



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

Zimbabwe

Annual Narrative Programme Report

01 January 2022 – 31 December 2022

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Spotlight Initiative Zimbabwe Country Programme

MPTF Office Project Reference Number:¹
00111645

Recipient Organization(s)

ILO
UNDP
UNESCO
UNFPA
UNICEF
UN WOMEN

Programme Cost (US\$)

Total Phase I budget, and (where OSC approved) Phase II budget as per the Spotlight CPD/RPD: \$33,029,279 USD

Phase I and (where OSC approved) Phase II Spotlight funding: \$30,000 USD

Agency Contribution: \$3,029,279 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (+ II, where OSC approved) (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, among others

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:
(30.06.2023)

Report Submitted By: Aliquam ullamcorper tellus sagittis dui vulputate tempor. Vivamus euismod quam quis vulputate suscipit. Donec ultrices mauris urna, ut accumsan arcu interdum eget

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](#).

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List of Acronyms and Abbreviations

CBOs	Community-based organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country Programme
CSO	Civil Society Organization
CSRG	Civil Society Reference Group
DPOs	Disabled Persons Organizations
EUD	European Union Delegation
EU	European Union
EVAWG	Eliminating Violence Against Women
GBV	Gender Based Violence
GBVIMS	GBV Information Management System
GoZ	Government of Zimbabwe
HLPC	High Level Political Compact
HP	Harmful Practice
IP	Implementing Partner
JSC	Judicial Service Commission
KP	Knowledge Products
LAD	Legal Aid Directorate
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
MTA	Mid-term Assessment
NCE	No-Cost Extension
NGOs	Non-Governmental Organization
NPA	National Prosecuting Authority
NSC	National Steering Committee
OPC	Office of the President and Cabinet
OPD	Organizations of Persons with Disabilities
PME	Participatory Monitoring & Evaluation
PSC	Public Service Commission
PSEA	Prevention of Sexual Exploitation and Abuse
PVO	Private Voluntary Organization (PVO)
RC	Resident Coordinator
RUNO	Recipient UN Organization
SGBV	Sexual and Gender Based Violence
SI	Spotlight Initiative
SOP	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
UN	United Nations
VAWG	Violence Against Women and Girls
VFS	Victim Friendly System
WCOZ	Women's Coalition of Zimbabwe

WEE	Women's Economic Empowerment
ZCP	Zimbabwe Country Program
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZIMSTAT	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police
ZRP VFU	Zimbabwe Republic Police Victim Friendly Unit

Executive Summary

Zimbabwe moved into the first quarter of 2022 with 98% of Phase I completed and by the end of March, the Country Program had reached 100% delivery of Phase I funds thereby entering full implementation of Phase II.

Looking towards the sustainability of the Zimbabwe Spotlight Initiative (SI) by building on the gains of the program, resource mobilization efforts started in Q2 of 2022. The Spotlight Technical Coordinator and the Spotlight Inter-Agency Technical Team began the initial steps towards the development of a joint program to sustain the gains of the Zimbabwe SI. The proposed Joint Program on Gender Equality & Women's Empowerment (2023-2026) is based on the action plan of the High-Level Political Compact on Ending Gender Based Violence and Harmful Practices (HLPC), one of the most strategic interventions achieved by the Zimbabwe Country Program (ZCP) to sustain the implementation of the SI in Zimbabwe. The presentation of the proposed joint program was presented to and approved by the Resident Coordinator and the Spotlight Heads/Deputy Heads of Agencies in April 2022. The Beyond Spotlight Joint Proposal Concept also was presented and discussed at the April 22 first Spotlight Inter-Ministerial Coordination Mechanism meeting attended by 35 representatives from Government Ministries and Independent Commissions, which also approved the concept and in August, a presentation on the Concept was presented to the Zimbabwe Development Partners Forum. By the end of 2022, the UN had developed and submitted a Country Program Outline of the new joint program to the European Union Delegation (EUD) in Zimbabwe.

The Zimbabwe Spotlight Country Program also entered 2022 with a focus on the Consolidation of the achievements accomplished in Phase I. The main priority areas for this focus were:

1) Accountability within Government at all levels to the elimination of Violence against Women and Girls (VAWG) and Harmful Practices

- Continue to strengthen the Coordination role of the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED) with a focus on GBV Coordination at Provincial and District levels as recommended in the Zimbabwe Mid-Term Assessment
- Institutionalize and operationalize the Standard Operational Procedures, Pre-Service and In-Service Modules developed in the Country Program
- Develop with Traditional Leaders (Chiefs, Headmen) a Framework for Ending Gender-Based Violence (GBV) and Child Marriages
- Dialogues and convenings on the HLPC (2021-2030) to build awareness among key stakeholders in the five Spotlight Provinces

2) Movement Building and Leave No One Behind

- Continue to build a coalition between the Women’s Movement and Organizations of Persons with Disabilities (OPD) to strengthen the emphasis on intersectionality in Zimbabwe’s EAWG activism
- Develop an understanding of Movement and Coalition Building among civil society organizations within the Spotlight Initiative

3) Strengthened capacity of Implementing Partners to deliver Results

- Create platforms to engage civil society organizations implementing Spotlight on the results framework and indicators to create synergies and more harmonized approaches in their work within the Spotlight Provinces and Districts

As many of the recommendations in the Zimbabwe MTA focused on the strengthening and expansion of the work started in Phase I, the CP also continued to work with Government and Implementing Partners to coordinate and harmonize the delivery of Spotlight at the sub-national levels, a key MTA recommendation. In this regard, Spotlight provided a technical expert in 2022 to support the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED) with its gender equality and GBV coordination mandate, with a particular focus on the sub-national level (*See Capturing Change at Output Level, Outcome 2*). Zimbabwe also took up the MTA’s recommendation of capturing financial implementation by Outcome Areas which is reflected in the country’s 2022 monthly financial monitoring reports.

Static One-Stop Centers, Shelters, and Safe Spaces all continued to be prioritized in 2022 during Phase II, as per the country’s MTA report recommendation, and the Zimbabwe SI also strengthened the Community-based Shelters Model for GBV Survivors, GBV Remote Service Delivery Model and the GBV Community-based Surveillance Model to increase women’s and girls’ access to GBV and SRH services. In 2022, Spotlight also supported the Judicial Services Commission to conduct a pilot study on the introduction of virtual/mobile courts, another step in exploring ways to “*continue with innovative methods to reach girls and women with GBV services*” (MTA recommendation).

Zimbabwe submitted its request for a No-Cost Extension (NCE) in July, as per guidance received from the Spotlight Secretariat on the NCE and received from the Secretariat in September, confirmation of the Operational Steering Committee’s August 26 approval of Latin America and Africa countries’ NCEs. Zimbabwe has developed a roadmap on the CP’s closure processes, which will be executed between January-June 2023.

Spotlight Zimbabwe 2022 Achievements

- **Zimbabwe Country Program won the ‘Fortitude Award’** during the ‘first-ever’ Global Spotlight awards to recognize the achievements of individuals and CPs. Zimbabwe also was among the finalists for the Sustainability and Leave No One Behind awards. In November 2022, the Cabinet of Zimbabwe (body of Ministers and advisors to the President) congratulated the Zimbabwe CP on the winning of the award.
- **‘A Call to Action’** was the theme of a **High-Level Media Briefing** convened by the Minister of Women Affairs, Community, Small and Medium Enterprises Development **to mark the one-year anniversary** of the SI-supported High-Level Political Compact to end Gender-Based Violence (GBV) & Harmful Practices (2021-2030). The media briefing was attended by the new European Union (EU) Ambassador, H.E. Jobst von Kirchmann, heads of United Nations’ agencies, members of the diplomatic community and senior Government officials.
- **Women’s Movement & Organizations of Persons with Disabilities sign a Memorandum of Understanding** to build a stronger coalition to fight against GBV, Harmful Practices and intersecting forms of discrimination against women and girls.
- **Traditional leaders in two Spotlight Provinces** (Manicaland and Matabeleland South) develop a framework for addressing GBV and Harmful Practices
- **Zimbabwe’s Department of Immigration** launches its first National GBV Call Center in recognition of the vulnerabilities of migrant women and children and their need for safe reporting mechanisms and services.
- **Zimbabwe’s first-ever Public Service Sexual Harassment Policy** launched. This is a key milestone in the eradication of Sexual Harassment in the workplace and in building an inclusive public service.
- **The Marriages Act (2022) which criminalizes early marriages (below 18 years) is enacted.**
- **Zimbabwe develops in 2022 and launches in 2023 the first National Women in Leadership and Decision-Making Strategy**
- **Cumulatively since 2019, 106.565 females (49,125 women above 18 and 57,440 adolescents and girls below 18) access GBV services** supported by SI.

Monitoring & Evaluation/Knowledge Management

As Zimbabwe entered Phase II and closer towards the end of the program, more emphasis was placed on Knowledge Management and Learnings in 2022, and the country continued its Participatory Monitoring & Evaluation (PME) initiatives.

