedicated M&E budget.

c) Inter-agency coordination, technical committees, and other governance mechanisms

The Spotlight Inter-Ministerial Coordination Mechanism, hosted by the Ministry responsible for Women Affairs and chaired by the Ministry at the level of Permanent Secretary, was set up

by the Spotlight Technical Coordination Unit and the Ministry to serve as a platform for the SI Inter-Agency Technical Team and Government Ministries, including the OPC, to engage on the implementation and challenges of the SI in Zimbabwe. This mechanism was established early on in Zimbabwe (in the latter half of 2018). Workplans, progress reports and other key issues identified for harmonizing the work with the different Government ministries are discussed in this forum. The EU participates in the Spotlight Inter-Ministerial Coordination meetings and in 2021 used this forum to introduce and consult with Government ministries on its forthcoming Gender Action Program and Plan.

Although this forum should meet bi-monthly, only two meetings were held in March 2021 and July 2021 due to the intermittent COVID-19 lockdown measures and the impact of COVID-19 – civil servants were affected, and ministries offices closed- which impacted on the Ministry’s capacity to convene meetings. At the March 2021 meeting, the Spotlight Coordination unit focused the meeting’s agenda on the sustainability of Spotlight’s interventions by various government entities. The Ministries of Women Affairs, Primary and Secondary Education and the Judicial Services Commission, Public Service Commission and the ZRP gave presentations on (1) how the SI had strengthened their work on GBV, HP and SRHR, (2) what was unique about the partnership with Spotlight, (3) challenges faced and (4) how the entity would sustain the work. The SI Technical Coordinator provided this meeting with information and reflections on planning for Spotlight Phase II.

The Uniqueness of the Partnership with SI Zimbabwe

- Government and SI worked together to define priorities
- Technical support was provided throughout by SI
- Districts of focus for interventions were identified through empirical data

Zimbabwe Judicial Service Commission, March 2021

Other mechanisms for ensuring coherency and coordination for the joint delivery of the SI in Zimbabwe include the (1) Spotlight Coordination Team and (2) the SI Inter-Agency Technical Team. The Spotlight Technical Coordination Unit consists of the SI Technical Coordinator (UN Women), SI Program Associate (UN Women), SI M&E Specialist (UNICEF), SI Finance Lead (UNDP), SI Communications Focal Person (RCO) and Gender & Disability Advisor (RCO). This is an inter-agency team, led by the SI Technical Coordinator, and although the team does not sit together, it has effectively coordinated and implemented the various components of the Zimbabwe SI Country Program to ensure coherency in implementation, M&E and communications. Consolidated financial monitoring of the SI is done monthly to track the financial delivery.

The SI Inter-Agency Technical Team, led by the Technical Coordinator, includes the Coordination team members and the SI program focal specialists in the six agencies. At the time when the CP is monitoring and assessing results and developing the budgets for Phase I and Phase II, the team expands to include finance officers from the six agencies. This team jointly does the planning,

development of interventions, risks mitigation strategies and reflections on the learnings emerging from the program implementation. A member from the EUD and two members from the CSRG also join the SI Technical Team in these sessions when available. The SI Inter-Agency Technical Team conduct joint monitoring missions and contributed as a team to the HLPC's development. This way of working has contributed to agencies jointly coming together to deliver interventions and to an understanding of the SI by all the participating agencies. Agencies' knowledge of all areas of work in the CP has contributed to the cross-sharing of expertise, learnings and to building an innate understanding of the benefits of 'Delivering as One' and to the active application of the LNOB principle in the agencies' engagement and work with all SI partners.

In June 2021, the Spotlight Coordination organized a Joint Inter-Ministerial Monitoring visit in the five Spotlight Provinces providing the opportunity for Government officials (national, provincial and district), IPs in the Provinces and members from the SI Inter-Agency Technical Team to meet and share lessons, experiences, and challenges, and to visit SI projects. In the report on this mission during the July Inter-Ministerial Coordination meeting, one Government Representative said: "the experiences which I gained through the workshop with Implementing Partners followed by the field visits to project sites has enlightened my knowledge and appreciation of results of the SI program in the communities, and in different government departments like the Victim Friendly Unit. I am now in a better position to comprehend SI reports which we receive at Head Office."

d) Use of UN Reform inter-agency tools

In the implementation of the SI Zimbabwe, the six agencies have increased synergies in operations by leveraging on capacity assessments done by other agencies within the harmonized HACT financial framework and system to identify potential IPS and shorten processes; a common and updated capacity assessment has been used to identify areas for strengthening the capacity of civil society organizations to participate in the SI; during the COVID-19 pandemic the guidance and Standard Operating Procedures of the UN OMT were used by the agencies to guide the methods of working and engagement with stakeholders to ensure safety; the agencies leveraged on Long-Term Agreements of other agencies to save on resources; and there was a constant sharing of knowledge and expertise to assist with access to services which an agency may not have had internally.

Programme Partnerships

a) Government

The executive level of Government, Office of the President and Cabinet (OPC) is engaged in SI through representation on the Spotlight highest governance structure (NSC) and in the Inter-Ministerial Coordination Mechanism. The most strategic engagement with the OPC in 2021 was

the endorsement of the High-Level Political Compact on Ending GBV and HPs that was signed and launched by His Excellency, the President of Zimbabwe, in October 2021.

In Zimbabwe, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED) is lead Government Ministry partnering with the SI. The MWACSMED plays a key role for the implementation of Spotlight activities at the district level by coordinating the work of IPs and the ministry's District Development Officers serve as focal points for Spotlight interventions in the districts.

At the national level, the Ministry chairs the Spotlight Inter-Ministerial Coordination Mechanism, and has on occasion, facilitated bi-lateral discussions between the Technical Coordination Unit, a Spotlight RUNO and other Government ministries when challenges may arise in implementation of an intervention with a specific ministry. For example, as the country program developed the work of strengthening the forensics system in Zimbabwe, the Ministry convened the various Government at the request of the Technical Coordinator and responsible RUNO, to ensure that the government entity with the clear mandate for this work was supported through the SI. This created a clear line of engagement with the Zimbabwe Republic Police Criminal Investigation Department (CID) and government commitment through its matching contribution of financially renovating and creating the space for the forensics lab and through its capacity development plan to train more forensic scientists. In 2021, this Ministry led the inter-government technical team that developed the Spotlight High-Level Political Compact on Ending GBV and HPs.

Also, there is active engagement of other government line ministries supporting RUNOs in the different interventions implemented under the SI at the various levels. It is important to note that the SI has managed to integrate the LNOB principle in the partnership with all government ministries, Parliament, and other entities. The work with the Ministry of Public Service, Labour and Social Welfare, for example, is critical for the inclusion and implementation of SI's LNOB interventions to reach the most vulnerable groups, specifically women and girls with disabilities and their caregivers, and children and adolescent girls who experience SGBV. This ministry has the mandate for both groups. Another example is, the Zimbabwe Gender Commission is including the discrimination against women and girls with disabilities in its research areas for developing recommendations to Government and Parliament to reduce the intersecting forms of discrimination that increase this SI target group's vulnerabilities to SGBV.

The SI works with the following entities: Health and Child Care; Public Service, Labour and Social Welfare; Justice, Legal and Parliamentary Affairs; Home Affairs and Cultural Heritage; Finance and Economic Development; Education (Primary and Secondary Education; Higher and Tertiary Education, Science, Innovation and Technology Development); Local Government, Public Works and National Housing; OPC; the Parliamentary Thematic Committees, Zimbabwe Republic Police; Judicial Service Commission; National Prosecution Authority; independent Commissions such as the Zimbabwe Human Rights Commission (ZHRC) and the Zimbabwe Gender Commission (ZGC); and the Zimbabwe National Statistics Agency (ZimStat). The partnership with these entities

contributes to meeting the strategic objectives and to the implementation of interventions in the five outcome areas of the Spotlight Initiative.

b) Civil Society

The 55 Civil Society IPs, especially at the provincial and district levels, have enabled the programme to reach target beneficiaries at the community level and the most vulnerable groups of women and girls. The majority are national civil society organizations and the country program specifically targeted small community-based groups to build their capacity by working in consortiums with larger organizations. These community-based groups were active in convening community dialogues, as well as conducting door-to-door meetings with households on GBV and SRHR issues. Several of the IPs focused specifically on key populations, women and girls with disabilities and their caregivers, and religious sects as their constituencies, which increased the Zimbabwe SI's reach to the most marginalized groups. To fully integrate the LNOB principle into SI Zimbabwe's delivery, the six Spotlight UN agencies used this principle as part of the selection criteria for identifying and engaging civil society partners.

In Phase II, the partnership with these IPs will continue and will be consolidated to build on the footprints and foundation for community activism developed in Phase I. CSOs, especially those closer to the ground and communities, have been instrumental in the programme delivery during the COVID-19 by creating networks, advocacy platforms; increasing communities' knowledge of GBV, HP and SRHR issues and generating demand for GBV and SRHR services; establishing male engagement initiatives; and initiating dialogues and campaigns on harmful gender norms and cultural practices that violate the rights of women and girls.

The gender equality and women's rights organisations continued to strategically, at the national level, monitor and document the gendered dimensions of the COVID-19 pandemic, and to lobby for the strengthening of gender equality and women's rights provisions in the draft Bills and policy that moved slowly through Parliamentary procedures during the lockdowns. IPs from this sector are instrumental in law and policy reforms (Outcome 1) and in working with Government ministries and independent commissions to strengthen their technical knowledge to implement gender equality, GBV and SGBV programmes and plans (Outcome 2).

In 2021, Spotlight supported the Women's Coalition of Zimbabwe (WCOZ), the umbrella organization for gender equality and women rights activists, to bring together some 200 women activists and representatives from over 40 civil society organizations to develop a Movement Building agenda for advancing gender equality and women's rights. This agenda building initiative will be supported further in 2022 to strengthen the links between, for example, Organizations of Persons with Disabilities and gender equality and women's rights group, among others, to create momentum within civil society for the implementation of the High-Level Political Compact on Ending GBV and Harmful Practices, and for strengthening the development of an inclusive gender equality and women's rights activists agenda.

c) European Union Delegation

The European Union Delegation (EUD) is a strategic and technical partner of the Spotlight Initiative in Zimbabwe. At the national level, the EUD actively participates in the NSC, holds quarterly meetings with the Resident Coordinator and Spotlight Heads of Agencies to monitor progress of the implementation; and actively engages and exchanges ideas with the Technical Coordination team. In 2021, the EU was a strategic champion for the High-Level Compact on GBV in Zimbabwe and the EU Ambassador is one of the signatories to the document on behalf of development partners.

The EUD focal persons responsible for Spotlight regularly engage with the Technical Coordinator and team for information and required updates on any aspect of the SI in Zimbabwe. The EU is a member of the SI Inter-Agency Technical Team, attends all Spotlight Inter-Ministerial Coordination Mechanism meetings and participates in Spotlight Communications and Visibility activities.

d) Other Partners

Partnerships with academic institutions aided the SI in Zimbabwe to strengthen the capacity of key government and other officials in independent Commissions in areas such as gender and macro-economics, gender-responsive budgeting and developing GEWE M&E frameworks and systems. SI Zimbabwe strengthened its partnership in 2021 with the private sector for the development of GBV prevention and response workplace policies and strategies. Ten companies (nine private and one public company) partnered with the SI to develop and implement Sexual Harassment and GBV policies in line with international standards. In September 2021, the ten companies were convened in a breakfast meeting where they shared lessons, experiences and challenges in confronting GBV and Sexual Harassment and discussed possible actions to become a Community of Practice. The companies partnering with SI represent the financial, telecommunications, tourism, food & beverages, and agriculture sectors. A private sector industry roundtable also took place in 2021 to increase this sector's awareness of Online Violence and of the provisions in the Data Protection Act. The work with the private sector enables the SI to work with the tripartite constituencies of employers, trade unions and Government.

Results

Capturing Broader Transformations Across Outcomes

1. High-Level Political Compact on ending GBV and HPs

In 2021, the Zimbabwe Spotlight Initiative successfully achieved one of its major goals of placing GBV and HPs on the national development agenda. This was accomplished on 27 October 2021 when the President of Zimbabwe, His Excellence Dr E.D. Mnangagwa officially launched the High-Level Political Compact (HLPC) on ending Gender Based Violence and Harmful Practices

in Zimbabwe. The commitments and actions in the HLPC aim to ensure that women and girls realize their full potential in a violence-free, gender-responsive and inclusive society. The HLPC firmly elevates violence against women to the level of the Executive and places it on the country's political agenda.

Government's commitment to the HLPC was demonstrated by the high-level of Government officials at the launch and signing ceremony. These included the Vice President of Zimbabwe and Minister of Health, Dr C. Chiwenga, Dr. Sithembiso Nyoni, MWACSMEDs, Minister of Defence, Security and War Veterans, Honorable Oppah Muchinguri-Kashiri and other senior government officials from OPC and government Ministries. The UN Resident Coordinator, EU Ambassador, Heads of UN agencies, President of the Chiefs' Council of Zimbabwe, Development Partners, and representatives of CSOs and religious groups also attended.

The HLPC is a multi-sectoral document and was developed by an inter-governmental technical team as part of an All of Government approach. The main aim of the Compact is to promote continued political commitment and engagement of leaders at the highest level in a comprehensive response to the Elimination of Violence against Women and Girls (EVAWG) at the highest level and to ensure sustainability of initiatives when the SI ends. The content of the Compact has provisions on budgetary elements, service provision, law and policy and institutional frameworks on ending GBV and HPs.

Strengthening the accountability to change, in addition to the President's signature on behalf of all of Government, the HLPC was signed by the chairperson of the Gender Commission representing all Independent Commissions, the UN Resident Coordinator on behalf of UN agencies, the EU Ambassador on behalf of development partners, the chairperson of the National Association of Non-Government Organizations on behalf of CSOs, the President of the Chiefs' Council of Zimbabwe on behalf of all chiefs and traditional leaders, and the Patron of the Zimbabwe Indigenous Interdenominational Council of Churches on behalf of religious leaders.

This Compact sets the framework for an overarching change in the approach to advancing gender equality and women's rights and in addressing GBV and HPs. In his address, the President reiterated this by noting that: "It is my conviction that accelerated, adaptive and innovative implementation of global, regional and national commitments as outlined in the Action Plan of this HLPC will lead to our ultimate aspiration of a Gender-Based Violence free society by 2030." The HLPC is aligned to the Government's Vision 2030 strategy which places it strategically within the framework of a major national development document. The HLPC is a strong national accountability tool for lobbying and working with Government to implement the gender provisions in the national Constitution and the gender international and regional normative frameworks. Once it is fully implemented, the Compact can significantly shift the financing of the national GBV response from development partners to Government through the national treasury.

The HLPC, which took over a year (since June 2020) of sustained efforts of lobbying at a high level and the provision of technical support to the MWACSMED, will lead to change beyond the

individual SI Outcome Areas and reflects an integration of the Theory of Change for all the SI Areas. It is elaborated on in detail in this section because it provides the foundation for change across all the SI Outcome Areas and for sustainability.

The final document also reflects wide consultations with the SI RUNOs, the CSRG and CSO constituencies, the European Union and with a wide range of stakeholders participating in consultations on the HLPC in the five Spotlight Provinces. The principles of LNOB, Human Rights and Women's Rights as Human Rights are firmly integrated into the Compact's Commitments and in the approaches to be used to implement the Plan of Action. Spotlight Phase II will support the Government in the start of the implementation of the HLPC.

2. High-Level Political Compact on ending GBV and HPs

The Zimbabwe SI support to forensics and DNA analysis is a clear example of synergies between the crafted interventions in the CP across the Spotlight Outcome Areas. Forensic evidence significantly contributes to finding the truth, the preservation of the fair trial principle and to protecting the rights of the survivor in GBV cases. SI Zimbabwe applied holistic interventions that would target both technical and legal aspects of forensic analysis. These interventions included conducting a Legal Forensics Assessment (completed and validated) to identify the gaps in the legal and policy framework and the use of the assessment's findings to provide technical and evidentiary support to the Government for crafting provisions in the DNA and Evidence Bill (still being finalized) (Outcome 1); conducting a Technical Forensics Assessment (completed) to assess system capacity, bottlenecks, and barriers in collecting, analyzing, and presenting physical and digital forensic evidence related to sexual offences and to provide clear recommendations on down-, mid- and up-stream level on strengthening system capacity in Zimbabwe (Outcome 2) which lies within the Criminal Investigation Department (CID) of the ZRP; production of Forensics Guidelines for Sexual Offences and Training of the relevant ZRP staff (Outcome 2); procurement of supplies for forensic labs (Outcome 4). Extensive training on forensics evidence for ZRP officers and other key stakeholders will be conducted in 2022 in all five Spotlight Provinces. Government has shown its commitment of the initiative through the development of its own human resource development plan to increase the number of forensic experts in the country to sustain the new lab's operations.