An innovation in 2022 was the SI Zimbabwe’s collaboration with the Stop Abuse and Female Exploitation (SAFE) program, funded by the Foreign Commonwealth Development Office (FCDO) to convene in June the country’s first GBV Knowledge Sharing & Learning Symposium. More than 60 participants from government, civil society, and development partners participated in the symposium which attracted interest from South Africa and the UK. The Minister of Women Affairs, Community, Small and Medium Enterprises Development, Dr. S. Nyoni gave the keynote address and the British Ambassador, H.E. Melanie Robinson, EUD Head of Cooperation, Franck Porte and the UN Resident & Humanitarian Coordinator, Edward Kallon, gave opening remarks. This symposium provided insights on the types and importance of evidence in GBV programming,

and lessons from the Spotlight and SAFE programs on ‘what works’ were shared. Special sessions on GBV Data, Engaging the Private Sector and the GBV Legal and Policy Framework also were convened as parallel discussions during the symposium.

Another Knowledge Management initiative was a symposium in July 2022 on Movement Building for Spotlight civil society IPs and members of the Spotlight Civil Society Reference Group. Thirty-nine (39) participants attended this learning symposium to reflect on the status of the women’s movement in Zimbabwe; coalition building techniques; models for movement building; and meaningful application of the LNOB Principle in building coalitions that acknowledge and integrate the intersectionality of women’s and girls’ oppression in gender equality and VAWG activism. The seminar provided a realistic assessment of IP’s understanding of Movement Building and of whether the SI Country Program had created a visible EVAWG Movement. (See Capturing Results, Outcome 6 & Lessons Learned and New Opportunities)

The ZCP also initiated and worked with the Global Secretariat’s Knowledge Management Team to organize a SI Global Knowledge Exchange on Engaging the Private Sector. The then ILO Country Director in Zimbabwe, Hopolang Phororo, facilitated the session attended by some 100 participants from Spotlight countries. Zimbabwe introduced the idea to the Global team based on its experience in engaging over 14 private sector companies in the Zimbabwe SI and the ownership and commitment by these companies to addressing GBV and Sexual Harassment in their workplaces. The Spotlight Initiatives in Trinidad and Tobago, Mexico and the UN Women Multi-Country Office in the Caribbean also gave presentations. And the Zimbabwe SI initiated its first Women’s Economic Empowerment (WEE) Rural-Urban Learning Exchange for Provincial and District Officials in Harare and Manicaland Provinces.

Six PME missions took place in 2022 to provide the opportunity for the Spotlight Civil Society Reference Group (2), Government stakeholders and the SI Technical Team (4) to understand how the implementation of SI interventions impacted on targeted beneficiaries and communities.

One of the highlights of M&E missions in 2022 was the High-Level Mission for the EU and UN captured in the story below.

EU, UN visit Spotlight Initiative project sites.



The Spotlight Initiative (SI) hosted a High-Level Mission for the European Union Delegation (EUD) and United Nations (UN) Representatives of Spotlight agencies providing an opportunity to showcase some of the achievements of the SI in Harare Province. This mission also afforded the opportunity for the EUD, EU Heads of Mission and UN Country Representatives to interact with Implementing Partners (IPs) and beneficiaries in the project sites visited.

The one-day mission on Wednesday 11 May 2022, included the Head of the EU Delegation and Ambassador to Zimbabwe, H.E. Mr. Timo Olkkonen, French Ambassador, H.E. Mr. Laurent Chevallier, Ambassador of Portugal, H.E. Mr. Miguel de Mascarenhas de Calheiros Velozo, the Spanish Ambassador, H.E. Santiago Gomez-Acebo, UNFPA Country Representative, Dr Esther Muia, who led the UN delegation on behalf of the Resident Coordinator, UN Women Country Representative, Ms. Fatou Lo, UNDP Resident Representative, Ms. Mia Seppo, and representatives from the EUD and members of the Spotlight Initiative Technical Coordination and Inter-Agency Team.

SI-supported initiatives visited included the Criminal Investigations Department (CID) Forensics DNA Laboratory, the Harare Magistrates Victim-Friendly Court and the mission visited the Safe Market for Women and the static and mobile One-Stop Centers in the urban settlement of Epworth.



Former EU Ambassador Timo Olkkonen visiting Epworth Safe Market for women with Government, UN and CSO partners during 2022 High-Level Mission.

“The Zimbabwe Republic Police is grateful for the efforts that [the EU Delegation, EU member states, and the United Nations] has made to ensure the operationalization of the Forensic Science Lab. It is my fervent hope that this partnership will continue to thrive and bear more fruit to strengthen justice delivery in the country,” said the Director of Forensic Science, Assistant Commissioner Dr. Nyamukure, following an extensive tour of the forensics facilities supported by UNICEF, one of the Spotlight agencies in Zimbabwe.

At the Harare Magistrates Court, the delegation toured the VF Court equipped with modern equipment by the SI, enabling the court to become operational and aiding in the clearance of a backlog of cases.

The Harare Magistrates Court handles a large volume of Gender Based Violence (GBV) cases in the country. The VFC staff demonstrated how the court handles cases and the delegation also learnt how the collaboration and synergies between the Spotlight agencies – UNDP, UNICEF and UNFPA- had strengthened the VFC system and led to the updating of the court and Multi-Sectoral Protocols guiding the VF system’s operations in accordance with international standards.

“We used to have instances where cases would be lost because the environment was not conducive. But because of the support to the Victim Friendly System, cases are being adjudicated expeditiously and Magistrates can avoid secondary victimization of survivors,” Chief Magistrate, Ms Faith Mushure said highlighting the value of the support received from the SI in Zimbabwe.

Giving feedback on the field mission, EU Ambassador, H.E. Timo Olkkonen said, “After a successful joint field mission, it is clear to see the meaningful and measurable impact that Spotlight Initiative has had not only in contributing towards a response against GBV, but in supporting women’s economic empowerment. Being able to hear first-hand how European taxpayer contributions have been critical in delivering justice and reducing violence against women and girls in Zimbabwe is feedback to be celebrated. Our colleagues and partners who coordinate and support these initiatives are to be commended for their efforts in the fight to leave no one behind in breaking the cycle of violence.”

A global learning and knowledge opportunity in 2022 was the participation of members of the Zimbabwe Spotlight Inter-Agency Technical and Coordination team in the September Spotlight Global Learning Symposium in Cancun Mexico. This was the first time since the start of the Zimbabwe CP in 2019 that the technical team and coordination members were given an opportunity to travel to any Spotlight symposium, seminar or convening. Only civil society and government partners had participated in regional and other Spotlight events outside of Zimbabwe. Seven members travelled to Mexico thanks to funding from the EU and Recipient UN Organizations (RUNOs). The Spotlight Technical Coordinator was one of the speakers for the High-level Fireside Chat; Zimbabwe showcased its gains with the Private Sector during a plenary session; the team members served as moderators and participated in other sessions convened throughout the symposium; and the team exhibited its “Greatest Hits” during the gallery walk.

Contextual Shifts and Implementation Status

The Zimbabwe Country Programme continued to be implemented in a multi-hazard environment experiencing successive droughts, humanitarian crises, food shortages, uneven economic reforms, and high inflation. According to data from the Zimbabwe National Statistics Agency (ZimStats), the year 2022 started off with annual inflation at 60.5%, which rose to a peak of 285% in August 2022, before declining to 243.8% by December 2022.

During the 2022 reporting period, the country was in the initial processes of preparing for the 2023 general elections. This period brought an increased focus on violence against women during the electoral cycle, especially violence against women entering politics. Some of the notable cases of violence against women in politics reported in the media included:

- The murder of Moreblessing Ali which resulted in further outbreaks of violence, such as the burning of houses in Nyatsime (Harare Province)
- The episode of violence in Matobo (near Bulawayo in Matabeleland South Province) where women were undressed and beaten, and the legislator Jasmine Tofa fractured her hands
- In Binga (Matabeleland North Province) by-election, there were allegations of violence and burning of houses
- On social media, there is a heightened political intolerance from both parties which is characterized by violence and abusive language and harassment targeted at women in the political spaces.

The nature of violence against women in the political sphere include:

- Intra and interparty violence
- Disruption of political party rallies with attacks on women at the rallies
- Attacks on female candidates during campaigns and at their homes
- Cyber bullying- body shaming, revenge pornography, and sexual harassment of women in political spaces.

The Zimbabwe Spotlight Initiative put a specific focus on this issue in 2022 through financial and technical support to UN Women, one of the Spotlight agencies, to convene during the 16 Days of Activism a Gender Café on Gender Based Violence in Electoral Processes. Close to 80 participants from government, independent commissions, political parties, civil society organizations, media, UN agencies and other development partners attended this dialogue which was moderated by a former Minister responsible for Women Affairs and former active female politician, Dr Olivia Muchena. Women political leaders in the country's three main political parties and the former UNDP Resident Representative, Mia Seppo, were panellists, and they gave spirited presentations on the

root causes and forms of violence experienced by women in politics. One of the recommended actions was for continued public dialogues and strengthening of support to women in politics to forge a coalition to speak with one voice for mechanisms, laws, and measures to sanction political parties that promote intra-party and inter-party violence against women.

Also in 2022, Spotlight supported the MWACSMED to develop the National Women in Leadership and Decision-Making Strategy (2023-2030) which was launched, also with technical and financial support from the Spotlight Initiative, in Q1 of 2023. This document includes a Plan of Action and strategies to increase women in leadership in the public and private sectors and includes Women in Politics as one of the sectors. One of the stated Outcomes in the strategy is that all political parties are implementing gender responsive policy frameworks by 2025 and one of the key outputs is for the elimination of SGBV perpetrated against female candidates within and across political parties through harsh sanctions agreed on by all parties to punish perpetrators of SGBV during elections.

Another shift in the context during 2022 was the heightened discussions in various fora on the shrinking space for civil society organizations, especially as the 2021 Zimbabwe Private Voluntary Organization Amendment Bill, which regulates the registration of Non-Government Organizations (NGOs) was passed by Parliament and now awaits signature by the country's President. The Bill was published in 2021. The NGO sector continues to raise concerns that the Bill's provisions will be used to curtail NGOs' operations, specifically those deemed involved in political activism. According to Veritas, which provides information on the work of Parliament and the laws, and makes public domain information widely available, the Bill violates Section 58 (Right to Freedom of Association) of the Constitution.

The PVO Bill has caused consternation in the NGO sector and within the community of development partners. Human rights groups, civil society groups, the UN and development partners continue to issue statements calling on Government to reconsider provisions of the Bill which curtail freedom of association and restrict civil society from playing its accountability and activist role.

The majority of the civil society groups participating as IPs in the Zimbabwe Spotlight Initiative are registered as PVOs. The host Spotlight Government Ministry, MWACSMED, worked with the Spotlight Initiative to ensure that civil society partners were able to conduct their activities at the provincial, district and community levels throughout 2022 through communications with the Ministry's sub-national structures. The Zimbabwe Spotlight Initiative UN agencies also planned together for the implementation of activities to be completed as at the end of December 2022 to avoid potential conflict with an increase in election and political activities during the period of January-June 2023, as the country nears the general elections.

All six Outcome Areas are on track as indicated in Table 1 below and will be completed by the end of June 2023. In its December 2022 NCE planning meeting, the Zimbabwe SI Inter-Agency Team prepared the country roadmap for closure and as planned, Spotlight Zimbabwe Exit Meetings with key stakeholders began in March 2023.

Implementation progress by outcome area:

Spotlight Initiative - Outcome areas	Implementation progress
as of 31 Dec 2022	94%
Outcome 2: Institutions	89%
Outcome 3: Prevention and Norm Change	95%
Outcome 4: Quality Services	93%
Outcome 5: Data	98%
Outcome 6: Women's Movement	84%
TOTAL	92%

Programme Governance and Coordination**a) National Steering Committee**

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, the EU Head of Governance and Social Sectors, the EU Program Advisor for Gender, representatives from the Ministry of Finance and the Office of the President and Cabinet, a representative from the Swedish Embassy, the six Spotlight RUNOs Heads of Agencies, Head of RCO, and three representatives from the Zimbabwe National Civil Society Reference Group (CSRG). The members of the Coordination team – Technical Coordinator, Coordination Program Associate, 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 other strategic documents and processes. In 2022, the NSC held one formal meeting, due to the busy schedules of the co-chairs and changes within the EU at Ambassadorial level. However, strategic ad hoc meetings were convened as required with the RC, Spotlight Technical Lead (UN Women) and with the EU at the technical level. The new EU Ambassador, Jobst von Kirchmann, participated in several of the Spotlight high-level 16 Days of Activism initiatives.

The 2022 NSC was the first for the new Resident & Humanitarian Coordinator to Zimbabwe, Mr. Edward Kallon, to co-chair with Honourable Minister D. S. Nyoni. The RC welcomed the new UN Women Country Representative for Zimbabwe, Ms Fatou Lo, who joined the UNCT from Rwanda. Mr. Kallon congratulated the Government of Zimbabwe, the Spotlight Initiative RUNOs and the Civil Society Reference Group for the excellent implementation since the inception of

the programme. The new RC brings valuable experience from the Nigeria Spotlight Initiative, which he has started to share already with Zimbabwe. In his opening remarks he reiterated that as the country rolls out Phase II, it is crucial to build on the gains and investments made including leveraging on the momentum created by the High-Level Political Compact.

The May NSC also was the last one for the European Union Delegation (EUD), Ambassador, H.E. Timo Olkkonen, and for Mr. Patrick Lambrechts, the EUD's Head of Governance. The outgoing Ambassador commended Spotlight for addressing GBV and highlighted the importance of Civil Society as development actors in their own rights. He commended the role and excellent contributions of the Spotlight Civil Society Reference Group and of Civil Society IPs in the Zimbabwe Country Program (ZCP).

Ambassador Olkkonen noted that achieving gender equality and women's empowerment remains top priority for the EU and highlighted that the EU's Multi-Annual Indicative Programme for Zimbabwe (2021-2027) reflects this commitment. He noted that the EU intends to have a standalone programme focusing on gender equality and women's empowerment to complement their stance that at least 85% of all new programmes will have gender equality and women's and girls' empowerment as a significant or principal objective by 2025.

The May NSC approved the Post-Facto Phase I Final budget revisions and mandated the Spotlight Technical Coordinator and team to prepare the documentation, as per the Spotlight Secretariat's guidance, for the No-Cost Extension for Zimbabwe for the period of January-June 2023.

Spotlight Civil Society Reference Group members updated the NSC on the new CSRG for Phase II (See CSRG below), their workplan for 2022, and gave feedback on the findings of their PME visit to Manicaland Province (21-25 March). CSRG members visited six project sites in three districts in the province.

b) Civil Society National or Regional Reference Group (CSRG)

Zimbabwe had a new Spotlight Civil Society Reference Group (CSRG) in 2022 in accordance with the national Terms of Reference established by the group. The Spotlight Coordination Unit, which coordinates the meetings and work of the CSRG, convened the first meeting of the CSRG members (January 31-February 1, 2022), who were elected through a wide Call for Nominations and by a Selection Committee in late 2021. Nine of the 10 newly elected members participated in this meeting.

The meeting's purpose was to orient the new CSRG on the Zimbabwe SI; the role of the CSRG and operational issues; and the development of the CSRG annual workplan. The Spotlight M&E Focal Person also provided the members with an understanding of the Zimbabwe SI Results Framework to enable them to constantly reflect on the intended results when engaging with IPs and when providing technical support inputs during the implementation of Phase II.

The CSRG members elected their new Chairperson, Secretary, and members to the SI Inter-agency Technical Team (2) and to the National Steering Committee (3). The main output of the meeting was the CSRG 2022 Annual Work Plan. In 2022, the CSRG carried out the following actions from its workplan: (1) Three Independent Monitoring Missions; (2) #Shaking Off GBV Campaign event during the 16 Days of Activism; (3) participation in SI symposiums on Movement Building and the first Learning Symposium on Lessons from GBV Programming in Zimbabwe; and (4) some CSRG members actively participated in global and regional Spotlight CSRG symposiums. The group will develop a small AWP in 2023 in accordance with the No-Cost Extension Period. As independent monitors, the CSRG has been essential in providing the CP with beneficiaries' feedback on how SI has directly benefitted them, as well as recommendations on how to improve the delivery of interventions.

During the months of February-March, the 10-member CSRG, as per the recommendation of the CSRG Selection Committee, disseminated a Call for Nominations and convened to elect the five remaining members for a full complement of 15 members to be in place by 31 March. The five seats filled were: Human Rights, Private Sector, Sexual and Reproductive Health Rights (SRHR), Laws and Policies and Male Engagement. The other CSRG members seats represent the following: Youth, Public Health, Women's Movement, Academia, Faith-Based, Trade Unions, Disabilities, HIV&AIDS, Children's Rights, and Key Populations.

The CSRG conducted two PME visits in 2022 to Manicaland Province (Eastern part of the country) and to Matabeleland Province (Southern part of the country). A small monitoring visit also was conducted in Harare Province. These monitoring visits enabled the CSRG to support the monitoring efforts of the Spotlight Inter-Agency team; to provide advice to the Technical Team on the implementation of interventions; and to facilitate meaningful engagement with women's rights groups and relevant civil society organizations, including those representing young women and groups facing intersecting forms of discrimination, a key component in actualizing the LNOB principle.

Designated CSRG members developed presentations and reports on the monitoring missions with guidance and support from the Spotlight M&E Focal Person. Presentations on the findings to the SI Technical Team encouraged discussions and reflections to assess together the impact of interventions and for the Technical Team to receive important feedback on the views and perspectives of beneficiaries in each of the visited sites. For example, In Manicaland Province the recommendations from the CSRG included requests to upscale and expand interventions to other districts; encourage IPs to focus on disability inclusion in their GBV service delivery interventions; and the programme was encouraged to continue the focus on women's economic empowerment (WEE) for the most vulnerable women. The Country Programme could only take up the WEE recommendation at this point in the programme, as well as identifying the need for more sessions on disability inclusion in programming with IPs.