In November 2021, the Minister of Home Affairs and Cultural Heritage officially opened the Zimbabwe Republic Police Forensic Lab in Harare, supported by the SI. The Government of Zimbabwe supported the initiative by constructing and refurbishing the facilities to house the new lab within the ZRP CID's headquarters in Harare. The new state of the art forensics lab contributes towards the implementation of the 2019 Multi-Sectoral Protocol on the Management of Sexual Offences in Zimbabwe. The Protocol requires all survivors of sexual offences to undergo medical examination to collect samples which the new lab can now analyze and use as evidence to support the justice system. Prior to the SI support, the ZRP Forensics Science Laboratory Unit had a backlog of more than 1,000 sexual assault kits that had not been processed and analyzed, because

it did not have the DNA equipment. The new equipment allows the lab to process up to 40 cases a day to clear the backlog and assure access to justice for survivors of sexual violence. Spotlight also supported the training of the ZRP Forensics team, and an expanded training program for ZRP officers and other key stakeholders will be rolled out in 2022 in the five Spotlight Provinces.

Reporting on the implementation of Participatory Monitoring and Evaluation (PME)

As part of the efforts to strengthen the program's M&E, the Zimbabwe CP adopted PME in line with Secretariat guidance. Participatory approaches were used when conducting monitoring activities with the Civil Society Reference Group (CSRG) members, joint field monitoring missions with RUNOs' technical staff and Spotlight inter-ministerial GoZ representatives.

The CSRG members conducted participatory monitoring in Matabeleland South Province. A one-day workshop with all CSOs implementing within the province was held which provided an opportunity for CSOs' synergies and collaboration as well as insights to the CSRG members on the interventions being implemented. This was followed by a field monitoring mission to project sites. A key learning from the visit was a better understanding and appreciation from the CSRG members on the interventions being implemented under Spotlight, as well as some of the results which were shared by beneficiaries and community cadres.

The CP conducted joint field monitoring visits with RUNOs technical team members and GoZ Inter-ministerial team members in all the five (5) Spotlight provinces. This included Government representatives from Head Office, Provincial, and District level. The mission provided an opportunity for Head Office officials to interact with communities, get feedback on the interventions, to have a common understanding on the SI CP interventions and results.

When the COVID 19 travel restrictions were in place, the CP managed to conduct PME through contracting of a Third-Party Monitoring (TPM) Consultant firm and the VIAMO mobile based monitoring platform.* The hired Consultant firm managed to travel to two districts of operation and interacted with different government stakeholders, community members and programme beneficiaries. Focus group discussions were held with community cadres and beneficiaries. The TPM provided a crucial gap filler. Key issues raised by the communities were immediately adopted such as the provision of communication allowance to community cadres to facilitate the smooth flow of information during COVID 19. VIAMO mobile based monitoring platform, further provided monitoring data from community cadres which was subsequently used to improve implementation during the COVID-19 lockdown period.

One of the key promising and good practices on participatory monitoring which the CP learnt was increasing interaction of CSRG members with Spotlight CSOs, as well as facilitating field monitoring visits to programme districts. This will be upscaled in 2022. In addition, joint inter-

ministerial field monitoring visits with RUNOs' technical team members proved to be crucial as government, RUNOs and CSOs jointly monitor the interventions and provide recommendations on what can be improved. An identified area for improvement in 2021 was the need to coordinate and strengthen the joint delivery of SI activities by Ips and Government at the provincial and district levels. This again is going to be upscaled in 2022. Below is a quote from a head office government official who participated in the monitoring mission:

"I have been reading reports from the Spotlight team on the different interventions being implemented. This field monitoring visit has been an eye opener and has put everything into perspective now. I understand and appreciate better the interventions and have seen the actual results on the ground at both individual and community level. As Government, we need more exposure to participate in the joint field monitoring visits."

Capturing Change at Outcome Level

Outcome 1: Legal and Policy Framework

The COVID-19 pandemic affected work in this area due to the closure of institutions like Parliament during the lockdown period. However, as restrictions eased during 2021, the SI CP made several strides in achieving progress in Outcome 1. The changes highlighted below are a culmination of work over the last two years.

- **Bills to protect the rights of children and girls**

The Zimbabwean Cabinet endorsed in August 2021 two Bills supported by the Spotlight Initiative that will strengthen the rights of children and girls in alignment with the Constitution. The Child Justice Bill and the Children's Amendment Bill have now moved to Parliament for further scrutiny before being adopted as law. Once the two Bills pass Parliament, the SI will continue to strengthen institutional capacity for the implementation of the Bills and for the development of community approaches to improve the protection of children and girls in Zimbabwe.

- **Data Protection Act strengthens the safety of women, children from online violence**

On 3 December 2021, the Data Protection Act [Chapter 11:12] was enacted. This Act includes comprehensive amendments to the Criminal Law (Codification and Reform) Act [Chapter 9:23] which acknowledge the increased risk of online violence women and children are exposed to and criminalizes the use of information and communication technology to commit these acts.

The passing of this Act is a culmination of work started by the SI which entailed: engaging the Parliament of Zimbabwe and the Ministry of Information and Communication Technology, Postal and Courier Services to participate in the drafting of the Act and to lobby for the inclusion of online violence provisions; and drafting of the legal provisions which comprehensively addressed the various forms of online violence women and children experience in Zimbabwe.

The Act makes it illegal to send intimate images without consent of the depicted person, informally called 'revenge pornography'; makes specific provision for the protection of children from online violence ('child pornography'); it criminalizes 'cybergrooming' of children where an adult establishes a relationship with a child online to facilitate online or offline sexual conduct; the Act makes it a criminal offence to expose children to pornographic material; and the Act creates a criminal liability for service providers who fail to remove or disable access to illegal content, if they know or have been made aware that they are storing such content, among other provisions.

This law is a first for Zimbabwe, and it includes key strategies such as clear reporting mechanisms for customers and for the development of codes of conduct to end online violence against women and children.

As part of the Cybersecurity Month (November 2021), Spotlight supported the Ministry of Information and Communication Technology, Postal and Courier Services to convene Zimbabwe's first industry roundtable on online violence against women and girls. The important role of industry

and tech companies is also highlighted in a draft Child Online Protection Policy, also supported by Spotlight, which is awaiting approval by Cabinet.

Outcome 2: Institutions

- **Termination of Pregnancy**

The Zimbabwe CP has created a close collaboration between key stakeholders to change perceptions and attitudes towards the Termination of Pregnancy (ToP), which in accordance with the Act, is allowed only in limited circumstances. The work in this area is critical to the protection of SRHR. The collaboration and delivery of initiatives by two Spotlight RUNOs working jointly and with Implementing Partners (IPs) and the Judicial Services Commission (JSC) aims to strengthen access to timely and quality services for survivors of sexual offences.

Under the leadership of the JSC and supported by Spotlight, 37 representatives from relevant Government Ministries and CSOs were consulted in the drafting of the Standard Operating Procedures (SOPs) for Termination of Pregnancy in Zimbabwe within the provisions of the Termination of Pregnancy Act [Chapter Termination 15:10]. The SOP will operationalize the Protocol on the Multi-sectoral Management of Sexual Abuse and Violence in Zimbabwe (the Protocol) by providing clear guidance on the case flow for cited service providers involved in provision of lawful termination when warranted by law and consented to. In accordance with the SI Zimbabwe's LNOB principle, women with disabilities were engaged on the challenges they face in accessing legal abortions as part of the drafting process.

Illustrating a clear link between the strengthening of an institution (Outcome 2) like the JSC and the delivery of quality essential services (Outcome 4), while the SOPs are being finalized, Spotlight in partnership with the Adult Rape Clinic (ARC) and the University of Zimbabwe's Department of Obstetrics and Gynaecology trained some 114 nurses, medical doctors, clinical officers, social workers, prosecutors and police officers on ToP services, the granting of ToP orders and on ToP methods and post-abortion care. The service providers reported a better understanding of the ToP legal framework at the end of the trainings.

- **Magistrate's Handbook**

Spotlight also provided the technical and financial support to the JSC for the update of the Handbook for Magistrates on Criminal Cases, known as the 'Magistrates Handbook'. In August, some 170 magistrates (94 females and 76 males) attended a virtual meeting to validate the Handbook, which had not been reviewed since 2009 when it was first developed. This intervention will add value to the quality of justice delivery services as it provides magistrates with more knowledge on the fundamental principles of law and has incorporated changes in the law and aspects of criminal procedure, criminal law, evidence, and sentencing. It also now includes a section on sexual offences cases, and addresses magistrates' biases in women's access to justice.

- **Country Coordination Mechanism to end Child Marriages**

The MWACSMED with support from the Spotlight Initiative launched the Country Coordination Mechanism (CCM) on ending child marriages on the 28th of July. The virtual launch was attended by government ministries, civil society organizations, UN agencies and representatives of the Chiefs' Council and religious leaders. The CCM will lead to greater collaboration among Implementing Partners, dissemination of the National Action Plan on Ending Child Marriages, coordination of actions at provincial and district levels and awareness raising on the legal, economic, social, and cultural factors that contribute to child marriages.

- **Disability Board oriented on National Disability Policy**

In partnership with Ministry of Public Service Labour and Social Welfare, the National Disability Board was oriented on the National Disability Policy with a specific focus on the key GBV, SRHR and Harmful Practices key standards within the policy. This process enabled the Board to identify the priorities for 2022 which will synchronize the implementation of the National Disability Policy and the National Disability Board Strategic Plan (2020-2022) that was developed with the support of the Spotlight Initiative. The National Disability Policy is a first for the country and was launched by the President in 2021. It was developed through a highly consultative process involving persons with disabilities through SI support, and the drafting of the policy included extensive engagement between Organizations of Persons with Disabilities and legal drafters.

- **Gender- responsive Budgeting**

In 2021, the Government of Zimbabwe produced its first National Gender Budget Statement for the 2022 National Budget. This achievement is the result of SI support to the Ministry of Finance to strengthen its gender-responsive budget analysis and tracking tools. The Gender Budget Statement provides a baseline for tracking Government's gender financial commitments and expenditure. Government's commitment to the submission of gender-responsive budgets by line ministries also was high on the agenda during the 2021 Pre-Budget seminars and during the National Budget presentation in Parliament by the Minister of Finance. SI also supported gender-responsive and SDG Budget Consultations with the Parliamentary Portfolio Committees.

- **Zimbabwe's first Safe Market for Women**

During this reporting period in November 2021, the country's first Safe Market for women was officially opened at the Overspill Shopping Centre in Epworth, a low-income urban area in Harare Province. The construction and development of this market was supported by the SI in partnership with the Epworth Local Authority, the MWACSMED, and a women's rights CSO, Kastwe Sista hood. The market includes 96 secure well-lit market stalls, a children's play area, children's resting room, separate female, and male ablution facilities, as well as clean water and sanitation facilities. The Safe Markets Project seeks to bring transformative change by creating violence-free public spaces for women to conduct their economic activities. Two more markets

– one in Manicaland Province and in Matabeleland South Province – will be developed by the end of SI Phase II.



Deputy Minister of Women Affairs, Community, Small and Medium Enterprises Development, Hon. Jennifer Mhlanga celebrates launch of Epworth Safe Market alongside beneficiaries.

Outcome 3: Prevention and Norm Change

- **Prevention of GBV in the Workplace**

In 2021, the Spotlight Initiative put a strong emphasis on ending Sexual Harassment and GBV in the workplace. GBV in the workplace, especially in the form of Sexual Harassment, are hidden crimes causing undue emotional trauma to women who experience this form of violence in silence. With technical support from the Spotlight Initiative, 10 companies in Zimbabwe have introduced GBV Model Workplace Policies and Programs and 39 (26 females and 13 males) Gender Champions have been trained. More than 5000 employees were reached through this program. Companies have started to implement the policies and Spotlight is developing a training manual to support the internal processes. New companies have expressed interest in joining the program which continues in 2022.

The companies came together, forming their own Community of Practice, at a Spotlight Breakfast meeting on September 29. Managers from the companies shared their experiences of GBV in the workplace, and lessons learnt in trying to address the problem with and without policies in

place. The Gender Champions trained in the SI Model Workplace Programme will serve as peer educators on a voluntary basis.

The Zimbabwe SI model program on engaging the private sector was shared in the Spotlight Global Community of Practice. Several Spotlight countries expressed an interest in learning more about the work which led to the Zimbabwe CP planning to co-convene with Secretariat a SI Global Learning Session in early 2022 on engaging the private sector.

Sexual and Gender Based Violence and Harassment in the Workplace awareness sessions also were conducted with Ministry of Lands, Agriculture, Fisheries, Water, and Rural Development reaching 1,260 workers based in the ministry's headquarters; Veterinary Field and Technical Services; Agritex Crops, Livestock and Research Services; Mechanisation; Irrigation; Water, Sanitation and Health (WASH); Lands Management; and Surveyor General Departments. Agriculture is one of the largest employers with more than 60% of women employed in the sector.

- **C4D- Accountability to Affected Populations**

In preparations for Phase II of Spotlight, the Spotlight Technical Coordination Unit and UNICEF in collaboration with the UN Office for the Coordination of Humanitarian Affairs (UNOCHA) facilitated a virtual training for civil society, Spotlight Implementing Partners, and UN agencies on Accountability to Affected Populations (AAP) in accordance with Spotlight's Communications for Development (C4D) strategy situated in Outcome 3. Forty-three participants attended the training which focused on how AAP techniques on how to engage with affected populations can be applied in the field for strengthening identified programmatic areas such as communications and the meaningful participation of communities in programs like Spotlight. The AAP training also provided an opportunity for Spotlight IPs to share lessons and their experiences in using some of the AAP techniques such as client satisfaction surveys, community engagement methods, for working with communities on gender and social norm change for the prevention of violence against women and girls. The training also focused on enhancing partners understanding of AAP and on reviewing key Inter Agency Standing Committee's (IASC) commitments for AAP.

- **Prevention of Sexual Exploitation and Abuse (PSEA) in Tertiary Institutions**

To strengthen PSEA mechanisms in higher and tertiary institutions, a combination of virtual, physical and media platforms (TV and radio) were used in 2021 to reach tertiary students with information on PSEA. Some 2381 students (against target of 1000) were sensitized on PSEA in higher and tertiary institutions. This work continues to build platforms, awareness and the development of policies in tertiary institutions where media and other reports indicate a culture of sexual harassment of female students by their peers and men in positions of formal authority within university structures and training colleges.

- **National Strategy to eliminate Sexual Harassment and GBV in the Workplace**

The *Strategy for the Elimination of Sexual Harassment and GBV in the Workplace in Zimbabwe: 2021 – 2025* was developed and launched in November 2021. SI supported the ZGC to work with

the tripartite constituency to develop the strategy that aims for a Zimbabwean workplace that is free from sexual harassment and gender-violence.

The Strategy's Theory of Change is:

Causal pathway 1: *If* harmful social and gender norms are addressed and knowledge of GBV and sexual harassment in the workplace increased, *Then* reporting of cases of GBV and sexual harassment in the workplace will increase leading to a reduction in their incidences in the workplace.

Causal pathway 2: *If* labour market information systems (LMIS), corporate policies and systems for addressing GBV and sexual harassment in the workplace are gender sensitive, *Then* reporting of cases of GBV and sexual harassment in the workplace will increase leading to a decrease in the incidences of GBV and sexual harassment in the workplace.

Causal pathway 3: *If* national policies and legislation provide adequate protections for victims of GBV and sexual harassment in the workplace, including punitive measures for perpetrators, *Then* reporting of cases of GBV and sexual harassment in the workplace will increase leading to a decrease in the incidences of GBV and sexual harassment in the workplace.

The document also highlights the intersectionality of GBV with other vulnerabilities such as women and girls living with disabilities and with HIV. The Strategy applies to workers in all sectors, both private and public, with a focus on the formal economy in both urban and rural areas. A detailed workplan has been developed to guide the operationalization of the strategy by the different world of work actors -government, employers, trade unions, and sectors within the national employment councils. The first step in operationalizing the strategy is the development and implementation of a training manual that will be used in companies in 2022. This strategy provides the national policy for strengthening the accountability to ending GBV in the workplace and provides a framework for the alignment of the internal GBV and Sexual Harassment policies developed by companies participating in the Spotlight Model Workplace program.

Outcome 4: Quality Services

- **Delivery of Services to GBV survivors**

In 2021, Spotlight Zimbabwe began to upscale the services provided to GBV survivors through various models (shelters, static and mobile One Stop Centers) to expand the reach and types of services provided. This work built upon the 2020 re-programming of the CP to focus on the emerging issue of access to GBV services during the COVID-19 lockdown and mobility restrictions. These models include, among others:

- Community-based Shelters Model** for GBV Survivors as an important step in the Referral Pathway. This model provides respite for survivors while assistance is provided for them to receive the appropriate GBV services.

- ii. **The GBV remote service delivery model** (Call centers and hotlines) provide virtual means through which survivors can be reached with expert psycho-social support and other forms of GBV services, and the hotlines work in close collaboration with the BCFs at the community levels through an established two-way channel of communications for the referral of cases identified at the community level. The hotlines include both voice and text options. SI continued its support to the national GBV hotline to expand its reach through the addition of more lines and supported a special hotline for key population groups.
- iii. **GBV Community-based Surveillance** – SI supported BCFs who are community cadre trained in integrated GBV/SRH awareness and referrals, continued to provide critical GBV surveillance at the community level in the SI Provinces. Given the multi-hazard environment in Zimbabwe, the BCFs have been further trained to conduct safety audits and participant observation of GBV risks within the humanitarian response.

Through these GBV services models, the Zimbabwe SI in 2021 reached 51,099 GBV survivors (20,140 women above 18 years and 30,959 girls and adolescents below 18), the highest reach since the Zimbabwe CP started in 2019.

- **LNOB - Sex workers trained as paralegals**

Some 25 sex worker peer educators were trained as paralegals by the Health Policy and Law Consortium through CeSHHAR Zimbabwe as part of interventions supported by the Spotlight Initiative. Peer paralegals represent a sustainable model of a community intervention to provide support and services to sex workers and to act as a safety net for these women who face intersecting forms of discrimination which often lead to them being denied legal services.

- **Economic Empowerment for GBV survivors**

Some 830 women in Chipinge District (rural area) in Manicaland Province and 1,005 women in low-income urban environment (Hopley & Epworth, Harare Province) who are GBV survivors received economic empowerment through a series of skills training - life skills, entrepreneurship development training to develop a structured business-oriented mindset, and business management principles including financial literacy and market linkages. Some of the women have also acquired basic new skills (Tailoring, Baking, Catering, Waste management, Hairdressing, livestock rearing, etc.) that will increase their capacity to earn an income to assist their long-term recovery.

Outcome 5: Data

In 2021, the development of a GBVIMS for Zimbabwe was completely reviewed due to the slow implementation of the interventions as outlined in the GBV IMS Framework Assessment, completed in January 2020, and the impact of the COVID-19 context on rolling out continuous training programmes among stakeholders at the provincial and district levels. An opportunity to

implement the interventions in this Outcome Area emerged during this reporting period when the HQ of one of the Spotlight UN agencies selected Zimbabwe as one of the pilot countries for the development of a GBV IMS outside of a conflict/humanitarian context. This work will move in earnest during Spotlight Phase II.

Several Knowledge Products were produced with SI support in 2021 to strengthen the availability of gender and GBV statistics to contribute to evidenced-based policymaking, lobbying and advocacy. These included the country's first National Gender Profile, and a Supplementary Gender Analysis to the Zimbabwe Vulnerability Assessment Committees Rural Livelihoods Assessment.

Outcome 6: Women's Movement

- **GBV Community Ambassadors**

Community activism was given a boost during this reporting period through the work of GBV Community Ambassadors in one of the Spotlight Provinces. The Mashonaland West Community Gender Based Violence Ambassadors in the Spotlight districts of Hurungwe Rural, Hurungwe

Urban and Zvimba districts conduct door-to-door efforts, which according to government officials in the MWACSMED have helped to create an environment where there is zero-tolerance to GBV as more cases have been identified and referred through the Spotlight programme. The GBV Ambassadors' and ministry's officials' mobility to reach more families in the district was enhanced through the support of bicycles and motorbikes. One immediate result reported has been the increase in the number of women accompanying their husbands to the tobacco floor auctions, a sign of changing attitudes among couples. In the past, more men went to the auction floors alone to sell the tobacco and spent all the earnings before returning home, which leads to IPV and in several cases, women committed suicide. This intervention illustrates the link between community mobilization for GBV activism and the prevention of GBV (Outcome 3) through initiatives to challenge existing gender norms which lead to violence within the homes.

- **Trade Unionists Lobby Members of Parliament**

The Zimbabwe Congress of Trade Unions' Women's Committee supported by the SI convened a series of meetings with Members of Parliament to lobby for the ratification and domestication of the ILO Convention 190 and Resolution 206 on Violence and Harassment to strengthen the country's legal and policy framework to end violence against women and girls in the workplace. GBV is a silent pandemic in the workplace and according to women trade unionists, women, young women and women and girls with disabilities are the most vulnerable to sexual harassment and exploitation. The women trade unionists, also with Spotlight support, have started a targeted campaign among workers across the country with messages to highlight their demands for a comprehensive law on Sexual Harassment and for the availability of more counselling and other services for women experiencing workplace GBV.

- **OPDs linked to Women’s Movement to create an inclusive gender agenda**

Six OPDs participated in a national women’s symposium as panellists on various thematic issues through support from the SI. Their participation in the 2021 National Women’s Symposium ensured that discussions on the various issues affecting women in Zimbabwe and strategies to advance women’s rights also include the unique needs of women and girls with disabilities. OPDs participation in the activities of the women’s movement is critical as the voices and experiences of women and girls with disabilities, who are usually left behind, are also part of the broader advocacy for women’s rights.

SRHR in the Zimbabwe SI

Sexual and Reproductive Health Rights (SRHR) are integrated in the CP’s interventions in all the Outcome Areas. The promotion of SRHR also is an integral part of the training and community work of the BCFs in all Spotlight provinces and districts. In 2021, SRHR was the focus area in the following interventions:

- **TOP** - the drafting of the Standard Operating Procedures (SOPs) for Termination of Pregnancy and the training of key service providers on ToP methods and post-abortion care and on the TOP legal framework. (See *Results Section Outcome 1*)
- **Key Pops Hotline** - SI also continued its support to a hotline established for key populations to provide links to SRHR and GBV services. The hotline provides a safe space for groups facing intersecting forms of discrimination to seek assistance without having to face stigma and discrimination. At the end of December 2021, 6,669 beneficiaries from key population groups – sex workers (females and males), men having sex with men, among others- had accessed the hotline run by Youth Advocates Zimbabwe, a Spotlight IP.

Rights Holders (“Beneficiaries”)

Indicative numbers	Direct for 2021	Indirect for 2020	Comments/Justifications
Women (18 yrs. and above)	1,076,958	2,666,311	Key activities conducted during the reporting period include community-based intervention directly implemented by community cadres and GBV survivors who received different quality essential services.
Girls (5-17 yrs.)	488,962	1,654,780	Girls participated in different community led interventions mainly on prevention and quality essential services outcomes.
Men (18 yrs. and above)	740,088	2,005,798	Most men participated in community led interventions on prevention and harmful social norms.
Boys (5-17 yrs.)	350,694	1,654,693	Boys participated in different community led interventions mainly on prevention and harmful social norms activities.
TOTAL	2,656,702	7,981,582	

Challenges and Mitigating Measures

The main challenges faced during 2021 included the following:

- Delays in the procurement processes for supplies, commodities, and equipment for strengthening GBV services. Suppliers cited COVID-19 restrictions, which resulted in the unavailability of consumables and inputs.
- The continued brain drains among service providers trained in Spotlight programmes reduces the gains made in providing quality health and other services to GBV survivors. In Phase II, SI will focus on institutionalizing training modules and materials into in-service and other curricular programmes for GBV service providers to mitigate against the constant turnover of staff.
- Virtual meetings and trainings, specifically for government, private sector, and other stakeholders outside of the capital city, remains a challenge due to the lack of access to computers, internet access, and limited ICT infrastructure and reach.

The Spotlight Risks and Mitigation Framework (ANNEX B), as well as RUNOs and IPs engagement with relevant Government ministries and departments at national, provincial and district levels, continued to provide mitigation solutions to the challenges faced to facilitate the continued implementation of the SI.

Lessons Learned and New Opportunities

a) Lessons Learned

- **Strengthening coordination of GBV/SGBV and SRHR interventions at the district level is essential for sustainability.** A key finding of the Zimbabwe Spotlight Mid-Term Assessment (MTA) was that coordination of these issues through the Spotlight CP is strong at national and provincial levels but needs to be strengthened at the district levels which geographically cover wide areas and many communities are in hard-to-reach areas. To respond to this finding, the CP will: (1) enhance the GBV, HP and SRHR technical capacity of district officials to use a multi-sectoral approach in their prevention and response initiatives; (2) support the existing district GBV/Gender Equality coordination mechanisms through capacity building efforts and resources to jointly plan, cost and pool resources and to monitor their plans on advancing gender equality and the empowerment of women and to end VAWG; and (3) strengthen the inclusivity of the district coordination mechanisms in terms of representation and reach to the most vulnerable groups such as key populations and women and girls with disabilities, among others. Strengthening of Government institutions and mechanisms at the district level, which include both Government, civil society, traditional and religious leaders, to deliver on various GBV/SGBV and SRHR mandates is key to community mobilization and community-

based solutions, and to the sustainability of all efforts to eliminate violence against all women and girls in Zimbabwe and protect their SRHR.

- **The CP needs to upscale the access and reach of GBV/SGBV and SRHR information and awareness to women and girls with disabilities.** This is another finding of the Zimbabwe MTA. The production and dissemination of policies, protocols, and other GBV/SGBV and SRHR materials in disability-accessible formats; specific campaigns and information platforms to give greater voice to women and girls with disabilities; and working with key government officials, departments, and institutions on disability rights-based approaches for prevention and the delivery of meaningful and quality services, are among some of the actions to be strengthened. By the end of Phase II, Spotlight Zimbabwe aims to have contributed to the development of a body of materials on GBV/SGBV and SRHR that are accessible to women and girls with disabilities, Disabled Persons Organizations, and to key government stakeholders, institutions and to other civil society groups requiring materials to target these groups
- **Engaging Government on high-level political processes such as the HLPC involves strategic and technical actions which require the involvement of the RC, HoAs, EUD, and the relevant Goz Minister.** The process of engaging Government on the development of the High-Level Political Compact provided a learning curve on the pace of the movement of high-level processes which involve several ministries and illustrated the need for technical expertise to be availed to support Government officials at the technical level.
- **Financial monitoring of the delivery of the Zimbabwe SI has enabled effective implementation of the Country Program in accordance with agreed set targets and plans.** As an operational ‘best practice’ the Spotlight SI’s financial delivery is monitored monthly by the Coordination Unit. This practice enables the Unit to monitor the delivery and implementation of the CP for pro-active and timeous communications with agencies on the and for quickly identifying challenges that may need to be elevated to Spotlight HoAs and the Resident Coordinator. This practice led to the successful acceleration of the Zimbabwe SI during Phase I to reach 93% implementation rate as at the end of June 2021 and the near completion of all Phase I funds (100% for most agencies) by end of December 2021.

b) New Opportunities

The High-Level Political Compact on ending GBV and HPs provides a strategic opportunity for the advancement of gender equality and women’s rights, because it contributes to Zimbabwe’s attainment of SDG 5 and to the sustainability of the SI by Government, Independent Commissions, Parliament, CSOs, Chiefs and traditional leaders, religious groups, the UN, and development partners. In Phase II, SI will support the implementation of the HLPC. For the Compact to become

a living document however, popularization of its content at the national, provincial, district and community levels is essential. This national document therefore provides the opportunity for developing and implementing a national campaign to popularize it to the general populace.

Innovative, Promising or Good Practices

The Zimbabwe SI has developed several Innovative, Promising or Good Practices which have been reported on in previous reports and which continue. These include the **Innovators against GBV**, post-graduate youth attached to Implementing Partners in the Spotlight Provinces who made significant contributions to Movement Building during the COVID-19 pandemic using platforms like WhatsApp to continue to mobilize communities in the prevention of violence against women and girls and to spearhead innovative campaigns in the five Spotlight Provinces.

One of the most innovative models created by the IAGs based in Manicaland Province is the '*Peace Hut Model*', a community-based approach to solving conflict within families that lead to GBV. Drawing on the cultural significance of a 'hut' as a home in the *Shona* and *Ndau* cultures, the *Peace Hut Model* seeks to inspire communities in the province to address GBV issues together as if they are one family. The Village Head (Mutape) convenes the meetings, which are attended by other traditional leaders, members of the Village Development Committees, Faith-Based Organizations and Community-Based groups. Identified community Gender Champions, who have been trained by the Spotlight partner Women's Action Group (WAG) on GBV and the GBV referral pathway, and gender issues, work closely with the Village Head to organize and hold the *Peace Hut* meetings and the model is an integral component of the *#PeaceBeginsatHome* campaign in the province. Discussions also focus on Harmful Practices, Sexual and Reproductive Health Rights, and gender stereotypes and norms that contribute to violence against women and girls. In Matabeleland South Province the IAGs launched the *#HeForShe* campaign and work closely with community-based groups to spread the campaign for the engagement of men and boys. This campaign is implemented at district/community level to engage men in changing the social, cultural and gender norms that perpetuate gender inequalities and fuel violence against women and girls.

Other Innovative Practices discussed in the Results Section of this report include the GBV Services Models outlined in Outcome 4; the High-Level Political Compact; the holistic approach used to strengthen the forensics system in Zimbabwe; and the Safe Market for Women. In Annex D, the SI model of engagement with the Private Sector, the piloting of the GBVIMS+ system and of virtual victim-friendly courts are presented as Innovative and Promising Practices that started in 2021 and will be fully implemented during Phase II in 2022.

As part of the Coordination model for 'Delivering as One' described earlier in this report, another 'Promising Practice' of the SI Coordination team in Zimbabwe is monthly financial monitoring of the implementation and delivery of the Spotlight CP. This provides the Coordination team with

another tool to track the movement of the CP in accordance with targets set by the SI Secretariat and/or the NSC.

Communications and Visibility

The annual workplan (AWP) for 2021 was formulated to operationalise the Zimbabwe Spotlight Initiative Communications and Visibility Strategy in the third year of its implementation. The plan was developed by the UN Resident Coordinator's Office (UNRCO) in consultation with the Spotlight Initiative recipient UN Organisations (RUNOs), the NSC, and is in line with the Communications and Visibility Guidelines set by the global SI Secretariat. The plan was endorsed by the NSC, and Implementation of the AWP was coordinated by the UNRCO together with communications focal points from all six SI RUNOs.

In line with Zimbabwe's Communication and Visibility Strategy, the activities planned for the year 2021 fell under the following objectives:

1. Raise awareness of violence against women and girls, harmful practices, sexual and reproductive health by publicizing data and supportive facts, with consistent and creative messaging to the public.
2. Illustrate and promote results of Spotlight Interventions through stories of targeted beneficiaries whose lives have been changed.
3. Ensure visibility of the Spotlight Initiative, partners, and donors.

a) Overview

The Spotlight Initiative profiled programmatic and advocacy interventions on eliminating violence against women and girls and promoting gender equality and women empowerment on several platforms, including live radio programmes, digital and social media, advocacy campaigns and visibility events.

Human interest articles on SI interventions in Zimbabwe continue to be featured in the Spotlight Bi-Weekly Brief, which was introduced in May 2020 by the Coordination Unit and SI Inter-Agency Team and disseminated to National Steering Committee members, Government, the EU, development partners and to international and national non-government organizations. Twenty-one (21) Spotlight Initiative bi-weekly briefs were produced and disseminated in 2021 to keep partners abreast on programme results achieved or pursued by the SI. This brought the total number of briefs produced since May 2020 to forty (40).

b) Messages

The following are some of the key messages that were disseminated to the public via various communication channels, including visibility events, and digital and social media:

- Spotlight Initiative provided platforms to tell stories of women acting as agents of change and leading the recovery from COVID-19 and gender-based violence.
- Spotlight Initiative provided an opportunity to mobilize communities to raise their voices against violence in the home and community, including men and boys on the critical role they play to end violence against women and girls and harmful practices.
- Spotlight Initiative advanced changes in gender norms particularly by showcasing women leaders in business and politics, as well as youth, and their contributions to their families, communities, and country through advocacy campaigns with traditional leaders, Government, and policy and decision makers and civil society.

c) Media and visibility events

- **International Women’s Day Panel Discussion:** In commemoration of International Women’s Day, Spotlight Initiative conducted a roundtable discussion with various stakeholders, including young women and men and members of Civil Society. The aim of the discussion was to capture different perspectives on the effect of the COVID-19 pandemic on the prevalence sexual and gender-based violence and explore opportunities to achieve gender equality as articulated in the 2030 Agenda for Sustainable Development – specifically Goal 5.
- **Launch of the High-Level Political Compact:** The Spotlight Initiative Zimbabwe Country Programme launched the High-Level Political Compact on ending Gender-based Violence and Harmful Practices on in a high-level event presided over by the President of Zimbabwe, H.E. Emmerson D. Mnangagwa on 27 October 2021. The HLPC is a document which will be beneficial in increasing political will, commitment, and accountability to eliminate GBV/SGBV and HPs, as well as accelerating action to address GBV/SGBV and HPs at all levels by all stakeholders.
- **Launch of the Epworth Safe Market and One Stop Center:** On 25 November 2021, the Spotlight Initiative launched the Epworth Safe Market space and One Stop Center as part of activities lined up to commemorate 16 Days of Activism against GBV. The Safe Market facilitates women’s economic empowerment, leadership, and security within public spaces by advancing Zero Tolerance to SGBV. On the other hand, the one stop center for survivors of GBV addresses challenges related to access to SGBV services by providing multisectoral services.
- **DNA Equipment Handover Ceremony:** The Spotlight Initiative, through UNICEF, supported the Zimbabwe Republic Police Forensics Lab in the establishment of DNA capability to ensure that DNA samples collected in the context of sexual and gender-based violence cases can be analyzed and presented in court. On 15 November, there was an official handover ceremony of DNA equipment at the ZRP Criminal Investigative Department Headquarters attended

by the Government of Zimbabwe, the European Union, the United Nations, members of the media, and other key stakeholders.

- **Menstrual Hygiene Management/GBV Exhibition:** During 16 Days of Activism against GBV, the Spotlight Initiative partnered with The Bleed Read in organizing an exhibition of art, music, and dialogue around Menstrual Hygiene Management and GBV in Zimbabwe. The main objective of this event was to use the arts as a platform to raise awareness of MHM, period poverty, and the intersection of these issues with GBV.