One of the most successful campaigns in the Zimbabwe SI is the ‘Shaking off GBV’ campaign a brainchild of the CSRG. During 2022, the CSRG with support from the Spotlight Communications and Coordination team conducted two campaign events (May and November). In May, the CSRG’s signature campaign’s theme was “Gender equality today for a sustainable tomorrow – Breaking the bias through Zumba Dancing”. This campaign was a late celebration of International Women’s Day and was done in partnership with Zimbabwe Television Network (ZTN) and aired live on the network’s Facebook page. The event brought together some 10,000 female and male participants from across the globe who expressed their solidarity for the elimination of violence against women and girls in Zimbabwe.

A representative of young women in Zimbabwe highlighted how through the SI programs implemented, women and girls continue to be empowered to take up leadership roles, and to speak up and act against gender bias and violence. A GBV survivor gave her testimony and called upon all key players, including men and boys, to prioritize the creation of safe spaces for all women and girls. The event during the 2022 16 Days of Activism is captured in the story below.

The #ShakeOffGBV campaign intensifies the fight against Gender Based Violence

The UN Gender Thematic Working Group (GTWG) and the Spotlight Civil Society Reference Group (CSRG) convened a Zumba session dubbed #ShakeOffGBV in commemoration of the 16 Days of Activism against Gender Based Violence (GBV) on 3 December 2022. Running under the theme, ‘UNiTE! Activism to end violence against women and girls’, the campaign brought together people of different ages and social classes to pledge action on ending GBV.



Giving the opening remarks on behalf of the CSRG chairperson, Ms Debra Mwase said, “We are hosting this event today on the International Day for Persons with Disability as a reminder to leave no-one behind. We appreciate the funding from the European Union, the work done by our partners and the technical support from the Recipient United Nations Organizations (RUNOs) (in the Spotlight Initiative).”

The event further emphasized leaving no-one behind by partnering with the Young Achievement Sports for Development (YASD) which brought orphans and homeless children to participate in the event. YASD is a community-based organization that uses football and performing arts as mediums to reach children and young people with messages of HIV/AIDS awareness, substance abuse prevention and children’s rights.

Representatives from the Zimbabwean Children’s Parliament were also present, providing an opportunity for Spotlight to further foster young leaders’ participation in advocacy on the rights and welfare of children, especially their rights to a life free of violence. A sign language interpreter also was present to enable those with hearing disabilities to participate in the Zumba event.

Various organizations and government ministries including the Ministry of Women’s Affairs, the Ministry of Youth, the Ministry of Environment, National Association of Non-governmental Organizations (NANGO), National Association of Youth Organizations (NAYO) and CBZ Holdings (financial institution) were represented and gave solidarity remarks at the event.

“We would like to see a society where women enjoy fundamental freedoms without hindrances. As we mourn those who have departed, because of GBV, we call for a multisectoral approach in dealing with GBV from the family unit up to national leadership. We are advocating for harsher sentences for perpetrators to protect women and girls,” said Muchanyara Mukamuri, General Secretary of the Young Women Christian Association (YWCA) in her solidarity statement.



A key impact of the #ShakeOffGBV campaign is that it has facilitated the bringing together of CSOs, Private Sector and other partners not within Spotlight into a platform for building a solidarity movement for EAVW.

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

Zimbabwe SI Inter-Ministerial Coordination Mechanism

Two SI Inter-Ministerial Coordination Mechanism meetings were convened in 2022. The first in Q2 and the second in Q3. This coordination mechanism is convened and chaired at the level of Permanent Secretary (senior-most manager in government ministries) by the MWACSMED. This platform, which has been in place since the start of the ZCP, brings together all Government Ministries and departments, and Independent Commissions implementing SI interventions and the SI Inter-Agency Technical Team to discuss the implementation and delivery of SI in Zimbabwe. The EUD also is invited to participate in these meetings.

At the April 2022 SI Inter-Ministerial Coordination meeting, which was the first physical meeting after the COVID-19 lockdowns, the focus was on Beyond Spotlight and the need for dedicated funded programmes on gender equality and women's empowerment to advance the gains of the Spotlight Initiative. The Spotlight Technical Coordinator presented on sustaining the gains of the Spotlight Initiative through implementation of the HLPC; UN Women presented on 'Revitalizing the National Gender Machinery (NGM)', a topic that has gained currency among development partners as the NGM and the creation of a wider Gender Cluster Working group are seen as essential mechanisms to advance the HLPC and the gender equality and women's rights agenda in a coordinated, harmonized manner in Zimbabwe. The Ministry of Finance presented a comprehensive presentation on Government's Commitment and Achievements in Financing for Gender Equality, and the meeting's 35 participants broke into smaller groups to provide comments and inputs for the Beyond Spotlight Concept Note for a new joint programme. The Permanent Secretary, Moses Mhike, noted in his opening remarks that it is a collective responsibility to ensure that the HLPC is not an end in itself, and that the commitments made by Government are actualized through the implementation of the activities in the HLPC Plan of Action.

While the second meeting in August included updates on Phase II implementation and delivery rates, the submission of the NCE and other operational issues, the main objective of this meeting was for the Government Ministries and Independent Commissions to give updates on the implementation of their activities during the period of January-August 2022. Reports in the form of presentations, in some cases, were received from the Judicial Services Commission, MWACSMED, Ministry of Primary and Secondary Education, Zimbabwe Republic Police, Public Service Commission, Zimbabwe Gender Commission, Department of Immigration, Ministry of Justice, Legal and Parliamentary Affairs, Ministry of Public Service, Labour and Social Welfare, Ministry of Lands, Agriculture, Fisheries, Water and Rural Development and Ministry of Youth, Sport, Arts and Recreation.

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 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 April 2022, coordinated by the Spotlight Technical Coordinator, the SI Inter-Agency Technical Team, began a series of discussions and meetings which led to the development together of the concept note for a Joint Program of Gender Equality, Women's Rights and Women's Empowerment to sustain the gains of the Zimbabwe Spotlight Initiative. This proposed joint program is anchored on the High-Level Political Compact for ending Gender Based Violence and Harmful Practices (2021-2030) and is based on the strong commitment from Government at the highest level to leverage on and push the gains of the Zimbabwe SI in the next three-four years towards the targets set in the HLPC.

This team worked together also to produce by September 2022, a communications product, Our gains in fighting violence against women and girls, which packages program results. This product has been shared with the Spotlight Community of Practice, and partners in Zimbabwe. See link to the product below:

https://drive.google.com/file/d/16cxYmo_MUrfXRNY-i7FFZ_EDcQzSwSgq/view?usp=sharing

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 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; 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) remains a strategic partner under the Zimbabwe Spotlight Initiative through the signing of the High-level Political Compact on ending GBV and Harmful Practices by the President in 2021. The President's signature on this document on behalf of all of Government is a commitment from the highest level to ending all forms of GBV and harmful practices.

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 provincial and district levels by coordinating the work of IPs, and the ministry's Provincial and 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 (See Section on Inter-agency and other Coordination mechanisms). In 2022, this Ministry continued to take a lead role in the roll-out of awareness raising, information sharing and planning meetings at the Provincial levels on the HLPC and convened a High-Level Media Conference to celebrate the one-year anniversary of the signing of the document.

Also, there is active engagement of other government line ministries supporting RUNOs in the different interventions implemented under the SI. These include: 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 of contributing to SDG 3 & 5, and to the implementation of the interventions in the Spotlight Initiative.

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. In 2022, the SI facilitated engagements between organizations of persons with disabilities and Parliament so that this constituency could present its positions on the implementation of the National Disability Policy and on disability and other rights violations experienced by women and girls with disabilities. 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 ZGC has included 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 sexual violence and the violation of their SRHR.

b) Civil Society

Cumulatively as at the end of December 2022, the Zimbabwe SI had partnered with some 72 civil society organizations. These partnerships, 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.

Most of the IPs were 'existing' partners with the various RUNOs which has led to the building of long-term partnerships. Newer partnerships with community-based groups enabled the SI to work closer to communities, while strengthening the capacity of these organizations to programme and deliver interventions in a large program such as Spotlight. In a recent survey for the Zimbabwe 2022 Results Indicators for Annex A, 30 out of 32 of the CSOs who responded indicated that because of their participation in the Spotlight Initiative and capacity strengthening received, the organizations now have greater influence in their area of work on EVAWG. (See Results by Outcomes, Outcome 6)

The gender equality and women's rights organizations continued to strategically work at the national level to lobby for the strengthening of gender equality and women's rights provisions in the draft Bills and policies. Spotlight has supported the Women's Coalition of Zimbabwe (WCOZ),

the umbrella organization for gender equality and women rights activists, and the Federation of Organizations of Persons with Disabilities to build a coalition for joint advocacy, capacity strengthening on issues of intersecting forms of discrimination, and for creating advocacy platforms that are inclusive.

However, it is important to point out that the majority of the CSOs participating in Zimbabwe's Spotlight Initiative took a 'programmatic' approach to addressing the issues of gender equality, ending child marriages, and eliminating violence against women and girls. There were no endeavors by the CSOs to coalesce to build a movement to give visibility to the issues and higher-level objectives of their interventions, with their overall results remaining at outputs. (See more in Lessons Learned)

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, and actively engages and exchanges ideas with the Technical Coordination team. The EU was a strategic champion for the High-Level Compact on ending GBV & Harmful Practices and continues to raise the profile of the HLPC achievement through its various communications channels. In 2022, the EUD invited the Spotlight Initiative to exhibit in various activities organized by the Delegation to commemorate international days during 2022. Also, the SI participated in consultations with EU consultants engaged to provide assessments to inform the Delegation's new country strategy and action plan.

During the High-Level Media Briefing to mark the one-year anniversary of the HLPC, the new EUD Ambassador, H.E. Jobst von Kirchmann, acknowledged the achievements of the Spotlight Initiative in Zimbabwe and the HLPC milestone, and pledged the EUD's continued support to the Government of Zimbabwe "to achieve more gender equality and to fight against GBV".

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.

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

The Zimbabwe Country Programme adopted PME as an approach for strengthening monitoring activities. In line with Secretariat's guidance, participatory approaches were adopted for monitoring visits by the Civil Society Reference Group (CSRG), and for joint field monitoring missions with RUNOs technical members and Spotlight Inter- Ministerial Committee (Government) representatives.

The CSRG members conducted participatory monitoring in Manicaland and Matabeleland South Provinces (March and October 2022 respectively) covering major interventions across all the six agencies. CSRG members who participated in the mission included those holding key seats such as Disability, Key Population, Children's Right, Youth, Public Health, Human Rights, SRHR and Women's Movement. The participatory monitoring missions were premised on the need for the CSRG to better understand and appreciate the SI's progress and achievements, and the sustainability measures being put in place by communities and relevant government ministries.

The interventions monitored provided key insights to CSRG members on the LNOB principle, as attested to by the CSRG member representing the Disability seat:

“As a woman with disability and representing the disability seat within the CSRG, I am happy with the thoughtful efforts being done by the program in ensuring that persons with disabilities are meaningfully participating in the program, and that their voices are heard. As a person with disabilities, the program also facilitated my participation in the mission through provision of a sign language interpreter for the whole duration of the monitoring mission; this is highly commendable.”

RUNOs also conducted joint-monitoring missions to program areas. Key results of these missions have been peer learning and comprehensive assessments of the program in a holistic manner, with a focus on how the different interventions complement each other in addressing issues of violence against women and girls. In addition, the Inter – Ministerial Committee of Government representatives together with RUNOs conducted a joint-monitoring mission in the four (4) provinces- Manicaland, Matabeleland South, Mashonaland Central and Mashonaland West. The structure of the mission was a one-day workshop with all inter- ministerial committee members at provincial level and CSOs implementing within the province. The workshop provided an opportunity for the Inter- Ministerial Committee and CSOs to collaborate and discuss the way forward with regards to sustainability of the interventions and program results once Spotlight ends. Government ministries also utilized the workshop to reiterate government's commitment to ensure program results are sustained with the possibility of replication of actions in non-Spotlight districts. At one meeting, a Provincial Social Development Officer had this to say:

“Thank you RUNOs for coordinating the hosting of this workshop in Mashonaland West province. The workshop has been an eye opener on the potential areas we can collaborate as government in ensuring that survivors of GBV receive comprehensive quality services from different government departments. As government we need to continue to collaborate more beyond this workshop.”

The provincial level workshop was followed by a field monitoring visit to selected sites by a team composed of RUNOs, and National, Provincial and District level Government representatives. The mission provided an opportunity for the Government representatives from the Head Offices to interact with beneficiary communities and to witness the program results at community level.

A key learning from the participatory joint monitoring missions is that as RUNOs, Government and CSOs, there are larger benefits in coordinating and collaborating on program implementation, including the provision of quality essential services to GBV survivors. In addition, the joint inter-ministerial field monitoring visits proved valuable as the CSRG, Government, RUNOs and CSOs jointly provide recommendations on what can be upscaled; areas which require improvements; and these entities can focus together on key measures for sustaining the program's gains.

Results

Capturing Change at Outcome Level

Outcome 1: Legal and Policy Framework

Marriages Act 2022

This landmark legislation aligns the minimum age of marriage to 18 years in accordance with the Zimbabwe Constitution, thereby prohibiting child marriages in the country. This law is a significant milestone in ending child marriages because it also criminalizes the promotion of child marriages, as well as the pledging, promise or betrothal of a child in marriage. The Spotlight Initiative supported the development of a strong advocacy and lobbying movement among gender equality and women's rights activists and child rights activists for the provision to end child marriages in the Act and has supported Government to cost and begin implementation of the National Action Plan to End Child Marriages, which is strengthened now by the legal framework.

Child Justice Bill

In 2022, the SI continued to lobby for stronger provisions and the enactment of the Child Justice Bill. The Bill was endorsed by Cabinet and was deliberated on in Parliament in 2022.

The Child Justice Bill establishes a separate criminal justice system for children accused of committing crimes. Once the Bill was gazetted in Parliament, SI supported a legal expert and IP to produce summaries for the public and a guide to unpack the provisions of the Bill for Parliamentarians and to explain recommended amendments. In early May 2022, a breakfast meeting was convened with the Parliamentary Portfolio Committee on Justice, Legal and Parliamentary Affairs and the Portfolio Committee on Public Service, Labour, and Social Welfare. A criminal law expert was engaged to guide the Parliamentarians in understanding the new provisions in the Bill, such as increasing the age of criminal responsibility from the current seven years to 12 years; the provisions on restorative justice and providing rehabilitation for child offenders; the provision for child justice courts; and the provision on the incarceration of children as a last resort.

Spotlight then supported targeted consultations, led by the Portfolio Committee on Justice, Legal and Parliamentary Affairs, in the Northern and Southern regions of the country with primary and secondary schools' students, children in juvenile remand homes, children in alternative care and children with disabilities. Some 1,157 children (673 girls and 484 boys) participated in these consultations and the majority concurred with the need to avoid children having a criminal record at an early age and for rehabilitative measures for dealing with child offenders. By the end of 2022, the Bill was still in Senate and has not been passed yet by Parliament.

LNOB- Women and Girls with Disabilities engage in law and policy-making processes

The Zimbabwe Spotlight Initiative continued to convene platforms and spaces for women and girls with disabilities and OPDs to meaningfully participate in processes where they were able to speak directly to those in positions of power and influence. Strengthening the capacity of women and girls with disabilities to frame their arguments and positions on various women's rights, gender equality, GBV and SRHR issues has been an ongoing activity since the SI started.

In 2022, Spotlight supported OPDs and women and girls with disabilities to engage lawmakers on the draft Disability Bill and on the implementation of the National Disability Policy, launched by the President in 2021. Spotlight supported and partnered with the Federation of Disabled People in Zimbabwe (FODPZ) to create Provincial Committees and Disability Champions in three Spotlight Provinces (Mashonaland Central, Harare and Mashonaland West). These committees work with women and girls with disabilities in the provinces to formulate recommendations for the effective implementation of the National Disability Policy. FODPZ used the recommendations to develop a position paper for lawmakers. Women and girls with disabilities within FODPZ also have crafted provisions and language on GBV and harmful practices for inclusion in the draft Disability Bill.

In the latter half of 2022, a consultative dialogue between legislators, the Disability Champions and OPDs was convened with support from Spotlight. Senators from Spotlight Provinces and Parliamentarians, Government representatives from the Ministry of Public Service, Labour and Social Welfare, and representatives from the Women's Coalition of Zimbabwe also attended the dialogue which sensitized the MPs on disability inclusive language which should be used when drafting laws such as the draft Disability Bill. During the dialogue FODPZ also presented the constituency's position on the Bill and participants focused on the practical ways that the provisions of the National Disability Policy can be implemented at sub-national levels.

Outcome 2: Institutions

High-Level Political Compact

Following on from the national launch and signing of the High-Level Political Compact on ending GBV & Harmful Practices in 2021, 2022 saw the Provincial launches and stakeholder engagements on the HLPC as part of a 'popularization exercise' supported by SI to build the knowledge of key stakeholders and of the public on the Compact.

The Honourable Minister of Women's Affairs, Community, Small and Medium Enterprises Development, Dr Sthembiso Nyoni, presided over the HLPC launch and stakeholders' engagement in Bulawayo in the southern part of the country. A similar initiative was held in Harare Province targeted at the signatories of the HLPC, the media and provincial officials and stakeholders. The two provincial launches recommended the development of sub-national HLPC Plans; popularization of the HLPC; targeted engagement with the private sector to support the implementation and

commitment to actions in the HLPC; and the two meetings generated a plethora of options for lobbying the Government to increase financing for the GBV response and for initiatives to eradicate violence against women and girls.

In addition to a high-level media briefing convened by Minister Nyoni to mark the one-year anniversary of the HLPC, Government also convened in December 2022, with SI support, a Provincial meeting in Manicaland to introduce the HLPC to key stakeholders and to map out steps for implementation. In addition to provincial HLPC implementation plans, these consultations also generated ideas for Government to increase its financing for GBV and gender equality.

As highlighted in the Challenges and Mitigating Measures Section of this report, implementation of the HLPC is essential for strengthening accountability to gender equality, women's rights, the EVAWG agenda and for the allocation of financial resources. The HLPC provides the framework in terms of its set targets to track financing for gender equality and GBV.