Domestic Violence through the eyes of a child: An art piece that was on display at the MHM/GBV Exhibition

- **Human Rights Day Panel Discussion:** Spotlight Initiative supported the commemorations of Human Rights Day through a panel discussion, with recorded messages from the Ambassadors of the European Union and Sweden, the Chairpersons of the Zimbabwe Human Rights Commission and the Zimbabwe Gender Commission, the UN Resident Coordinator, articulating their policy on gender equality and eliminating GBV and HPs while engaging young people on these important issues.

d) Campaigns

- **#NoWay! Campaign:** The UN in Zimbabwe, through Spotlight Initiative, launched a social and outdoor media campaign dubbed “#NoWay! End violence against women and girls,” which ran throughout the month of March 2021. The main aim of the campaign was to highlight the Spotlight Initiative to eliminate violence against women and girls and facilitate public discourse

for action through visual and digital messages, including animated and static messages in video and electronic format that highlight how ending gender-based violence is everyone's responsibility. The campaign was featured on all UN in Zimbabwe social media platforms, as well as other platforms such as radio and television to amplify the messages of the campaign and ensure widespread sharing among the public.

- **#ShakingOffGBV Campaign:** The Spotlight Initiative Civil Society Reference Group hosted its 2nd “Shaking off GBV through Zumba” event on 31 July 2021, an activity that sought to bring together women from all backgrounds, including affluent women, in a bid to get them out of their comfort zones and open the dialogue on GBV. The event was livestreamed on social media through the Zimpapers Television Network, garnering about 24.6k views on their Facebook platform. The objectives of the “Shaking off GBV through Zumba” campaign included raising awareness of gender-based violence to women of a wide variety of backgrounds in a fun and exciting way and increasing awareness of the problems faced by women in more affluent suburbs and encourage CSOs to implement programmes in these areas.



Some members of civil society take part in the SI CSRG #ShakingOffGBV event, which was livestreamed for the public

- **Men as key partners in the fight to end GBV:** As part of the activities that were lined up for 16 Days of Activism against GBV, the UN, under the Spotlight Initiative, collaborated with the media to amplify messages from men on their role and commitment to end violence against women and girls. This was part of the ongoing #WithHer campaign and was a platform used

to engage men, particularly soccer players in Zimbabwe to lend their voice and action to end the scourge of violence against women and girls in the country.

- **#StandUp4HumanRights Campaign:** During the 16 Days of Activism against GBV, the UN partnered with a youth initiative called WeLead Trust to amplify the voices of young people on gender-based violence and human rights issues. The campaign, conducted under the theme “Reducing inequalities, advancing human rights,” featured pictorial, video, and infographic messages disseminated on social media profiling voices of young people, including influencers, artists, poets, musicians, and media personalities.

e) Human-Interest Stories

- **A ‘game-changer’ for women and girls: In Zimbabwe, DNA testing revives hope for justice in sexual violence cases:**

HARARE, Zimbabwe – In Zimbabwe, one in three women and girls will experience physical, sexual or gender-based violence (SGBV) in her lifetime. Yet only 4 per cent of women will report it to the police. Due to stigma or fear, rape and sexual violence are especially under-reported.

Even when survivors do report, they often face multiple barriers to justice. Lack of access to critical services, delayed reporting and insufficient evidence to convict are just some of the reasons why perpetrators of sexual violence may walk free.

<https://www.spotlightinitiative.org/news/game-changer-women-and-girls-zimbabwe-dna-testing-revives-hope-justice-sexual-violence-cases>

- **Spotlight Initiative campaign fosters peace in rural communities in Zimbabwe**

MUTASA, Zimbabwe – The COVID-19 pandemic is predicted to have exacerbated Zimbabwean economic crisis, with disproportionate impacts to the poor, mainly women and those who are already marginalized. Emerging evidence already shows an increase in food insecurity, household financial instability and high cases of Gender based violence (GBV) as a result of the pandemic. This has been a living reality for Mazviita Kurega*, a 34-year-old woman living in Ward 16 of Mutasa District.

“The COVID-19 pandemic acted as a thorough cleaning machine in my life as a married woman.”

Mrs. Kurega shared her story about how the COVID-19 pandemic affected her life and the relationship she had with her husband. She recalled, “My husband used to work in Mutare coming home only on weekends, and some weekends he could even ask me to receive goods which he would have sent by bus. However, as a result of the pandemic, he was no longer going to work, so we would spend every minute of the day together and we ended up fighting day in day out.”

<https://zimbabwe.un.org/en/141785-magazine-spotlight-initiative-eliminate-violence-against-women-and-girls-withher>

- **Spotlight Initiative protects women from sexual harassment in Zimbabwe**

EPWORTH, Zimbabwe – It is a sunny afternoon in the small town of Epworth, and Moreblessing Takurai* is preparing to wrap up a busy day at her market stall, where she sells fruits and vegetables that are always fresh and vibrant in color.

At 39 years old, Ms. Takurai is a single mother who lives with her 5 children in Epworth Overspill and is trying to earn a living as a vendor.

“I would sell my produce on the main road which was not safe for me nor my children.”

Before taking part in the Safe Market intervention by the Spotlight Initiative, Ms. Takurai did not feel safe where she sold her produce. She said, “I would face sexual harassment from drunk customers but failed to report this because I did not know where these people stayed. My fruits and vegetables were affected by rain, dust, and weather changes.”

<https://zimbabwe.un.org/en/141785-magazine-spotlight-initiative-eliminate-violence-against-women-and-girls-withher>

- **In Zimbabwe, Spotlight Initiative helps women find their voice again**

MUTASA, Zimbabwe – Talent Goneso*, at 47 is a mother and widow who resides in Mutasa District. She is a Spotlight Initiative advocate representing Ward 18 in Mutasa District. “I joined the Spotlight programme in 2019, I attended on of the meetings that they conducted on gender-based violence (GBV) and that is how I became an advocate of the ward”, Talent said.

She continues to narrate her story:

“Before joining the programme, I was a reserved person. I didn’t like crowds and I never had sympathy for others. I was only concerned about what was going on in my life only. When my husband passed on, I faced many challenges as my in-laws did not treat me as an equal nor did they consider me as their daughter. They would say horrible things to me, and I was so stressed to the extent that I ended up losing so much weight...”

<https://zimbabwe.un.org/en/141785-magazine-spotlight-initiative-eliminate-violence-against-women-and-girls-withher>

- **Women learn the art of negotiation and peaceful discussions through Spotlight Initiative**

HURUNGWE, Zimbabwe – Makanaka Nyabadza* is a 37- year-old mother with four children, living on a farm with her husband in Hurungwe. Before participating in Spotlight initiative activities Makenaka says, “My life was difficult because I didn’t understand how to handle internal family issues and would end up insulting my husband especially when money was misused, and we would start fighting without giving him time to explain anything.”

Makanaka goes on to talk of the infidelity in her marriage. “My husband would date other girls and take money from our savings and budget to cater to his girlfriend’s needs this resulted in serious violence in my home.”

However, after the Spotlight Initiative was introduced in Hurungwe through the Apostolic Women Empowerment Trust (AWET), Makanaka attended one of their community dialogues and her situation has started to shift positively. “It has been a privilege to be part of the work that AWET is doing in my community because my life has changed as a result.”

<https://zimbabwe.un.org/en/141785-magazine-spotlight-initiative-eliminate-violence-against-women-and-girls-withher>

f) Testimonials

Private Sector

“As corporates we need to embrace values that are lived in the workplace. In looking at our policy (SH), we realized that the definition of sexual harassment was not clear enough, and when we conducted a staff assessment of issues of concern, sexual harassment was second to the issue of remuneration.” **Chipo Mutasa, Chief Executive Officer TelOne Telecommunications Company**

“Ultimately, we need an effective system (from policy to programmes) that seeks to prevent SGBV in the workplace including reporting and monitoring mechanisms that enforce our policies and strategies. The commitment is to go beyond talking, and to realize that such programmes are relevant and good for business continuity and can improve the bottom line.” **The Group Chief Executive of Dairibord Holdings, Anthony Mandiwanza**

GoZ

“This is an exciting time in the evolution of the primary and secondary education sector as the Guidance and Counselling -Life skills Programme has been further strengthened through competence-based curriculum 2015-2022, the Zimbabwe School Health Policy, and the Education Amendment Act of 2020. Through such training opportunities for our teachers, we can see great potential for the empowerment of all learners by ensuring that they acquire age-appropriate knowledge, attitudes, practices and skills and tools for real-life application of these learnings. The 21st century education focus is on ensuring that learners are fully prepared for survival and resilience to manage the many challenges life might bring to the learners, including gender-based violence, under-aged marriages, teen parenting and poverty.” **Chief Director for Learner Welfare, Psychological Services and Special Needs Education, Kwadzani R.L. Nyanungo speaking at SI-supported CSE training for teachers and heads of schools**

EUD

“The Compact is a comprehensive document on ending GBV in Zimbabwe which makes provisions on budgetary elements, service provision, law and policy, and institutional frameworks on ending GBV. The solution to ending GBV lies with all of us, lets ensure no one is left behind.” **Ambassador Timo Olkkonen, the EU Head of Delegation in Zimbabwe, speaking at the October launch of the Spotlight High-Level Political Compact on ending GBV and HPs**

GBV survivor

“I am so grateful for the shelter as I was able to live safely away from the perpetrators until they were arrested. Only a few months ago, the closest shelter had been in Bulawayo, over 40km away from Umzingwane. The newly set up shelter makes it easier for people in the community to access services without the need to travel out of the district.” **One of the first survivors to have been housed at the Umzingwane Safe Shelter, in Matabeleland South Province which is run by, Musasa, one of SI’s Implementing Partner**

g) Photos



Paddington Matashu's life changed when he was recruited as a BCF by Beauty Binari in Kariba. From a feared thug, he now spends much of his time with Binari championing the fight to end SGBV – UNICEF 2021



Spotlight Initiative is addressing violence against women and girls in Zimbabwe, raising their awareness on their rights and enhancing their participation in political and decision-making process - RCO 2021

h) Videos

Men as key partners against GBV:

- <https://drive.google.com/drive/folders/14B2X2gcyNtqEuCsQlv9nLZ5bj5BIPnqV?usp=sharing>

Artists and Social Influencers' Solidarity Messages:

- https://drive.google.com/drive/folders/10Q7eZAKQ7vw3nWPmbj2OFpm_m0NgFPtG?usp=sharing

NoWay Campaign Promo Video:

- https://drive.google.com/file/d/1r4KOZIQucUkvWz6TL1EG_TJxnysvUwDe/view?usp=sharing

Next Steps

The critical next steps for the Zimbabwe SI CP are as follows:

a) Exit Strategy/Sustainability Resource Mobilization Plan

In late November 2021, the SI Inter-Agency Technical Team with guidance from the Technical Coordination team produced the first draft of an Exit/Sustainability Resource Mobilization Plan. This document maps out the actions for the completion and hand-over of identified interventions by the end of 2022 when the SI is scheduled to end. The document also pinpoints SI interventions which can be sustained beyond 2022 to further maximize on the gains achieved by the SI CP during the four-years. These actions can be developed into a Country Program Concept Note/Outline for the development of another UN Zimbabwe Joint Program that advances gender equality and women's rights and is modeled on the multi-sectoral and holistic approach of the current SI. The strategy includes an analysis of the proposed interventions across Outcome Areas and an estimated programme budget. The draft Exit/Sustainability Resource Mobilization Plan was shared with Spotlight HoAs in December 2021 where recommendations and guidance were given for the team to consider as it prepares the plan for further consultations. The Technical Coordinator and Coordination team will develop this further for implementation in the first half of Q2 in 2022.

b) Sustaining the Gains of Spotlight

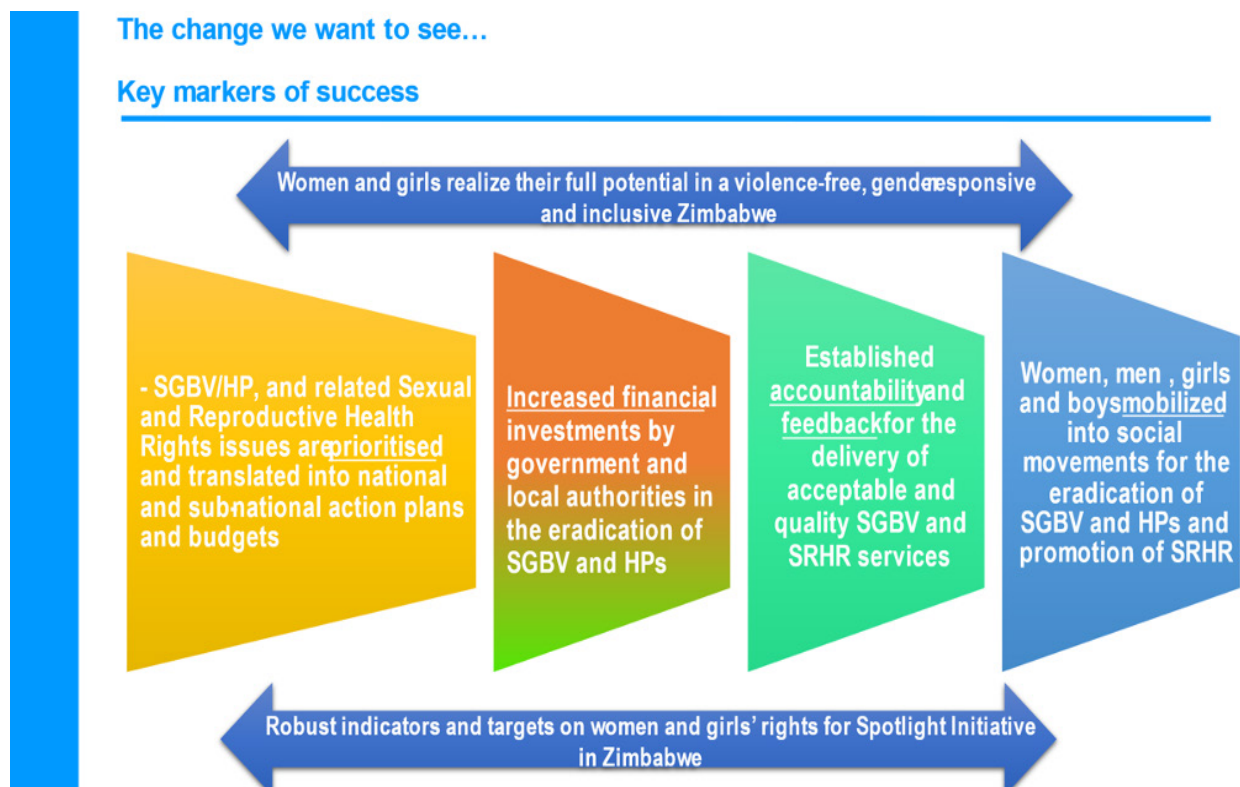
The UN, through the RCO and Spotlight Coordination, will work closely with the EU to develop ideas for sustaining the gains achieved by the Zimbabwe SI. These discussions will begin in early 2022 and will build on the Exit/Sustainability Plan to look for a model approach to support Government and other stakeholders to implement the HLPC. SI Zimbabwe and the EU also will partner to develop communications and visibility products on the achievements of the SI Zimbabwe for dissemination regionally and globally.

c) Strengthening GBV Coordination at the national provincial and district levels

The SI will give a priority focus to work with the MWACSMED to strengthen its GBV Coordination mandate at all levels. The aim is to assist the Ministry with the development of an implementable GBV Coordination Framework that can be costed and used to raise resources from the national treasury to enable the effective operation of the GBV and Gender Equality Coordination Mechanisms that are currently in place at the Provincial and District Levels. SI in 2022 will technically support the Ministry with a GBV Coordination Consultant who will work closely with the Spotlight Coordination team to collaborate with the Provincial and District Mechanisms and the Spotlight IPs in the five Provinces to cascade the principle of ‘Delivering as One’ at the provincial and district levels among government ministry officials, IPs, local authorities, chiefs and traditional leaders in the implementation of SI interventions, communications and visibility actions, campaigns, among others, during the Phase II delivery of the CP. This work is to lay a foundation for the effective coordination of GBV and a more harmonized approach to the implementation of initiatives beyond SI.

c) Implementation of Phase II of SI-Achieving Results

The Coordination and SI Inter-Agency Technical Team will continue to focus on the delivery of Phase II of the CP with a focus on sustaining the gains made by the end of 2021 and achieving by the end of the SI, the stated Markers of Success in Zimbabwe’s original CP document as indicated in the following illustration:



The SI Inter-Agency Technical Team, with guidance from the Spotlight Technical Coordinator, will convene quarterly “reflective sessions”, in addition to regular meetings, to review throughout Phase II the implementation of the Country Program with a focus on emerging lessons, results and on how the achievements of Phase I are being sustained and leading to higher level results as stated in the Zimbabwe SI Results Matrix. The country’s ‘best practice’ of monthly financial monitoring is the tool used to ensure effective delivery of all interventions within the 2022 timeframe, and the Technical Coordinator will liaise with the global Secretariat for continuous guidance as the SI moves towards the end of Phase II.