National Women in Leadership and Decision-Making Strategy (2023-2030)

Violence against women who enter the political arena and sexual harassment in the world of work are two of the impediments, among others, to women moving into positions of power, leadership, and decision-making. In recognition of this and in the spirit of providing a comprehensive approach to addressing violence in all sectors through the Zimbabwe Spotlight Initiative, the country program supported the MWACSMED to develop the country's first National Women in Leadership and Decision-Making Strategy (2023-2030).

In 2022, a series of provincial consultations on the strategy were convened and a total of 110 women and 10 men representing religious and traditional leaders, community and rural development stakeholders, youth, civil society organizations, among others, participated in the meetings which took place in Bulawayo, Mashonaland West, Manicaland, and two other provinces (Masvingo and Midland). The strategy provides a comprehensive policy framework to operationalize the gender equality provisions in the Constitution (Section 17, Gender Balance) to ensure the effective representation and participation of women in politics, and in the private and public sectors. The Strategy's sections on violence against women in politics, as well as women's leadership in ending violence against women and girls is inspired by the Spotlight Initiative. The strategy was validated and launched in 2023 as the country moved towards general elections.

Public Service Reform



In July 2022, the Public Service Commission (PSC) launched the country's first Public Service Sexual Harassment Policy which was adopted by Cabinet in April 2022. The policy marks a key milestone in the eradication of sexual harassment in the workspace and the creation of an inclusive public service in line with the work culture transformation envisioned in the National Development Strategy (NDS 1). The

policy provides guidelines on reporting, investigation, and procedures for handling cases of sexual harassment. The policy also is a pivotal step in the prevention of sexual harassment in the public sector.

While the launch of the Public Service Sexual Harassment Policy addresses the systemic barriers to ending violence against women in public sector institutions, the Zimbabwe SI concurrently focused on institutionalizing training on GBV and sexual harassment within the Public Service Academy for the sustainability of the policy's roll-out and implementation. In this regard, the Gender and Sexual Harassment Module for the Public Service Academy also was finalized in 2022.

The module was identified as part of the Public Service Academy's curriculum development to strengthen institutional capacity, and to impart new skills and competencies to transform the public service's work culture. Public sector productivity, gender equality and women's empowerment are important national priorities recognized as key factors in reducing poverty and achieving inclusive and sustainable growth. Public institutions play a critical role in advancing gender equality, women's empowerment and in the prevention of harmful practices that hinder the delivery of services to citizens. Incorporating a gender lens in public sector management and including the perspectives of both women and men in public decision making ensures that public policies, investments, and services are more responsive to community needs. In the latter half of 2022, the module, which references the High-Level Political Compact, was rolled out to 200 Human Resources Directors, Provincial and District Focal Persons in the country's 22-line ministries. The module, which is informed by the Public Service Sexual Harassment Policy, will build the capacity of all public servants to recognize, prevent and respond to sexual harassment in the workplace.

Access to Justice for Children

Through a series of integrated interventions including the research and development of a facilitator's training manual on child witnesses for a multi-disciplinary group of criminal justice stakeholders, and the presentation of a Training-of-Trainers (TOT) course to a pre-selected group of Master Trainers representing the judiciary, prosecution, police and social services, SI continued to strengthen the principles of equal, fair and child-sensitive access to justice for children who are victims of GBV so that no further harm is experienced by the child. In 2022, SI partnered with and supported the Child Witness Institute of South Africa to train 17 criminal justice Master Trainers and Judicial Service Commission personnel in specialized skills in all areas affecting child witnesses, specifically children who have experienced sexual violence. The aim of these interventions, like others in 2022, is the institutionalization of skills to ensure continuous national capacity development and related research by Zimbabwean specialists.

Strengthening GBV Coordination at Provincial and District Levels

Spotlight Zimbabwe focused on the strengthening of GBV and Gender Equality Mechanisms at the Provincial and District levels in 2022 as one of the country's actions in response to a recommendation from the Zimbabwe Spotlight Mid-term Assessment (MTA).

A GBV Coordination specialist from within the MWACSMED, with support from the SI, was seconded to work directly with the Spotlight Coordination and Inter-Agency team to (1) enhance the Coordination workflow of the Spotlight Coordination team with the Ministry at national, provincial and district levels, and (2) to directly support the Provincial and District Coordination Mechanisms in the five Spotlight Provinces with coordination and planning actions in 2022. While SI supported this coordination strengthening in the Spotlight provinces, the Ministry used its own resources to work with the mechanisms in the other five provinces outside the SI.

The Provincial and District Coordination meetings are convened quarterly and bring together representatives from Government, civil society, Independent Commissions, religious and traditional leaders, and representatives from the media. An analysis of the structures and operations of the GBV Provincial and District Coordination mechanisms by the specialist shows that in the Spotlight Provinces, three are strong – Manicaland, Harare, Mashonaland Central, with meetings attended by officials with authority and influence which leads to the implementation and review of action plans and complementarity among partners in addressing GBV issues. In Mashonaland West and Matabeleland South Provinces the coordination mechanisms are still weak due to high turnover within the MWACSMED at subnational level.

The technical specialist guided the coordination mechanisms in the SI provinces in the development of action plans aligned to the HLPC to cascade the implementation and awareness of the Compact to community level. Moving forward to enable all provinces to strengthen their coordination

mechanisms, the Ministry will sustain the work started under Spotlight in the following ways: (1) learning exchange visits between Provinces will be organized and promoted by the MWACSMED at national level; (2) internal guidelines in the Ministry on GBV coordination will be disseminated to assist provincial and district officials to carry out their coordination roles; and (3) an agreed data sharing protocol, especially among government stakeholders, will be developed so that the coordination mechanisms can measure progress and impact using the same parameters.

National Inquiry on Child Marriages, Sexual Exploitation and Abuse

The Spotlight Initiative continued to support the monitoring and investigation roles of the Zimbabwe National Gender Commission (ZGC) with the launch of the ZGC's National Inquiry on Sexual Exploitation and Abuse of Vulnerable and Marginalized Groups. The inquiry conducted throughout 2022 gathered the voices of survivors of child marriages, sexual violence, and of young persons with disabilities to understand the challenges and particular vulnerabilities they face. Public hearings and in camera interviews were conducted with survivors of these forms of violence; key informant interviews were held with the Victim-Friendly Units (VFU) in the Zimbabwe Republic Police (ZRP), Government Ministries and Departments, traditional leaders and with CSOs.

The inquiry, which will be finalized and made public in 2023, interrogates the efficacy of access to justice and social protection mechanisms, especially by young women, and women and girls with disabilities, and will provide more insights into the factors that impact negatively on reducing sexual exploitation, early marriages and all forms of violence and abuse.

Good practices and success stories of community reintegration of survivors of early marriages and sexual exploitation and of local by-laws and practices developed by local chiefs, also will be examined and presented as possible models for replication. Recommendations from the inquiry will form the lobby agenda for different stakeholders such as Parliament, the ZRP, relevant Government Ministries, among others.

Focus on the Judiciary

In 2022, Spotlight Zimbabwe strengthened and consolidated the work with the Judiciary, a key stakeholder in the justice delivery system. Through assessments conducted earlier in the start of SI, findings showed that gender biases and stereotypes often influenced decisions made by magistrates and judges when dispensing justice in GBV cases.

The Magistrates Handbook, a collaboration between two Spotlight agencies, and the Gender Bench Book tackle several key issues related to Gender Justice for the judiciary to be well-versed in for the creation of a strong gender-responsive justice system in Zimbabwe.

Spotlight provided technical and financial support to the Judicial Service Commission (JSC) which has a mandate to advance gender equality through the adjudication of criminal and civil matters. In 2022, using a gender-responsive Magistrates Handbook and the Gender Bench Book developed in the Spotlight Country Programme, 83 Magistrates (58 females: 25 males) from across the country were trained. Following presentations on topical issues from the two tools, the Magistrates provided practical examples which were then used to illustrate how to avoid gender discrimination in the adjudication of criminal and civil cases.

The Gender Bench book (GBB) produced by the JSC with Spotlight support provides guidelines for the handling of GBV cases; cases of discrimination based on gender, sex, or marital status; and all cases of gender injustice and gender inequalities in all sectors that may come before the courts. The Zimbabwean Chief Justice provided inputs and insights that have been incorporated into the GBB which is currently (in 2023) at the printing stage.

Traditional leaders share knowledge & successful models on addressing GBV and early marriages

After an exchange visit to Spotlight Malawi in 2021 to learn how the country's chiefs and traditional leaders developed a strong framework with support from the Spotlight Initiative to guide them on how to address violence against women and girls and early marriages in their communities, Spotlight Zimbabwe strengthened in 2022 its engagement with traditional leaders in two Spotlight Provinces (Manicaland and Matabeleland South) to identify successful community models as part of early processes to develop a framework for harmonized approaches for all Chiefs and traditional leaders to implement to end GBV and early marriages.

Thirty-four chiefs and traditional leaders (28 males and 6 females) in the two provinces participated in SI-supported dialogues, along with Government officials, to share information and knowledge on GBV and early marriages in their communities. The traditional leaders pointed to the 'Peace Hut Model', Zunde raMambo, a cultural social protection practice which gives traditional leaders the responsibility to take care of the most vulnerable in their communities; and the creation of a GBV Fund as actions chiefs and traditional leaders can replicate in all the 10 Provinces and include in a harmonized framework to be developed by the Chiefs Council, following similar dialogues in other Provinces. The building blocks to a national framework will include the development of Traditional Leaders' Strategies and Action Plans on EVAWG and Early Marriages in all provinces.

The 2022 workshops provided the initial steps for the Chiefs Council to build on to continue this initiative in all provinces. Hon. Chief Fortune Charumbira (Senator), President of the Chief's Council in Zimbabwe, is a signatory to the HLPC on behalf of the country's traditional leaders.

Outcome 3: Prevention and Norm Change

Violence against women in the public spaces campaign

A four-month campaign (September-December) was launched during the latter half of 2022 to raise awareness on violence against women in public spaces which impacts negatively on their freedom of movement. “Creating safe and empowering public spaces for women and girls” (#ViolenceFreeSpaces) targeted communities in Harare and Matabeleland South Provinces with posters and messages featuring Zimbabwean male poets and musicians, who used their art forms to engage men in the prevention and protection of women and girls from all forms of violence which occur in markets, on public transport, in and near unlit public toilets and at water and food distribution sites in rural areas. Through targeted community outreach, some 550 people were reached in Epworth (Harare Province) and Umzingwane (Matabeleland South). Through social media and online platforms, the campaign reached 1.3 million.

Prevention of GBV & Sexual Harassment in the World of Work

In 2022, the Zimbabwe Spotlight Initiative added two more companies to the private sector partners bringing a total of 14 companies (13 in the private sector and one in the public sector) participating in the Model Workplace Program to prevent GBV and Sexual Harassment in the workplace.

Spotlight provided technical support to these companies to develop and/or review and refine sexual harassment and VAWG policies. The interventions for the companies focused on strengthening the capacity of employers, workers, and the institutions within which they work to develop and implement sector-specific and enterprise-level GBV programs and policies. The program has reached more than 15,000 people and some 201 workplace Gender Champions (103 females and 98 males) have been trained. The companies fall within the following sectors: Telecommunications and Internet Service Providers, Insurance, Financial and Banking Institutions, Retail, Agriculture, Food and Beverages, Mining, Hotel and Tourism, and the Zimbabwe Stock Exchange also participated in the SI. Several companies organized and financed 16 Days of Activism activities for their workforce and before the program’s closure in Zimbabwe, Spotlight will convene a meeting with private sector companies on the possibility of assisting with financial and/or in-kind support for GBV services (static One-Stop Centres (OSCs), mobile OSCs, shelters) as a sustainability initiative amid the declining funding for GBV response within the development sector.

Spotlight also sensitized senior officials in the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MoLAFWRD) on the prevention of sexual harassment and engaged with the Government officials in a dialogue on the ILO Convention (C190) and the Public Service Sexual Harassment Policy. Sixty-seven senior Ministry officials (21 females and 46 males) and 906 employees, out of a staff of 1,260 in the Ministry’s seven offices in Harare, were reached through

the prevention activity. As a follow up, Gender Champions who will serve as peer educators will be trained on how to prevent and report sexual harassment in the Ministries' different offices – Agritex, Education and Mechanisation, Veterinary Field and Technical Services, Tsetse Control, Crop, Livestock and Research Services, Irrigation, Water, Lands Management, and the Surveyor General's office.

Outcome 4: Quality Services

Forensic/DNA Analysis

Following the 2021 launch and handover of the Forensics/DNA Analysis lab supported through a partnership between the Spotlight Initiative, the Ministry of Home Affairs & Cultural Heritage, and the Zimbabwe Republic Police (ZRP) Criminal Investigation Department (CID), Spotlight continued to strengthen the criminal forensics system through the roll-out of extensive training to multi-sectoral teams in the five Spotlight Provinces. The five-day training programs took place between February 28-March 28, 2022.

Some 222 (151 males and 71 females) police officers from the Victim Friendly Units and Scenes-of-Crime Officers, and more than 40 external stakeholders, including the judiciary, prosecutors, social welfare officers and NGO participants were trained on DNA evidence and its use in the criminal justice systems, forensic evidence preservation, integrity and chain of custody, crime scene photography and crime scene latent fingerprint enhancement techniques.

The absence of a DNA analysis lab and equipment, as well as the limited knowledge on the benefits of modern forensic services in the criminal justice system to support survivors of sexual violence was identified as a major constraint in the GBV access to justice chain during Phase I of the SI. To further support the forensics lab investment, and the training by an international forensics' expert, Spotlight also collaborated with the ZRP to update forensics training materials and Standard Operating Procedures in line with international standards. These initiatives ensure the sustainability of the forensics gains.

Women Economic Empowerment (WEE) for Vulnerable and Marginalized Women

Some 3,320 women (GBV survivors, young women living with HIV, women with disabilities and women in impoverished rural communities) were trained with support from the Spotlight Initiative in Zimbabwe to build their knowledge and skills for life-long recovery from their experiences of violence. The interventions in the WEE model led to the creation of 2,920 micro-businesses by the women trained in the two targeted Spotlight Provinces of Manicaland and Harare. SI partnered with the MWACSMED and the IPs, VIRL Trust (Harare) and the Diocese of Mutare Community Care Programme (DOMCCP) in Manicaland. The women in the two provinces are

now running micro-businesses in horticulture, poultry production, tailoring, cross-border trading, retail, tailoring, baking, hairdressing and cosmetology and waste management.

GBV Services

The Zimbabwe CP continued with its Community Models for Service Delivery in 2022 reaching some 36,957 (20,128 above 18 and 16, 829 below 18) with GBV services. Zimbabwe SI's models are Community-based Shelters for GBV Survivors, GBV Remote Service Delivery and GBV Community-based Surveillance. The cumulative reach of 106,565 GBV survivors during the SI programme since 2019 is illustrated in Table 2:

Table 2: Programmatic Data (2019-2022) from the Zimbabwe Spotlight Initiative Country Programme on Access to GBV services by women and girls

Year	Women above 18	Adolescent and girls below 18	Total accessing services	Comments
2019	644	-	644	Initial year for start of implementation
2020	8,213	9,652	17,865	Spotlight CP implemented flexible programming during the COVID-19 pandemic to increase access to services and to begin to pilot and strengthen mobile services
2021	20,140	30,959	51,099	Highest reach
2022	20,128	16,829	36,957	Towards the end of the Spotlight Initiative which closes in June 2023

Outcome 5: Data

GBV IMS+

Following an extensive assessment of GBV Data Collection Tools and Information Management Systems in Zimbabwe conducted by a team of national and international consultants, and the development and validation of a national harmonized framework for the creation of a GBV IMS (Information Management System) in Zimbabwe, Spotlight Zimbabwe began the initial steps to pilot a GBVIMS+ in Zimbabwe with technical expertise and support from one of the RUNO's HQ in 2022.

The ministries of Women Affairs and that of Information, Communications, Technology (ICT) were taken through introductory sessions on the GBVIMS+ as both entities will play key roles in

the management of the system. The next steps, which the SI is mobilizing resources for in a new joint program to sustain the gains of Spotlight, will entail securing further technical support from the RUNOs' regional and HQ offices to develop the GBVIMS+ in accordance with the validated framework. This system will be a major development for the systematic collection of GBV data from various stakeholders beyond prevalence studies, enabling the country to effectively have a wider picture of the GBV pandemic and to track whether GBV initiatives are contributing to a reduction in cases, as well as for tracking other key areas such as access to justice.

Outcome 6: Women's Movement

Movement Building

Movement Building was one of the key focus areas in 2022. During this reporting period, the SI supported the first coalition between the Women's Movement and Organizations of Persons with Disabilities (OPDs). In April 2022, the two movements signed a Memorandum of Understanding (MOU) to address intersectional forms of discrimination. During the year, the coalition was strengthened through capacity building seminars and dialogues to plan joint actions. The SI supported coalition building among the two constituencies is to ensure joint advocacy for disability rights and gender equality and for the rights of ALL women and girls. This is one of the successful Movement Building initiatives in the country's program. The Women's Coalition of Zimbabwe (WCoZ), along with the Federation of Organizations of Disabled People in Zimbabwe (FODPZ) and the National Association of Societies for the Care of the Handicapped (NASCOH) will drive the coalition building between the two movements by facilitating learning opportunities and exchanges of experiences in lobbying, advocacy, and policy dialogues.

At the provincial level in Mashonaland Central Province, a coalition known as the **Mashonaland Central Gender Based Violence Pillar of Hope (MCGBVPoH)** was formed to strengthen community response and capacity to advocate for an end to GBV and Harmful practices. The coalition includes 11 community-based organizations which work in the Spotlight districts. The WCOZ provided training to this budding coalition on the roles and responsibilities of coalition members, agenda setting, resource mobilization and on how to mobilize membership.

The Coordination Unit of Spotlight also convened a seminar in 2022 on Movement Building to discuss with civil society organizations and implementing partners, the absence of a visible and viable GBV Movement emerging within the three years of Spotlight's implementation in the country. Some of the drawbacks to a movement emerging that were identified during the seminar included, among others, the competition for limited resources from development partners for individual organizations to drive their own agendas; the assumption within some civil society organizations that movement building is a highly specialized area of work requiring funding; competition among organizations to be known as 'the organization' driving the gender equality and women's rights

agenda (sharing attribution); and the ‘mystique’ that still shrouds the development of a common understanding of feminist movement building.