Annexes

Annex A: Results Framework (attached)

Annex B: Risk Matrix (attached)

Annex C: CSO Engagement Report (attached)

Annex D: Innovative, Promising or Good Practices Reporting Template (attached)

Annex A

Results Framework

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes	
Outcome 1 Summary Table						
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	Legal age of marriage					
	0.50	0.00	0.50	0.00	Spotlight Initiative worked with different Government and non government institutions on aligning the Marriage Bill. The 2021 CEDAW committee pointed out to the inadequacies of the Domestic Violence Act. During the reporting period, Spotlight continued working with Centre for Applied Legal Research (CALR) to develop a gender bench book. Implementation inadequacies still exist across all laws. During the reporting period, Spotlight continued working with Centre for Applied Legal Research (CALR) to develop a gender bench book. A validation workshop was held in 2021. Participants were drawn from the National Prosecuting Authority, Judicial Service Commission, Ministry of Women Affairs, Small and Medium Enterprise, Legal Resources Foundation, Ministry of Justice, Legal and Parliamentary Affairs, Zimbabwe NGO Forum, JCT, Women's Coalition of Zimbabwe, Ministry of Home Affairs and Cultural Heritage and Ministry of Public Service Labour and Social Welfare.	
	Parental Authority in Marriage					
	0.50	0.50	0.50	0.00		
	Parental Authority in Divorce					
	0.50	0.50	0.50	0.00		
	Inheritance rights of Widows					
	0.50	0.50	0.50	0.00		
	Inheritance rights of Daughters					
	0.50	0.50	0.50	0.00		
	Laws on Domestic Violence					
	0.50	0.25	0.50	0.25		
Laws on Rape						
0.25	0.25	0.25	0.00			
Laws on Sexual Harassment						
0.50	0.25	0.50	0.25			
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	National level					
	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Costed M&E framework Rights of all women & girls Participatory Development	Evidence-based M&E framework Rights of all women & girls Participatory Development	The HLPC Action Plan Monitoring and Evaluation Plan were launched in October 2021, however there is still work in progress towards operationalizing the plans and development of a financing model for the action plan.	
	Sub-National Level					
Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Costed M&E framework Rights of all women & girls Participatory Development Does not apply/ there is no plan	Evidence-based M&E framework Rights of all women & girls Participatory Development	Convention on the Elimination of all forms of Discrimination against Women (CEDAW) - technical support to Ministry of Women's Affairs, to develop a National Action Plan on CEDAW recommendations. This one does not have M & E Plan, not costed and not funded.		

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	Developed or Strengthened 0	5	7	5	<p>The Policies were approved by the NPA Leadership and are now at institutionalization stage. Principles for the Gender Equality and Sexual Harassments Bills finalized through consultative processes and set for approval. The Public Service Sexual Harassments Policy was finalized and adopted for use within the public service institutions. NPA was supported to develop Policies on Handling Forensic Evidence. The policies were launched, and operationalization is underway. In addition Spotlight supported various Bills which include:</p> <ul style="list-style-type: none"> • The Persons with Disability Bill which was developed in 2020 and presented in Cabinet Committee on Legislation this year. Once enacted into law, it will protect the rights of all persons with disability. • The Criminal Law and Codification Act which provides for age of consent to sexual activity. Spotlight supported child consultations on the Criminal Law Code and consultations report, with children's views, was tabled before the Minister of Justice for consideration. • The Data Protection Act in which, Spotlight supported the drafting, consultations with Parliamentarians as well as submission of a position paper to Parliament on the importance of protecting women and children from online violence and abuse in 2021. The enactment of this Act will protect women and children from online violence. • Technical support to the Children's Amendment Bill and the Child Justice Bill, which have been gazetted and mark the entry of these two Bills into Parliament for debate. Spotlight supported the drafting and consultation of the two Bills and will continue to support the Bills in Parliament in 2022.

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 1.1.2 Number of inquiries conducted by human rights institutions on VAWG and/or gender equality and non-discrimination in the country within the last year.	3	2	0	8	A background research to inform a mini enquiry on SGBV cases for strategic litigation was conducted. The research focused on lived experiences of women and girls with disabilities in terms of SGBV, HP and SRHR, with a focus on cases for strategic litigation. The background paper was approved and will inform a mini enquiry in 2022.
	Parliamentarians				
Indicator 1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same, within the last year.	0	210	447	840	Four portfolio committees Health, Education, Women Affairs and the HIV thematic committee) had their capacity to advocate for strong policies and laws to end EAWG strengthened through separate virtual workshops and stakeholder engagements. An interesting activity was a virtual workshop in which discussions with the Committees for Health and HIV/AIDS raised pertinent issues in respect to strengthening laws to protect adolescent girls and commercial sex workers so that they access justice, family planning services and are protected from discrimination and stigma. In addition, 180 parliamentarians trained and capacitated on addressing Violence against Women and Girls. Zimbabwe Human Rights Commission officials were straightened their capacities on the use and operationalization of the public protector guide.
	Women Parliamentarians				
	0	84	227	315	
	Human Rights Staff				
	0	114	115	456	
	Women Human Rights Staff				
	0	64	59	256	
	National				
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	Evidence-based	Evidence-based	see comment box for reporting list of action plans	Evidence-based M&E Plan Needs of ALL women & girls	Action Plan: CEDAW National Action Plan, Sector: Social Services, Over reporting period: Evidence-Based
	Sub-National				
	Evidence-based	Evidence-based	see comment box for reporting list of action plans	Evidence-based	Costed M&E Plan Needs of All Women & Girls

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 1.2.2 Number of key government officials with strengthened capacities to draft and costed action plans on ending VAWG and accompanying M&E frameworks, within the last year.	Government Officials				
	0	30	143	120	Spotlight trained Office of Auditor General's officials on gender and undertaking of gender responsive audit. In addition, as part of the on- going support to the Ministry Women's Affairs, Communi Spotlight focused on ensuring the printing of the Costed National Action Plan and the CEDAW recommendations as well as support the development of an M and E framework in the third quarter following the finalization of the costed CEDAW recommendations National Plan of Action. Spotlight also provided technical back stopping to the Ministry of Women Affairs to ensure the dissemination of the Costed National Action Plan to Government Ministries, CSOs and other relevant stakeholders who are already implementing the CEDAW recommendations and those who are yet to implement the recommendations. In 2022, Spotlight will support the rolling out of the NAP to provincial and district level stakeholders (government and CSOs) in line with the devolution thrust of the government. Thereafter monitoring will be done to check and follow up on implementation of the NAP by the various stakeholders at provincial and district level. Spotlight conducted an orientation workshop on the National Disability Policy for the National Disability Board. The workshop was to unpack the GBV, SRH and Harmful Practices provisions within the Policy and the board's strategic plan. The board was trained on mechanisms that can be used to implement and deliver the Policy provisions on GBV and Harmful Practices.
Women Government Officials					
	0	15	63	60	

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Outcome 2 Summary Table					
	Coordination Mechanism?				
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	No	Yes	Yes	Yes	The High Level Political Compact was launched and signed by all relevant stakeholders in government, CSOs, independent commissions, traditional leaders etc. HLPC is a key national coordination and oversight mechanism for addressing VAWG/HP that includes representation from marginalized groups. Spotlight supported the Victim Friendly System (VFS) with refreshments and transport reimbursements for witnesses in 6 courts in Spotlight districts. Coordination Mechanism for Implementation of National Action Plan For ending Child marriages was launched in July 2021.
	Is there a national budget allocation?				
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	Yes	Yes	Yes	Yes	GBV proportion detailed analysis from 2021 budget is still underway.
	What is the percentage of national budgets being allocated?				
	7.00%	10.00%	6.97%	11.00%	
	Health				
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Medium integration	Medium integration	Medium integration	High integration	Plans listed in justice and social services are multi-sectoral, cut across all sectors (Health, Justice, Education, Security and Social Services). VAWG has been integrated in all the plans listed. ZCP has not been reporting on Culture over the years, since it is not a stand alone sector in the country.
	Education				
	Medium integration	Medium integration	Medium integration	High integration	
	Justice				
	Medium integration	Medium integration	Medium integration	High integration	
	Security				
	Medium integration	Medium integration	Medium integration	High integration	
	Social Services				
Medium integration	Medium integration	Medium integration	High integration		
Culture					
Medium integration	Medium integration	Medium integration	High integration		

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes	
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	12	5	48	All national plans cascade to subnational level. Legal Aid Directorate Strategic Plan -2022-26 Legal Aid Directorate Coordination Plan-2022-2025 National Development Strategy 1 - 2021-2025 Humanitarian Response Plan UN Sustainable Development Cooperation Framework- 2022-2026	
Indicator 2.1.2 Internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP.	No	Yes	No	Yes	During the reporting year, no internal or external accountability mechanisms were put in place.	
	Health					
Indicator 2.1.3 Number of strategies, new plans and programmes of other relevant sectors (health, social services, education, justice, security, culture) that integrate efforts to combat VAWG developed in line with international HR standards, within the last year.	0	0	0	0	Legal Aid Directorate (LAD) Strategic Plan (2022 -2026) and Legal Aid Coordination Plan (2022-2025). Plans are multi-sectoral, cut across all sectors (Health, Justice & Security, Education, Culture and Social Services). VAWG has been integrated in all the plans.	
	Education					
	0	1	0	1		
	Justice					
	0	1	2	1		
	Security					
	0	0	0	0		
	Social Services					
0	5	0	5			
Culture						
0	0	0	0	0		
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	3	3	3	11	Prosecutors Training - Compendium of SGBV cases to aid prosecutors in the prosecution of SGBV crimes. Handbook for Magistrates for Criminal Cases to be utilized by the Judiciary Service Commission in training Magistrates developed. Gender and Sexual Harassments Module for the Public Service Academy is under development.	

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Government Officials				
Indicator 2.1.7 Number of key government officials with strengthened capacities to develop and deliver programmes that prevent and respond to VAWG, within the last year.	0	150	388	600	Spotlight conducted an orientation workshop on the National Disability Policy for the National Disability Board. The workshop was to unpack the GBV, SRH and Harmful Practices provisions within the Policy and the board's strategic plan. The board was trained on mechanisms that can be used to implement and deliver the Policy provisions on GBV and Harmful Practices. Spotlight developed and delivered a multi-sectoral training on GBV risk mitigation for government officials from the Ministry of Public Service and Social Welfare, the Ministry of Health and Child Care, the Ministry of Justice, Legal and Parliamentary Affairs, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, the Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement; and further trained government officials cases management, referral protocols and quality standards, results-based financing model (Provincial Social Welfare Officers, Provincial Police Supervisors, District Social Welfare Officers, Officers In Charge, Officers from the Victim Friendly Unit and ICC).
	Women Government Officials				
	0	75	147	300	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	"Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure"	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	The High-Level Political Compact was launched by H.E. the President of Zimbabwe, and signed by representatives of CSOs, Political Parties, Independent Commissions, Private sector and leaders from religious bodies. Victim Friendly System mechanism is at both national and subnational levels. Coordination Mechanism for Implementation of National Action Plan for Ending Child Marriages at both national and sub national levels. National Coordination mechanism for the implementation of NAP for ending child marriages.
	National Level Meetings				
Indicator 2.2.4 Number of meetings of regional, national and/or sub-national multi-stakeholder coordination mechanisms, within the last year.	4	4	4	20	Quarterly review meeting from the multi-sectoral Victim Friendly System. However, some coordination mechanisms meet on monthly basis. HLPC coordination mechanism was launched late in 2021.
	Sub-National Level Meetings				
	4	4	4	20	

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 2.3.1 Proportion of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.	88%	100%	0%	91.67%	Currently the plans do not have funds allocated.
	Parliamentarians				
Indicator 2.3.2 Number of Parliamentarians with strengthened knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, within the last year.	0	210	482	840	Zimbabwe Country programme provided capacity enhancement activities to 6 committees in Gender Responsive Budgeting (GRB) and GBV issues. The SDG expanded committee comprised of 26 Chairpersons of committees was supported to carry country wide investigations on the distribution of sanitary ware. Members of Parliament were assisted in gender analysis of the 2020 budget with GBV lenses and there is incremental awareness on SI issues amongst female and male MPs. More than 230 MPs benefitted on SGBV issues during pre-budget seminar and pre-budget consultations in October 2021. Additional 58 MPs participated at the launch of 16 days of activism and high level discussion panel on GBV and GRB
	Women Parliamentarians				
	0	84	210	315	
	Government Officials				
Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year.	0	150	44	600	Spotlight Initiative over the years provided support to the 7 Ministries on GRB and Gender Macroeconomics. (Justice, Finance, Agriculture, Public Service, Health, Women's Affairs and Education) this has resulted in the Government developing for the first time the National Gender budget statement, which is an indication of the positive results of the Country office's efforts to strengthen the GRB process within the Ministry and the institutionalization of GRB by the Government. The trainings were on GRB and Gender and Macroeconomics.
	Women Government Officials				
	0	75	32	300	
Outcome 3 Summary Table					
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	35.5 %	35.5 %	35.5%	20.0 %	Data to be reviewed through population based surveys like Zimbabwe Demographic Human Survey.

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Female Genital Mutilation				
Indicator 3.2 a) Percentage of people who think it is justifiable to subject a woman or girl to FGM (in areas where FGM takes place)	0	0	0	0	Zimbabwe programme is reporting on subjecting a woman or girl child marriage. Zimbabwe is not reporting on FGM. Data to be updated at end of programme evaluation.
	Child Marriage				
b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	5.2 %	5.2 %	5.2%	2.5 %	
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	Yes	Yes	Yes	Yes	Spotlight supported the development of the following materials: (i) Training Manual for Non-Teaching Staff on Sexual and Gender Based Violence, Sexual and Reproductive Health and Rights: Identification, Reporting and Response in Schools and (ii) Standard Operating Procedures for Establishing and Operating a 72 hour GBV Desk at School.
	In-School Programmes				
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviors and exercise of rights, including reproductive rights, within the last year.	0	236,475	0	773,919	Due to COVID-19, lockdown restrictions, schools were closed the greater part of 202, which affected delivery of school programmes that promote gender equitable norms, attitudes and behaviours. Spotlight supported the development and broadcasting interactive radio sessions on Guidance and Counselling – Life Skills Education. Four national radio stations broadcasted a total of 52 sessions each. The sessions triggered discussions on pertinent issues affecting learners during COVID-19 induced school closures. These include drug and substance use, gender-based violence, child sexual abuse and exploitation, early and unintended pregnancies and marriages, menstrual health management, home learning, mental health and coping strategies during COVID-19 induced school closures. The 4 radio stations have a national coverage and an estimated cumulative reach of 5.2 million people.
	In-School Programmes Girls				
	0	94,590	0	309,568	
	In-School Programmes Boys				
	0	141,885	0	464,351	
	Out-of-School Programmes				
	0	25,000	3,565	100,000	
	Out-of-School Programmes Girls				
0	10,000	2,197	40,000		
Out-of-School Programmes Boys					
0	15,000	1,368	60,000		

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	National or Sub-National				
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviors, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	0	3	2	4	Training Manual for Non-Teaching Staff on Sexual and Gender Based Violence, Sexual and Reproductive Health and Rights: Identification, Reporting and Response in Schools, including LNOB. Standard Operating Procedures for Establishing and Operating a 72-hour GBV Desk at School, including LNOB.
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviors, including in relation to women's and girls' sexuality and reproduction, within the last year.	0	2,300	3,069	6,300	Spotlight worked closely with community cadres like Behaviour Change Facilitators, Gender Champions, Peer educators, who then meet regularly on monthly basis discussing community programmes which promote gender-equitable norms, attitudes and behaviours. Boys and girls have not been meeting regularly because of school closures due to COVID-19 lockdown restrictions.
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviors, including in relation to women and girls' sexuality and reproduction	0	15	84	40	Communities in this case refer to wards in which different programmes are being implemented. Advocacy platforms promote gender equitable, attitudes and behaviours through discussions including local leadership.
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	0	6	8	19	Campaign Names: 1. Apostolic Women in leader: Achieving an equal world in COVID-19 2. Ending Child Marriage, Sector 3. GBV- Child Marriage and Wife beating 4. #HeForShe, Sector 5. #NoWay! Campaign 6. #ShakingOffGBV Campaign 7. Men as key partners in the fight to end GBV 8. #Stand4HumanRights Campaign
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviors during the past year.	0	2	2	6	Network Names: 1. #HeforShe 2. Chishawa paVarume Network

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting, within the last year.	0	4	23	17	Names of Outlets: New Ziana, The Mirror, Hevoi FM, Sunday Mail, The Herald, Kwayedza, Weekly Mirror, News day, Daily News, Star FM, Radio Zimbabwe, ZI FM, Sunday News, National FM, New Zimbabwe, Power FM, Zimbabwe Union of Journalists 263 Chat, The Standard, Health Times
EVAWG Policies					
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviors and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	3	2	10	7	Name of Institution: BANCABC, Name of Policy: Dignity in the Workplace Policy, Sector/Area of Work: Banking, LNOB? Yes
EVAWG Policies including LNOB					
	3	2	0	7	Name of Institution: FBC Bank, Name of Policy: Sexual Harassment Policy, Sector/Area of Work: Banking, LNOB? Yes Name of Institution: Dairiboard Zimbabwe, Name of Policy: Sexual Harassment Policy, Sector/Area of Work: Manufacturing, LNOB? Yes Name of Institution: Grain Marketing Board, Name of Policy: Sexual Harassment and Bullying Policy, Sector/Area of Work: Agriculture, LNOB? Yes Name of Institution: Telone, Name of Policy: Gener Policy & Sexual Harassment Policy, Sector/Area of Work: Telecommunication, LNOB? Yes Name of Institution: Minerva, Name of Policy: Sexual Harassment and Discrimination Policy, Sector/Area of Work: Insurance, LNOB? Yes Name of Institution: Zimnat, Name of Policy: Sexual Harassment and Discrimination Policy, Sector/Area of Work: Insurance, LNOB? Yes Name of Institution: Cresta Hotels, Name of Policy: Sexual Harassment and Discrimination Policy, Sector/Area of Work: Hospitality, LNOB? Yes Name of Institution: Sable Chemicals, Name of Policy: Sexual Harassment and Discrimination Policy, Sector/Area of Work: Manufacturing, LNOB? Yes Name of Institution: Dandemutande, Name of Policy: Sexual Harassment and Discrimination Policy, Sector/Area of Work: Telecommunications, LNOB? Yes

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Decision Makers				
Indicator 3.3.5 Number of key informal decision makers and decision makers in relevant institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviors and women and girls' rights, within the last year.	0	360	238	1,080	Spotlight through Organizations for People with Disabilities conducted community dialogues and trainings for community leaders (headmen, chiefs and councillors) on disability rights as well as addressing the intersecting forms of stigma and discrimination faced by women and girls with disabilities
	Women Decision Makers				
	0	108	96	324	
Outcome 4 Summary Table					
	Women				
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	43	28,000	20,140	112,000	Spotlight provided survivors who reported experiencing physical or sexual violence and seek help. Services were provided through the mobile or static One Stop Centres, Safe Shelters, access to justice and policing services, health related services to both physical and sexual violence survivors both women and girls.
	Girls				
	38	7,000	30,959	28,000	
	Reported				
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	0	1,152	1,152	0	A total of 1,152 cases involving children were recorded by the police. This is administrative data hosted by Zimbabwe Republic Police, and due to the sensitive nature of the data, it is not made readily available as per the disaggregation required. Only reported VAWG cases for children are shared. From the 1,152 VAWG cases reported to police, 864 were completed. Completed involves, those which resulted in convictions, withdrawals or acquittals.
	Brought to Court				
	Convictions				
	MIS				
Indicator 4.3 A dedicated VAWG management information system (MIS) is in place at national level which can measure number of women/girl victims/survivors of violence that have received quality, essential multi-sectoral services.	No	0	No	0	A GBVIMS national framework was validated. Under UNFPA, Zimbabwe was selected among pilot countries to roll out the global GBVIMS+. UNFPA has engaged with the GBVIMS Global team in coordination with Ministry of Women's Affairs, Community, Small and Medium Enterprises Development to customize the system in line with the approved national GBVIMS framework.

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Developed				
Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.	No	0	Yes	0	SOPs to the Multi-sectoral Protocol on the Management of Sexual Violence and Abuse. SOPs on Termination of Pregnancy and Guidelines. Forensic Investigations training Guidelines on the Handling of Child Witnesses. Manual for Intermediaries.
	Strengthened				
	No	0	Yes	0	
	Government Service Providers				
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	0	2,087	256	8,348	Spotlight strengthened capacity of Justice, Law and Order stakeholders were trained on GBV risk mitigation and Basic Forensics, Investigation.
	Women Government Service Providers				
	0	835	90	3,340	
	Women's Rights Organizations				
Indicator 4.1.5 Number of women's rights organizations who have increased knowledge and capacities to deliver quality, coordinated essential services to women and girls' survivors of violence, within the last year.	0	4	8	11	Spotlight strengthened capacities of the following CSOs, Musasa, FACT, GALZ, CSHAAR, Adult Rape Clinic, JF Kapneck Trust and Justice for Children Trust.
	LNOB				
	0	4	8	11	
	Grassroots				
	0	4	0	11	
	Number of Networks identified at Baseline				
Indicator 4.1.8 Number of local networks established among authorities and communities to prevent and respond to VAWG that include adequate representation of women and girls facing multiple and intersecting forms of discrimination, within the last year.	0	10	6	23	Names of Networks <ul style="list-style-type: none"> • #HeForShe • Peace Begins at Home • Chishawa Pavarume • SASA community Activists network • Youth and Young Women Research Network • Women's and Girls Interdenominational Advocacy Group
	a) Girls with Knowledge of ES				
Indicator 4.2.1 Number of women and girl survivors of violence that have increased KNOWLEDGE of a) to quality essential services, and b) accompaniment/support initiatives, including longer-term recovery within the last 12 months	0	35,000	241,829	14,000	Knowledge to essential quality services was facilitated by Behaviour Change facilitators through community mobilization sessions. These sessions focus on GBV and GBV referral pathways across all the 5 Spotlight provinces. Data could not be further disaggregated to include survivors from a group facing multiple and intersection forms of discrimination who have increased knowledge of quality essential services.
	a) Women with Knowledge of ES				
	0	107,500	730,227	430,000	
	b) Girls with Knowledge of longer term services				
	0	4,245	0	12,735	
	b) Women with Knowledge of longer term services				
	0	42,456	3,019	169,824	

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes	
Indicator 4.2.2 Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased ACCESS to a) to quality essential services and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months	a) Girls with ACCESS to ES					
	0	4,335	30,959	12,735	Spotlight extended economic empowerment initiatives that include: entrepreneurship development programs, skills development trainings and mentorship programs, and some life skills trainings. Some of the women are working in groups or cooperatives, whilst others are working as individuals. In addition, GBV survivors accessed services like mobile or static One Stop Centres, safe shelters and legal assistance. Data could not be further desegregated to include survivors from a group facing multiple and intersection forms of discrimination who have increased access quality essential services.	
	a) Women with ACCESS to ES					
	0	42,000	20,140	16,800		
	b) Girls with Access to Recovery Services					
	0	450	0	1,350		
b) Women with Access to Recovery Services						
0	4,500	2,045	18,000			

Outcome 5 Summary Table

	Prevalence				
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	No	Yes	Yes	Yes	Prevalence data is collected through population based surveys MICS or ZDHS, which are conducted after every 5 years.
	Incidence				
	No	Yes	No	Yes	
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, family violence, harmful practices when relevant, and trafficking and femicide) at country level	IPV				Zimbabwe country programme is not reporting on FGM, Femicide and trafficking. Data on IPV and Child Marriages is currently collected under MICS and ZDHS and reports are publicly available. However, these surveys are conducted after every 5 years
	No	Yes	Yes	Yes	
	Child Marriage				
	Yes	Yes	Yes	Yes	
Indicator 5.3 National statistics related to VAWG/HP incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts	Trafficking				Currently disability disaggregation is not incorporated in population-based surveys. Spotlight is working with relevant government and non-government institutions to ensure disability is included. Ethnicity is not of concern in the context of Zimbabwe.
	1) Income 2) Sex 3) Age 6) Geographic Location	1) Income 2) Sex 3) Age 6) Geographic Location	1) Income 2) Sex 3) Age 6) Geographic Location 7) Forms of violence"	1) Income 2) Sex 3) Age 5) Disability 6) Geographic Location	
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year	National Statistics Officers				In 2021, a GBVIMS national framework was developed and validated by national stakeholders. Capacity strengthening has been postponed as the Ministry of Public Service is in the process of hiring Gender Directors who will be best fit for the trainings. The activity will be conducted in 2022.
	0	30	0	150	
	Women National Statistics Officers				
	0	10	0	50	

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Government Personnel				
Indicator 5.1.4 Number of government personnel from different sectors, including service providers, who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards, within the last year	0	285	0	855	In 2021, a GBVIMS national framework was developed and validated by national stakeholders. Capacity strengthening has been postponed as the Ministry of Public Service is in the process of hiring Gender Directors who will be best fit for the trainings. The activity will be conducted in 2022.
	Women Government Personnel				
	0	85	0	255	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	0	175	0	525	Activity to be conducted in 2022.
	Knowledge products				
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	0	3	59	8	A total of 59 KM products were developed or finalized in 2021. Some of the KM products under Social Services sector they are multi sectoral.
	Government Personnel				
Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	285	172	855	Police Officers and social development officers had their capacities strengthened on data analysis and dissemination of prevalence and incidence data on VAWG.
	Women Government Personnel				
	0	85	68	36	
Indicator 5.2.4 Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	175	0	525	Activity to be conducted in 2022.
Outcome 6 Summary Table					
Indicator 6.1 Number of women's rights organizations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG	0	20	20	60	20 Women's Rights Organizations came together through different coalitions and provided joint statements. A total of 7 statements were made in 2021.

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	0	4	1	10	Community score card was used on SRHR issues in the districts of operation on Health institutions, issues related to education in schools on how the Ministry is conducting itself and by police on how they are managing cases. In term the stakeholders scored themselves and after some time a monitoring was done and re-scores was done. Based on the before and after scores, some improvements were noted in most of institutions.
Indicator 6.3 Number of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG	0	12	27	30	From the survey conducted, 30 CSOs responded and 27 CSO reported having greater influence and agency to work on EVAWG.
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	1	4	10	9	During the reporting period Spotlight conducted 8 provincial level gender forums and 2 national level gender forums. The other national dialogue was aimed at understanding the systemic gaps and opportunities that exist in Ending Child marriages in Zimbabwe.
	Youth				
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	18	10	1	44	Spotlight supported 28 CSOs to partners with WCOZ and other CBOs in their districts to work on EVAW.
	LNOB				
	18	10	27	44	
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year	0	10	29	40	The 29 IPs implementing the Spotlight Program were capacitated to advocate for VAWG at various levels. During the reporting period Spotlight collaborated with Women's Coalition of Zimbabwe (WCZ) and ZWLA to jointly advocate on key EVAW issues. ZWLA worked with local authorities to advocate on EVAWG issues. WCZ was supported to host a national symposium on Gender Equality and EVAWG and issued a joint statement.

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	20	25	50	Spotlight supported 25 women's rights groups and relevant CSO's to come up with Social Accountability strategies in the 5 provinces of Zimbabwe. Spotlight further developed a social accountability framework and scorecard to be used by women living with HIV. Strengthened women's participation in national HIV response through supporting women living with HIV's organizations including Pan African Positive Women's Coalition-Zimbabwe- (PAPWCZIM) and WCoZ.
CSOs with strengthened capacities					
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	0	10	29	20	These are CSO supported to implement programmes on EAW. UN since phase 1 have been supporting SASA partners to design, implement, monitor and evaluate their SASA programme in three Spotlight districts, i.e. Matabeleland, Mashonaland Central and Harare. The SASA programme is now on the third phase of implementation.
Indicator 6.3.2 Number of women's rights groups and relevant CSOs using knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG, within the last year	0	40	25	104	From the survey conducted, 30 CSOs who responded, 25 indicate to having used knowledge products developed by participating UN agencies in the design of their own programmes on ending VAWG.

Annex B

Risk Matrix

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
Contextual risks						
Decrease in democratic space for participatory engagement with Government and closure of spaces or community engagement in run up to 2023 general elections (New Risk)	2	4	ongoing	Feedback and engagement with gender equality and women rights activists	Advocacy at the Highest Level on work of the UN in Zimbabwe and the national importance of SGBV and HPs as a major development issue that has an economic and social impact; EU Ambassador engages Government on the issue during political dialogue session with Government	Resident Coordinator, European Union Delegation in Zimbabwe, Independent Commissions, Civil Society
Economic downturn; inflation; austerity measures disproportionately affecting the most vulnerable; worsening liquidity crisis that can affect procurement; fuel prices	4	4	ongoing	UN economic analysis reports and briefs; media reports; economic forum platforms	Advocacy with the Reserve Bank of Zimbabwe (Central Bank) and other relevant senior Government officials to ringfence UN Funds for the Spotlight Initiative. Utilized the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI programme	Resident Coordinator
Senior officials in positions of power and formal authority at national and subnational levels in institutions with SGBV mandates are perpetrators of violence	5	4	this is hard to monitor because of the culture of silence in the reporting of violence perpetrated by those in formal authority	only source is reported cases that may appear in media's court reporting	A Political Compact was established in 2021 between the President, EU and UN on Government's commitment and accountability to eradicating violence against women and girls and to the advancement of gender equality and women's rights in Zimbabwe	EU Ambassador, Resident Coordinator, Ministry responsible for Women's Affairs and Gender; Independent Commissions
New Risks: COVID-19 response not sensitive towards the SI goals, and not gender-sensitive overall	4	5	ongoing	RUNOs participation in National Recovery and Response Pillars; review of pillars guidelines	Scaled up presence of RUNOs across (national response) pillars and ensured inclusion of gender sensitive programming/ messaging interventions Continued lobbying and advocacy for representation of the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development (MWACSMED) on national taskforce and response and recovery teams	RUNOs
Government priorities shifting from development to soley humanitarian focus	4	5	ongoing	Government statements on priorities	Spotlight agencies ensured that SI interventions ALL pillars besides Pillars 3 and 4 remained a priority, established alternative modalities for continued implementation	RUNOs

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
Increased reports of intimate partner violence (over 70% hotline calls compared with pre-lockdown trends)	5	5	ongoing	Reports from SI Zimbabwe partners operating hotlines; media reports	Increased awareness on reporting platforms for GBV/SGBV Scaled up remote Psycho-social Support (PSS) through enhanced capacity of hotlines, including for GBV survivors, men and key populations	RUNOs, IPs
Reluctance of frontline GBV service providers to interact with survivors due to fear of infection	3	4	periodically as the pandemic escalates	Reports from SI Zimbabwe partners and from GBV service providers supported by SI	Ensured access to PPE for all frontline workers including, information on how to prevent infection	RUNOs
Delays in recognition of GBV services as essential services within the national COVID-19 response strategy	3	5	This issue was resolved through the SI partnership with the Ministry responsible for women affairs, but periodic monitoring still required	IPs reports enable the programme to identify areas where women and girls may still be unable to access services during lockdown restrictions	Continued coordination with MWACSMED and advocacy with the COVID-19 National Taskforce to ensure inclusion of GBV among essential services Advocacy for community based organisations which are critical for case identification and referrals as essential services	RUNOs, MWACSMED
Lack of sensitisation within security workforce on mobility of GBV/SGBV service providers and survivors	4	5	ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Coordination with COVID-19 National Taskforce to enhance sensitisation of security workforce to ensure mobility of GBV staff and survivors (including through virtual webinars and dissemination of guidelines on GBV risk mitigation across clusters) Coordination with the MWACSMED to engage relevant Ministries	RCO, UNCT, MWACSMED, RUNOs, GBV sub-cluster members
Shrinking spaces-GBV services located at health facilities reclassified as COVID-19 response centres	3	5	ongoing	Reports from SI-supported OSCs located static; participation in national pillar on quarantine and response centers	Support to GBV/SGBV facilities to explore relocation and expansion of space, identification of alternative host facilities	Relevant RUNOs, MWACSMED, IPs
Increased risk of online GBV especially for adolescents	4	2	ongoing	Partnership with the Zimbabwe Republic Police; Spotlight assessments	Implement modalities for raising awareness among women and girls on safe online behaviour and how to mitigate risk of online violence	RUNOs, IPs
Despite achieved recognition of GBV/SGBV services as essential and eased mobility restrictions for staff, reduced working hours for certain sectors (e.g. courts) generate delays in accessing protection orders and termination of pregnancy for eligible cases	4	5	ongoing	Reports from SI SRHR partners	Lobby engagements with relevant Ministry and judicial institutions for resumption of legal services at full operational scale	MWACSMED, relevant RUNOs, IPs

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaptation measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
Upsurge in COVID-19 cases and indefinite extension of lockdown measures limit access to target populations, Government Ministries and Departments, schools and tertiary institutions	4	4	ongoing	Government statements and reports on lockdown stages and measures	Review implementation strategy and introduce accelerated implementation modalities e.g. joint delivery by IPs in districts, re-programme funds to support PPE for critical service providers for continued services among others Use of ICT where cost effective and appropriate, and other innovative modalities (identified in consultation with various IPs) to continue implementation	RUNOs
Transport unavailability and reduced GBV/SGBV service accessibility due to lockdown restrictions	5	5	ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Provide extra transport support including shuttle services, support to alternative transport costs means (vaya, taxis) to enhance service uptake during protracted lockdown Scale up remote service provision, hotlines for GBV survivors, including voice and text/WhatsApp option, for targeted audiences (survivors, men, key populations) Increased support for covid-19 safe home visitation (procurement of PPE through re-programmed funds), mobile service delivery by IPs, scale-up mobile OSCs Re-programme existing funds and engage in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs, IPs
Increased risk of Sexual Exploitation and Abuse due to multi-emergency situation and great dependence on humanitarian support	4	5	ongoing	UN PSEA advisor in RCO; SI partners	SI to increase programme focus on PSEA	RUNOs
Programmatic risks						
Restricted access to communities	3	3	ongoing	SI partners based at district and community levels	Advocacy at the highest level SI worked with CBOs and community cadres	Resident Coordinator; Ministry of Women Affairs, Community Development and SME; SI Steering Committee
Politicization of service delivery	3	3	ongoing	SI partners	Monitoring visits and Spotlight Beneficiary Feedback Accountability Mechanisms are two means for capturing if this does happen during the programme's implementation. If it is verified that this phenomenon is happening, measures can be taken to bring this practice to the attention of the responsible authorities	Resident Coordinator, UN agencies, Inter-Agency Technical Team
Communities view SI interventions as 'foreign' interference in cultural and traditional systems	4	4	ongoing	SI partners working at sub-national levels	Co-created interventions in collaboration with community members and the respected leadership and opinion leaders at community levels	UN agencies and Implementing Partners

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
Robust monitoring visits of implementation of SI restricted due to lockdown	4	4	ongoing	National Guidelines on travel; UN SMT guidelines on travel	Developed and implemented remote monitoring mechanisms and built the capacity of implementing partners to conduct remote monitoring Adhered to UN Standard Operating Procedures for In-city travel	Spotlight M and E Coordination, Implementing partners and UNCT
Implementation slowed or limited due to poor internet connectivity, infrastructural challenges, and limited funds for data among IPs, Government partners and beneficiaries	4	4	ongoing	Continuous feedback and engagement with SI partners and stakeholders	Re-programmed funds for implementation modalities such as travel and physical workshops to support internet/data bundles in IP budgets and created appropriate internet.wifi platforms for government partners Strengthened the capacity of IPs, government partners to use ICTs and different media platforms	RUNOs
Unavailability of IPC and basic PPE equipment	5	5	ongoing	National reports; feedback from SI partners	Re-programmed existing funds and engaged in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs and IPs
Risk of delayed implementation due to UN processes which are not easily adaptable to an ever-changing environment requiring constant flexibility	4	4	ongoing	SI RUNOs feedback; monthly monitoring of SI financial expenditure	Continuation of implementation of long-term interventions (e.g. systems strengthening), while including short-term response interventions to cater for the changing environment	RUNOs
De-prioritisation of SRHR services as a consequence of lockdown-triggered interruption of household income sources (SRHR often entry point for GBV service access)	5	5	ongoing	Feedback and reports from SI SRHR partners	Scaled up mobile service provision through mobile One Stop Centres (OSC) including integration of SRHR supplies distribution	RUNOs and IPs
Closure of schools and tertiary institutions preventing continuation of GBV prevention interventions	5	4	ongoing	National Government statements; engagement with Min of Education	Explored alternative modalities to engage youth and peer educators in the dissemination of information on GBV prevention and response Discussions with Ministries responsible for Education, follow Government and WHO guidelines	RUNOs and IPs
Delays in implementation-risk of IPs not completing their work on time given the time lost due to lockdown restrictions on numbers in gatherings	4	5	ongoing	Monthly monitoring of financial expenditure of IPs; reports and feedback from IPs	Monthly monitoring of delivery rate and implementation of interventions for continuous communication with EU, Spotlight Secretariat and the NSC Guidance from the Spotlight Secretariat, MPTF and EU	RCO, Spotlight Coordination, Spotlight Secretariat and EU
Lack of strategic planning for any eventualities on the work of IPs	2	4	ongoing	Engagement with and reports from SI IPs; RUNOs and SI's CSRG virtual monitoring of SI implementation	Spotlight coordination and the Inter-agency team constantly monitored the change in the context and continuously planned with the IPs IPs were encouraged to produce Business Continuity Plans and to identify innovative opportunities for engagement and programming	Spotlight Coordination, Inter-Agency Team and IPs

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaptation measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
Risk Please include new risks, if any, denoting these with [New Risk]						
Fear of increased risk to COVID-19 infection impacts negatively on staff morale and well being in partner organisations leading to a go slow in implementation	4	4	ongoing	Reports and feedback from IPs	Spotlight Coordination, RUNOs convene wellness sessions with IPs on covid-19 IPs supported with PPE and IPC supplies and equipment	Coordination, RUNOs and IPs
Programme reach to most vulnerable target group - women and girls with disabilities constrained by lockdown restrictions and absence of disability-accessible technologies	5	4	ongoing	Reports from Spotlight's Disable Persons Organizations IPs	RUNOs worked with relevant Ministries and Departments for special clearance letters for IPs to continue to reach target group through home visits and small (less than 10) meetings DPOs capacitated with PPE and continuous knowledge of COVID-19 restrictions and guidance DPOs's capacity strengthened to engage in COVID-19 national response and recovery processes; to document and share with policymakers the experiences of women and girls with disabilities in the COVID-19 context RUNOs exploring the development of disability-accessible GBV/ SGBV hotlines based on learnings from other Spotlight countries	RUNOs, IPs and Relevant Government Ministries and Departments
Institutional risks						
Budget cuts/insufficient budget allocations to key sectors and institutions that address SGVB	4	4	ongoing	SI partnerships with Government ministries; SI monitoring of national budgets	Strengthening the advocacy and lobbying capacity of a wide-range of civil society organizations and citizens' groups	UN agencies, CSOs, Independent Commissions
Fiduciary risks						
Corruption/Mismanagement of Funds	3	4	ongoing	IPs financial reports; financial monitoring of RUNOs expenditure	Strong and harmonized financial management system; use of IFC; spot-checks on IPs and regular financial assessments on the use of funds	UN Agencies
Movement of funds to IPs, partners delayed due to suspension of electronic money transfer platforms, and closure of banks' provincial and district branches	5	5	ongoing	Reports from RUNOs operational and finance teams	OMT, RUNOs financial teams continuously reviewed situation and provided guidance to programmes	UNCT, OMT
Financial Reporting and Verifications of IPs expenditure delayed due to lockdown restrictions	5	4	ongoing	Reports from SI RUNOs	RUNOs put in place electronic and virtual modalities for obtaining financial reports and documentation from IPs required for verification	

Assumptions:

- Spotlight CP needs to routinely review risks to programme due to fluidity of political, financial and socio-economic situation in the country
- Access to information and to GBV, SGBV and SRHR services for ALL women is seen as critical and life-saving and should always be available and classified as 'essential services' in times of humanitarian and other crises

Annex C

CSO Engagement Report

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans.									
Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.									
1	1.1	Centre for Applied Legal Research (CARL)	National	\$131,887.88	UNICEF	Implementing Partner (IP)	No	Existing	Adolescent girls
1	1.1	Federation of Organisations of Disabled People in Zimbabwe (FODPZ)	National	\$45,000.00	UNESCO	Implementing Partner (IP)	No	Existing	Women and girls with disabilities
1	1.1	Women and Law in Southern Africa (WiLSA)	National	\$293,000.00	UNDP	Implementing Partner (IP)	Yes	Existing	Adolescent girls
1	1.1	Leonard Cheshire Disability Zimbabwe (LCDZ)	National	\$167,252.00	UNDP	Implementing Partner (IP)	No	New	Women and girls with disabilities
Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending VAWG in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination.									
1	1.2	Legal Resources Foundation	National	\$39,998.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
1	1.2	Centre for Applied Legal Research (CARL)	National	\$87,320.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors.									
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.									
2	2.1	Empowerment for Career Development	National	\$15,015.00	UNICEF	Vendor	Yes	New	Other marginalised groups relevant in national context
2	2.1	Justice for Children Trust	National	\$5,000.00	UNDP	Implementing Partner (IP)	Yes	Existing	Adolescent girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
2	2.1	Katswe Sisterhood	National	\$121,559.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multisectoral representation and representation from the most marginalized groups.									
2	2.2	Women and Law in Southern Africa (WiLSA)	National	\$20,000.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
Output 2.3: Partners (parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG.									
2	2.3	University of Zimbabwe	National	\$99,428.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
2	2.3	Africa University	National	\$37,882.00	UNICEF	Implementing Partner (IP)	No information available	New	Adolescent girls
OUTCOME 3: Gender-equitable social norms, attitudes and behaviors change at community and individual levels to prevent VAWG and HTPs.									
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviors, including on Comprehensive Sexuality Education in line with international standards, for in- and out-of-school settings.									
3	3.1	Students and Youths Working on reproductive Health Action Team (SAYWHAT)	National	\$78,834.23	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
3	3.1	Family AIDS Caring Trust (FACT)	National	\$50,000.00	UNESCO	Implementing Partner (IP)	Yes	New	Adolescent girls
3	3.1	Forum for African Women Educationists Zimbabwe Chapter (FAWEZI)	National	\$48,000.00	UNESCO	Implementing Partner (IP)	Yes	New	Adolescent girls
3	3.1	FAWEZI	National	\$18,708.00	UNESCO	Implementing Partner (IP)	Yes	New	Adolescent girls
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviors, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem, and transforming harmful masculinities.									
3	3.2	FACT	National	\$157,673.87	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.2	Zimbabwe Community Health Intervention Research (ZICHIRE)	National	\$33,379.50	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
3	3.2	Zimbabwe AIDS Prevention and Support Organisation (ZAPSO)	National	\$34,231.00	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
3	3.2	World Vision	International	\$37,854.78	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
3	3.2	Centre for Sexual Health and HIV/AIDS Research Zimbabwe (CESHAAR)	National	\$16,910.00	UNFPA	Implementing Partner (IP)	Yes	Existing	Sex workers
3	3.2	Gays and Lesbians Association Zimbabwe	National	\$7,200.00	UNFPA	Implementing Partner (IP)	No	Existing	LGBTQI persons
3	3.2	Patsime Trust	National	\$39,147.72	UNFPA	Vendor	No information available	Existing	Other marginalised groups relevant in national context
3	3.2	Maranatha Orphans Care Trust - CBO Member of CONTACT Consortium	Local/ Grassroots	\$10,767.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Adolescent girls
3	3.2	Youth Edutainment Services (YES) - CBO member of CONTACT Consortium)	Local/ Grassroots	\$18,241.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Adolescent girls
3	3.2	Lower Guruve Development Association	Local/ Grassroots	\$10,658.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.2	Farmers Association of Community Self Help Investment Groups (FACHIG) - LGDA Consortium Member	Local/ Grassroots	\$22,150.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Caritas	National	\$31,727.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Catholic Commission for Justice and Peace (CCJP) - Caritas consortium member	National	\$14,890.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Education Commission - Caritas Consortium member	Local/ Grassroots	\$16,235.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Women Action Group	National	\$46,024.66	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
3	3.2	Zimbabwe Women's Bureau	National	\$3,852.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	HOPE Zimbabwe	Local/ Grassroots	\$6,340.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Restless Develoment	International	\$8,356.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
3	3.2	Madanhaashe (MACO) - CBO member of ZWB consortium	Local/ Grassroots	\$480.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.2	Hopley Can Change (HCC)	Local/ Grassroots	\$480.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
3	3.2	Zivo Aid Group (ZAG)	Local/ Grassroots	\$480.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	South Western Region Gender Network (SWRGN) - member of CONTACT Consortium	Local/ Grassroots	\$2,203.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Civic Forum on Human Development (CFHD)- LGDA consortium member)	Local/ Grassroots	\$4,497.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
3	3.2	Zimbabwe Women Lawyers Association (ZWLA)- member of the CONTACT Consortium	National	\$4,696.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
3	3.2	CONTACT	Local/ Grassroots	\$7,358.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Vuka Africa Performing Arts	Local/ Grassroots	\$77,853.00	UNICEF	Implementing Partner (IP)	No	New	Other marginalised groups relevant in national context
3	3.2	Apostolic Women Empowerment Trust (AWET)	National	\$356,976.00	UNICEF	Implementing Partner (IP)	Yes	New	Women and girls from ethnic minorities and/or religious minorities
3	3.2	Deaf Women Included	National	\$49,091.00	UNESCO	Implementing Partner (IP)	Yes	New	Women and girls with disabilities
3	3.2	Disabled Women Support Organisation	National	\$55,502.00	UNESCO	Implementing Partner (IP)	Yes	New	Women and girls with disabilities

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.2	National Association of Societies for the Care of the Handicapped	National	\$45,037.00	UNESCO	Implementing Partner (IP)	No	New	Women and girls with disabilities
3	3.2	Zimbabwe Council of Churches	National	\$30,000.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Women and girls from ethnic minorities and/or religious minorities
3	3.2	Identities Media	National	\$17,000.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
3	3.2	Sally Institute	National	\$30,000.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context

Output 3.3: Decision makers in relevant institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviors, and women and girls' rights.

3	3.3	Musasa	National	\$66,846.38	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
3	3.3	Empretec	National	\$174,220.00	UNDP	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
3	3.3	VIRL	National	\$66,848.00	ILO	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
3	3.3	Zimbabwe Union of Journalists (ZUJ)	National	\$14,290.00	UNICEF	Implementing Partner (IP)	No	Existing	Other marginalised groups relevant in national context

OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable and quality essential services, including for long-term recovery from violence.

Output 4.1: Relevant government authorities and women's rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRHR services and access to justice, to women and girls' survivors of violence, especially those facing multiple and intersecting forms of discrimination.

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
4	4.1	Musasa	National	\$557,938.16	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
4	4.1	Health and Law Policy Consortium	National	\$6,700.00	UNFPA	Vendor	No information available	Existing	Other marginalised groups relevant in national context
4	4.1	JF Kapnek Trust	National	\$488,622.41	UNICEF	Implementing Partner (IP)	No	Existing	Women and girls with disabilities
4	4.1	Child Protection Society (CPS)	National	\$211,984.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.1	Justice for Children Trust (JCT)	National	\$291,000.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.1	World Education Inc.	International	\$423,383.43	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.1	FACT	National	\$478,964.15	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
4	4.1	CESHAAR	National	\$6,270.00	UNFPA	Implementing Partner (IP)	Yes	Existing	Sex workers

Output 4.2: Women and girls survivors of violence and their families are informed of and can access quality essential services, including longer-term recovery services and opportunities.

4	4.2	FACT	National	\$214,918.70	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
4	4.2	ZICHIRE	National	\$89,500.90	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
4	4.2	ZAPSO	National	\$100,841.21	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
4	4.2	World Vision	International	\$57,726.74	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
4	4.2	Caritas	National	\$22,062.00	UNFPA	Grantee	No	Existing	Other marginalised groups relevant in national context
4	4.2	JF Kapnek Trust	National	\$464,522.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Women and girls with disabilities

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
4	4.2	Childline	National	\$91,180.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.2	World Education Inc.	International	\$221,040.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.2	Diocese of Mutare Community Care Programme (DOMCCP)	Local/ Grassroots	\$70,554.00	ILO	Implementing Partner (IP)	No	Existing	Other marginalised groups relevant in national context
4	4.2	Empretec	National	\$306,008.00	UNDP	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
4	4.2	Envision Zimbabwe Women's Trust	Local/ Grassroots	\$74,086.45	UNICEF	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
4	4.2	Musasa	National	\$91,180.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.2	Junior Achievement Zimbabwe	National	\$47,660.00	ILO	Implementing Partner (IP)	No	New	Other marginalised groups relevant in national context
4	4.2	Zimbabwe Women's Bureau (ZWB)	National	\$40,000.00	ILO	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
4	4.2	Royal Business Consult Trust (RBCT)	National	\$55,391.00	ILO	Implementing Partner (IP)	No	Existing	Other marginalised groups relevant in national context
4	4.2	Save the Children International	International	\$417,295.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
4	4.2	Adult Rape Clinic	National	\$138,605.50	UNICEF	Implementing Partner (IP)	Yes	New	Adolescent girls
4	4.2	Women's Action Group	National	\$146,991.00	UNICEF	Implementing Partner (IP)	Yes	New	Adolescent girls

OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG and harmful practices is collected, analysed and used in line with international standards to inform laws, policies and programmes.

Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG in line with international and regional standards to inform laws, policies and programmes.

5	5.1	Childline	National	\$28,794.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
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Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
5	5.1	Musasa	National	\$28,784.00	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
5	5.1	ZICHIRE	National	\$27,153.00	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
5	5.1	ZAPSO	National	\$13,200.00	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
5	5.1	World Vision	International	\$16,764.00	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
5	5.1	FACT	National	\$45,554.00	UNFPA	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context

OUTCOME 6: Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on gender equity and women's empowerment, and ending VAWG.

Output 6.1: Women's rights groups and relevant CSOs have increased opportunities and support to share knowledge, network, partner and jointly advocate for gender equity and women's empowerment, and ending VAWG, more specifically, with relevant stakeholders at sub-national, national, regional and global levels.

6	6.1	CESHAAR	National	\$93,890.34	UNFPA	Implementing Partner (IP)	Yes	Existing	Sex workers
6	6.1	Lower Guruve Development Association	Local/ Grassroots	\$26,205.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.1	Zimbabwe Women's Bureau	National	\$46,317.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.1	HOPE Zimbabwe	Local/ Grassroots	\$20,540.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.1	Restless Development	International	\$21,270.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.1	Youth Advocates Zimbabwe (YAZ)	National	\$10,000.00	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
6	6.1	Hope for a Child In Christ (HOCIC)	Local/ Grassroots	\$39,300.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Women and girls living with HIV/AIDS

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6.1	SAYWHAT	National	\$33,190.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Women and girls living with HIV/AIDS
6	6.1	Katswe Sisterhood	National	\$46,609.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Women and girls living with HIV/AIDS
6	6.1	Zimbabwe Congress of Trade Union (ZCTU)	National	\$25,000.00	ILO	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
6	6.1	Caritas	National	\$13,993.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.1	Women's Action Group	National	\$76,000.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context
6	6.1	International Women Social Workers	National	\$29,639.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.1	CONTACT	National	\$52,946.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context

Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG and gender equality and women's empowerment more broadly.

6	6.2	SAYWHAT	National	\$88,668.56	UNFPA	Implementing Partner (IP)	No information available	Existing	Other marginalised groups relevant in national context
6	6.2	CONTACT	Local/ Grassroots	\$45,800.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	South Western Region Gender Network (SWRGN) - member of CONTACT Consortium	Local/ Grassroots	\$11,920.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	Zimbabwe Women Lawyers Association (ZWLA)- member of the CONTACT Consortium	National	\$10,596.00	UNWOMEN	Implementing Partner (IP)	Yes	Existing	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6.2	Maranatha Orphans Care Trust _CBO Member of CONTACT Consortium	Local/ Grassroots	\$6,190.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Adolescent girls
6	6.2	Youth Edutainment Services (YES)	Local/ Grassroots	\$7,001.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Adolescent girls
6	6.2	Lower Guruve Development Association	Local/ Grassroots	\$47,189.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	Civic Forum on Human Development (CFHD)- LGDA consortium member)	Local/ Grassroots	\$16,332.91	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.2	Caritas	National	\$38,583.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.2	CCJP-Caritas Consortium member	National	\$24,542.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.2	Education Commission - Caritas Consortium member	Local/ Grassroots	\$13,426.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.2	Women Action Group	National	\$36,000.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	Zimbabwe Women's Bureau	National	\$38,387.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	HOPE Zimbabwe	Local/ Grassroots	\$25,588.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.2	Restless Development	International	\$17,693.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6.2	Padare	National	\$42,863.79	UNFPA	Grantee	No	Existing	Other marginalised groups relevant in national context
6	6.2	Farmers Association of Community Self Help Investment Groups (FACHIG) - LGDA Consortium Member	Local/ Grassroots	\$30,711.00	UNWOMEN	Implementing Partner (IP)	No	New	Other marginalised groups relevant in national context

Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG.

6	6.3	University of Zimbabwe	National	\$110,054.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.3	CONTACT	Local/ Grassroots	\$44,580.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.3	Maranatha Orphans Care Trust _CBO Member of CONTACT Consortium	Local/ Grassroots	\$29,017.00	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.3	Lower Gurube Development Association	Local/ Grassroots	\$48,383.48	UNWOMEN	Implementing Partner (IP)	Yes	New	Other marginalised groups relevant in national context
6	6.3	Farmers Association of Community Self Help Investment Groups (FACHIG) - LGDA Consortium Member	Local/ Grassroots	\$35,578.79	UNWOMEN	Implementing Partner (IP)	No	New	Other marginalised groups relevant in national context
6	6.3	Caritas	National	\$72,212.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context
6	6.3	CCJP-Caritas Consortium member	National	\$27,217.00	UNWOMEN	Implementing Partner (IP)	No information available	New	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
			TOTAL AWARDS TO CSOs	\$9,706,571.54					

Type of CSOs	<ul style="list-style-type: none"> - <u>International CSOs</u> operate in two or more countries across different regions. - <u>Regional CSOs</u> operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country. - <u>National CSOs</u> operate only in one particular country. - <u>Local and grassroots organisations</u> focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.
Award Amount	In this context, an "Award" is any financial grant, contract, or partnership agreement with a CSO.
Type of Engagement	<ul style="list-style-type: none"> - <u>Implementing Partner (IP)</u>: Programmes may contract out particular activities for a CSO to implement. - <u>Grantee</u>: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding. - <u>Vendor</u>: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activities.
Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs	To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EAWG and gender based violence and work to transform these.
New or Existing Partner	<p>(The rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)</p> <p>To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p>
Primary Vulnerable/Marginalised Population Supported by Award	Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

Annex D

Promising or Good Practices Reporting Template

State of a practice: good practice or promising practice?

The following set of criteria will help you to determine whether a practice is a good practice:

	Innovation, experience	Promising practices	Good practices	Policy, principles, norms
Level of evidence	Minimal objective evidence, inferences from parallel experiences and contexts. Lessons learned need to be drawn.	Unproven in multiple settings, anecdotal evidence, testimonials, articles, reports. Existing lessons learned that need to be further elaborated.	Evidence of impact from multiple settings, several evaluations, meta-analysis, expert review, cost-efficiency analysis, good practice criteria. Lessons learned integrated.	Proven in multiple settings, replication studies, quantitative and scientific evidence.
Replicability potential and applicability	New idea, no previous experience, highest risk.	High risk, but potential for further investigation.	Demonstrated replicability, limited risk for replicability.	Consistently replicable, widely applicable.

Adapted from Hancock, J. (2003): *Scaling-up for increased impact of development practice: Issues and options in support of the implementation of the World Bank's Rural Strategy. Rural Strategy Working Paper, World Bank, Washington D.C.*

Guidance and Template on Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the potential for adaptability, sustainability, replicability and scale-up¹. This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

This brief guidance and template ensures a common understanding of “Innovative, Promising and/or Good Practices” in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions below and the diagram for further clarification.²

Definition of an Innovative Practice

An innovative practice is a new solution (method/idea/product) with the transformative ability to accelerate impact. Innovation can entail improved ways of working with new and diverse partners; can be fuelled by science and technology; or can involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does not have to involve technology; most important is that innovation is a break from previous practice with the potential to produce significant positive impact.³

Definition of a Promising Practice

A promising practice has demonstrated a high degree of success in its single setting, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative data showing positive outcomes over a period of time. A promising practice has the potential to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

Definition of a Good Practice

A good practice is not only practice that is good, but one that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that a greater number of people can adopt it.

¹ Guidelines on good practices, UNHCR. 2019. Accessible here: <https://www.unhcr.org/5d15fb634>

² Good Practice Template, FAO. 2016. Accessible here: <http://www.fao.org/3/a-as547e.pdf>

³ Please refer to the “Spotlight Initiative Guidance on Innovation” for more information.

Title of the Innovative, Promising or Good Practice	Model Workplace Program: Effectively engaging the Private Sector to Address SGBV in workplaces in Zimbabwe
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>Studies conducted in Zimbabwe have shown a high prevalence of SGBV in all workplaces including: private, public, and informal sectors. However, most of the cases go unreported, and the majority of private companies consulted indicated that they lacked technical competence to effectively address this challenge.</p> <p>The Spotlight Initiative, in partnership with the Zimbabwe Gender Commission, supported the world of work stakeholders to develop a National Strategy for the elimination of SGBV in the workplace in Zimbabwe. The development process was very participatory and it oriented employers and workers on the importance of having a structured response to the violence and harassment in the workplace. The accompanying workplan gives clear strategies and responsibilities on what needs to be done by the different constituents separately, and collectively.</p> <p>To initiate the response process and to operationalize the strategy, the ILO under the Spotlight Initiative partnered with private sector companies to initiate a structured response to SGBV at work in inclusive programs that ensured that no-one was left behind. Under the program, technical guidance was extended to enterprises and organizations in 3 key areas:</p> <ol style="list-style-type: none"> 1. Policy Development or Policy Review: to develop a blueprint of commitment to creating a work environment with Zero-tolerance to sexual harassment and discrimination 2. Awareness Dialogues delivered through physical or virtual platforms. The education sessions reached all levels of workers from management to shopfloor workers, ensuring that we Leave No-One Behind. 3. Gender Champions – Training of GC to facilitate for peer education and support on issues of SGBV, and to ensure sustainability in the programs. <p>Through the Model Workplace Programme, 10 Zimbabwean companies (nine in the private sector and one in the public sector) were supported to develop and/or review and refine sexual harassment and VAWG policies. During Phase I of the Initiative in Zimbabwe, approximately 7,500 workers were engaged through the programme.</p>
Objective of the practice	<p>Effective engagement of the private sector in Zimbabwe to contribute to the elimination of violence against women and girls at two levels:</p> <ol style="list-style-type: none"> i. Firstly addressing issues of violence and harassment in private sector workspaces; and ii. Secondly, advocacy for the private sector to invest resources in the cause through Corporate Social Responsibility Programs and leveraging financial and other resources at their disposal
Stakeholders involved	<p>Private sector companies Public sector organizations</p> <p>A mapping of the private sector was conducted through the employers' organizations, identifying companies in different sectors, in order to broaden the lessons learned and to inform scaling up. Letters were drafted and sent out together with a Concept Note, inviting them to into the partnership. Follow-up efforts resulted in some companies coming on board, whilst others declined for various reasons.</p>
What makes this an innovative, promising, or good practice?	<p>The private sector is a key stakeholder in any economy which has the potential to effectively contribute to the EVAWG. Private sector engagement has the potential to “generate innovation, employment and financing that can bridge the gender gaps in the world of work and advance the Sustainable Development Goals”, support women, families and communities, and companies that invest in a commitment to gender equality typically outperform their competitors.</p>
What challenges were encountered and how were they overcome?	<p>These are some of the challenges encountered in implementing the Program:</p> <ol style="list-style-type: none"> 1. Management buy-in critical for program success, and this was not granted in all the companies approached for the partnership. Therefore, more time and effort had to be invested in getting some of the companies to come on board, through continual engagement and trust-building process. 2. High level of ignorance on what is SGBV, and the silent epidemic phenomena, had many workplaces believe that the problem did not exist. For example, some business executives would cite the fact that they had no report or just isolated cases made them believe that this was not a problem in their workplace. However, after sharing national statistics and presenting first to management on how SGBV manifests in the workplace, converted many. The trend was that an increase in reported cases was registered by most companies after the program. 3. The limited tools and technical guidance available to guide the private sector on how to develop effective policies, with reporting and investigation mechanisms that are free and fair to all staff, as well as enforcement of these policies. 4. Very low meaningful inclusion of Persons with Disabilities in workplace policies and programs. A Study was conducted which led to the development of a Plan of Action with Organisations of Persons with Disabilities.
Outputs and Impact	<p>The following are some of the early results and impact of the Model Workplace Program:</p> <ul style="list-style-type: none"> • Structured response to issues of SGBV in the workplace • Standardisation facilitated by guidance from ILO C190 & R206, and development tools • Demand has been created for technical guidance from the private sector • Companies registering increase in reporting after the trainings • Strategy – given agency to world of work stakeholders - employers & workers & the government - to work together and set concrete targets to address SGBV in the workplace • Opportunity to influence companies to invest in Corporate Social Responsibility (CSR) programs on SGBV
Adaptable (Optional)	<p>The Model Workplace Program can be adapted in different sectors and workplace contexts. However, more companies from different sectors need to be included in the program for a broader learning base to better inform scaling up. In addition, specific tools need to be developed for the Informal Economy.</p>

Replicable/Scale-Up (Optional)	The scope for the private sector to scale-up and cascade the programs is very high once the appropriate tools have been developed, and the pilot projects have been documented to include lessons learnt and good practices. Partnerships with CSO as service providers and technical partners is also there. There is need to capacitate the relevant CSOs first.
Sustainable	Advocate for ownership and accountability in businesses and strengthen the business case for private enterprises to see the value in investing in SGBV programs for their works, as well as CSR programs benefitting the wider communities.
Validated (for a good practice only)	
Additional details and contact information	Ida Chimedza, chimedza@ilo.org

Title of the Innovative, Promising or Good Practice	Virtual Victim Friendly Courts in Zimbabwe
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>The closure or adjustment of court operations during the COVID-19 induced lockdowns negatively impacted the provision of timely and fair hearings, contributed to increased backlogs, longer pre-trial detention periods and generally hindered the efficient disposal of judicial and administrative proceedings. Vulnerable groups, including women and children at risk of domestic violence were/are acutely affected.</p> <p>The COVID-19 pandemic exacerbated already existing challenges that vulnerable groups face in accessing justice such as spending considerable time and money travelling long distances to courts. The proposal for the establishment of Virtual Victim Friendly courts seeks to mitigate the impact of COVID-19 and subsequently address the pre-existing challenges that survivors experience such as travel costs to and from court and prolonged trials.</p> <p>The feasibility study began in November 2021 and has provided recommendations on the best modality for the virtual victim friendly courts.</p>
Objective of the practice	<p>The overall goal of the intervention is to remove the physical barrier to accessing justice for survivors of violence and abuse including women and children.</p> <p>Specifically, the feasibility study sought to:</p> <ol style="list-style-type: none"> 1. Produce research on the feasibility and potential requirements of low budget virtual Victim Friendly Courts being established in Zimbabwe including an assessment of relevant models from other countries 2. Provide recommendations of the most reasonable mode of hearings in the Zimbabwean context, including how they can be designed, implemented, and maintained with financial costs.
Stakeholders involved	The beneficiaries are mostly women and children who are survivors of violence and abuse. However, consultative meetings were conducted with the relevant stakeholders including children, women's organizations, Government departments and Internet Service Providers
What makes this an innovative, promising, or good practice?	<p>The innovation will enable survivors of violence and abuse to give testimony wherever they are thereby solving the physical access barrier which was mainly witnessed during COVID-19, with restrictions imposed on movement of people.</p> <p>The proposed system will link with the survivors in their locality and in instances where an accused person is in custody, they will be linked from the respective prison they are detained in. The system is meant to enable litigants to access courts at any given time.</p> <p>Users will connect using the web and on mobile phones and laptops.</p>
What challenges were encountered and how were they overcome?	Women and children were finding it difficult to access the courts during COVID-19 lockdown. The Virtual Victim Friendly Courts will ensure access
Outputs and Impact	Feasibility assessment report in place. The study provides recommendation on what need to be done. Under the current Phase of Spotlight, equipment and consumables will be procured in order to pilot the victim friendly virtual courts.
Adaptable (Optional)	The VFCs can be cascaded to the whole country in future. For now, it will be piloted at Harare Magistrates Court and possibly one rural setting.
Replicable/Scale-Up (Optional)	There is scope for replication.
Sustainable	Once the VFCs are set up the Government (JSC) will take over the running of these courts. Legislation is being reviewed to make these courts fully part of the law. Currently there are adhoc provisions that are utilized
Validated (for a good practice only)	No validation at the moment, but during consultations, stakeholders overwhelmingly supported the idea.
Additional details and contact information	The National Coordinator, Victim Friendly System, Mr. Francis Mutema. Email: victimfriendlysystem@gmail.com

Title of the Innovative, Promising or Good Practice	The GBVIMS+ pilot in Zimbabwe
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Back in 2013, the inter-agency GBVIMS Steering Committee participated in the development of a new database, called Primero. Primero is a partnership of UNICEF, IRC, Save the Children, UNFPA, DPKO and OSRSG-CAAC. Primero is an open-source software system designed to help GBV and Child Protection service providers securely and safely collect, store, manage, and share data on case management and incident monitoring. Primero houses different modules, and GBVIMS+ is one module of Primero. GBVIMS + is a technological enhancement of the traditional GBVIMS. What's more, it goes beyond incident monitoring, to include functionalities for GBV case management.
Objective of the practice	Harmonization of GBV incident reporting and case management data collection.
Stakeholders involved	GBV Case Management Service providers.
What makes this an innovative, promising, or good practice?	The GBVIMS is generally rolled out in humanitarian contexts. In 2021 the model has been adapted for utilization in Government-led GBV case management contexts. In Q4 2021 Zimbabwe was selected among three countries for this pilot in 2021/2022. Through the technical support of UNFPA Zimbabwe Country office and the Global GBVIMS team, the Ministry of Women affairs, community, small and medium enterprises development was identified, in its leading role for GBV coordination, to support the preliminary phases of the roll out. Five service providers including GoZ and CSOs directly providing Case management services have been identified to participate to the pilot phase. This includes training of the selected providers on the context adapted GBVIMS+ tools and system utilization.
What challenges were encountered and how were they overcome?	In ZIMBABWE the establishment of a National GBVIMS was included under the Outcome 5 activities in Phase 1. The selection of Zimbabwe among the pilot countries for the Global GBVIMS+ was a welcome opportunity, however the process of transition from the initially established GBVIMS National framework, validated during phase 1, upon the introduction of the global GBVIMS+ model, required some time to bring all stakeholders on the same page regarding the peculiarities of the global model. Through demo sessions and the close support of UNFPA Zimbabwe CO and the Inter-agency GBVIMS team, the transition was made smoother and it facilitated the meaningful engagement of all involved stakeholders during the preliminary phase into the pilot phase.
Outputs and Impact	All stakeholders consulted during the preliminary GBVIMS assessments have confirmed the need for harmonization of data collection for GBV case management. As the pilot is to start effectively in 2022, the results of this initiative will be available at a later stage.
Adaptable (Optional)	The GBVIMS+ can be adapted to context, in order to model the global tools and system features to the context specific service delivery structures.
Replicable/Scale-Up (Optional)	The roll out of the GBVIMS+ can be scaled up in the short term through engagement of additional service providers as well as potentially in the long run through adaptation of the model to other sectors beyond case management.
Sustainable	The GBVIMS+ is a sustainable model, as it entails a comprehensive package for capacity building of end users, and the complete hosting of the system by the Government lead entity after the initial pilot phase.
Validated (for a good practice only)	The GBVIMS+ is a globally validated model
Additional details and contact information	Verena Bruno - Technical Specialist GBV, UNFPA Zimbabwe bruno@unfpa.org



Spotlight Initiative