Strengthening the capacity and influence of civil society on EVAWG

In an SI Zimbabwe online survey completed by 34 of Spotlight Zimbabwe’s Implementing CSOs, 30 indicated that their participation in the initiative had contributed to their strengthened capacity and influence on EVAWG. Organizations noted that because of the SI Zimbabwe M&E and RUNOs’ trainings on project cycle management and M&E, they have been able to plan and implement self-initiated interventions on EVAWG, which enables the sustainability of the work started under Spotlight. As regards having ‘greater influence’, a women’s rights organization in the urban impoverished settlement in Epworth (Harare Province) noted that the organization is now consulted by local officials and the community on actions to be taken after an incident of violence has been reported. Another CSO said that it is currently acknowledged as a critical player in the GBV sector at the sub-national and community levels.

Advocacy for the SRHR of women and girls with disabilities



The Sexual and Reproductive Health Rights (SRHR) of women and girls with disabilities has been one of the central areas of concern in advocacy initiatives supported by the Zimbabwe Spotlight Initiative (SI), funded by the European Union (EU). During a 2022 consultation between the Women's Coalition of Zimbabwe and Organizations of Persons with Disabilities (OPDs), a joint advocacy position paper called on duty-bearers to ensure universal access to SRHR, with a specific focus on SRH for women and girls with disabilities who face barriers, such as myths, negative stereotypes, stigma and discrimination when seeking to exercise their SRHR. Other rights identified in the joint position paper included:

- Ending discrimination against all women and girls everywhere: This is particularly relevant for women and girls with disabilities.
- Eliminating all forms of violence and harmful practices against all women; and the recognition that women with disabilities are at heightened risk of violence and exploitation.
- Recognition and valuing unpaid care work. This is a key point for both women and men with disabilities who require personal assistance/support persons. Women who make up most of the care work/personal assistance workforce should be paid fairly for their work.
- Reform legislative and policy blocks that prevent women exercising their equal rights to economic resources. Laws and policies that prevent women with disabilities having control over their resources should be reviewed.
- Technology and assistive devices are key enablers for women and men with disabilities. Access to assistive technologies and devices can make a difference in the lives of women and men with disabilities, and technology can play a key role in creating inclusion.
- Ensure the participation and election/appointment of women with disabilities in decision-making and leadership positions within the government/public sector and the private sector, where their absence is noticeable.

The Federation of Organizations of Disabled People in Zimbabwe (FODPZ) also has highlighted the violations of the SRHR of women and girls with disabilities in their Spotlight-supported consultations with Parliamentarians. In a Position Paper which was crafted based on consultations with women and girls in the Spotlight Provinces, FODPZ calls of Parliamentarian to ensure that the draft Disability Bill includes strong provisions to protect the SRHR rights of women and girls with disabilities, as well as provisions to eliminate all forms of discrimination against women and girls with disabilities.

Rights Holders (Spotlight program beneficiaries)

Indicative numbers	Direct for 2022	Indirect for 2022	Comments/Explanations
Women (18 yrs. And above)	467,442	1,262,093	Major activities conducted in 2022 were in Pillars 3 and 4 with a focus on promoting gender-equitable norms, attitudes and behaviours and increasing knowledge and access to essential quality services respectively. As guided by the Country Program document, an average of 2.7 was used to calculate the indirect reach for 2022.
Girls (5-17)	135,646	461,196	Comprehensive Sexuality Education within schools contributed to a significant number of beneficiaries reached during the reporting year. This is due to the relaxation of COVID 19 school lockdown measures. An average of 3.4 was used to calculate the indirect reach.
Men (18 yrs. And above)	271,250	732,375	Most of the direct beneficiaries were reached under Pillar 3 intervention on promoting gender-equitable norms, attitudes, and behaviours, where the inclusion of men as champions of change is critical in the program
Boys (5-17 years)	131,881	448,395	Comprehensive Sexuality Education within schools contributed a significant number of beneficiaries reached during the reporting year. This is due to the relaxation of COVID 19 school lockdown measures. An average of 3.4 was used to calculate the indirect reach.
TOTAL	1,022,999	2,904,060	

Challenges and Mitigating Measures

As the Zimbabwe SI moves towards closure in June 2023, it has continued to navigate the ongoing risks and challenges that are articulated in Annex B of this report. However, there are several challenges that continue beyond a program like Spotlight, and the initiative has provided some insights into potential ways to tackle them moving forward.

One of these is the aspect of Financing for Gender Equality and GBV. Throughout the implementation of Zimbabwe's SI, it has been difficult to get a complete picture of the percentage of financing for

GBV and gender equality that comes from the national treasury. This is due to mainly (1) changes in how government ministries' budgets are presented and (2) the absence of more specific tools and measures to track ministries' actual yearly budget requests to determine the GBV and gender components, to the actual allocations of funds provided from the ministry of finance based on these requests and finally to the actual GBV, gender expenditure by government ministries.

The Zimbabwe SI built a strong relationship with the Ministry of Finance during the three years of implementation which led to (1) the introduction of the country's first Gender Budget Statement in 2021, (2) GRB capacity building of relevant officials in the ministries to prepare gender-responsive budgets, and (3) the training of public servants in a Gender and Macro-Economics certificate course introduced and supported by Spotlight at the University of Zimbabwe.

All these initiatives strengthened the lobbying within Government for increased financing for GBV and gender equality resulting in this issue being one of the key indicators in the SI High-Level Political Compact to end Gender-based Violence and Harmful Practices (2021-2030) signed by the President of the Republic of Zimbabwe in 2021. The HLPC sets a target of 80% of the financing for the GBV response is to be provided through government-private sector by 2030 and 50% of the financing from the same sectors by 2025. Currently in Zimbabwe, 90% of the GBV response is financed by development partners.

To address the Financing for GBV & Gender Equality challenge, the UN has developed a joint program to sustain the gains of the SI through the implementation of the HLPC. A major focus of the new program is to work with the Government to meet its 2025 and 2030 targets noted above.

Another challenge that emerged as the program entered Phase II was the recognition of SI's success and contributions by Government officials, GBV service providers, community, and traditional leaders, among others, within the Spotlight Provinces and in the provinces not in Spotlight, which led to requests to expand the SI to other districts and Provinces. Given the overall SI budget for five provinces and 23 districts, and the fact that the program is drawing near its close, the SI could not meet these requests. This required a stronger and much earlier discussion within the SI on sustainability of initiatives with stakeholders (See Sustainability Section). Spotlight Zimbabwe also has tagged its 2023 closure meetings with key stakeholders as 'Exit/Sustainability' meetings to communicate the closure process of the program, prospects for continuation and to discuss with stakeholders how they can practically continue to sustain the gains and promote the GBV, SRHR and gender equality issues strengthened by the Zimbabwe Spotlight Initiative.

Lessons Learned and New Opportunities

a) Lessons Learned

- **A coordinated all-of-government approach** is essential for **creating ownership** of the eradication of GBV and Harmful Practices in the relevant Government institutions and entities (models such as the SI Inter-Ministerial Coordination Mechanism chaired at Perm Sec level and convened by the Ministry responsible for Women Affairs). The Government has developed a strong commitment to the Spotlight Initiative and has embedded in different plans of actions, like the Action Plan of the High-Level Political Compact, among others, actions to continue the interventions implemented through Spotlight.
- It is an **assumption that resources will always be available to sustain the advancement of gender equality and the eradication of GBV initiatives**. This is a valuable lesson for future programming and for strengthening the advocacy of gender equality and women's rights organizations to push for accountability from duty-bearers for the implementation of the provisions in the international and regional gender instruments that have been signed and ratified.
- **The existence of strong women's movements** to sustain the gains of SI is still not strong and actively visible in the Zimbabwean context. The current women's movement is hamstrung by few resources which affects the stability of an organization, and by the reality that women not directly associated with an organization, do not lend support in kind or financially to a 'cause' which is not well articulated or promoted in the country.
- **Communications and Visibility** of a programme like the SI at all levels to take a country's population on the journey of its implementation and achievement requires an investment beyond that of communications' officers within agencies alone. A communications/public relations organization with a range of skills and reach through various communications channels was needed to provide consistency and to build a bigger profile of the Spotlight Initiative within Zimbabwe. Communications was an important part of the SI, but this needed to be coupled with an active plan and actions to better build a national profile of the SI.
- **A coordinated approach** within the UN agencies and with the Implementing Partners (IPs) in Government, Independent Commissions, Private Sector and CSOs led to the achievements and success of the SI in Zimbabwe. All partners worked together towards the intended results, and in this process, also were strengthened as individual entities.

b) New Opportunities

As Zimbabwe moved towards the closure of the Spotlight Initiative, the focus was more on consolidation of the gains. (See Executive Summary) The opportunities that have emerged are more within the entities and stakeholders that participated in the SI. CSOs, as indicated in the Results Section are better able to programme around GBV issues and can initiative their own fundraising to take their work further within the communities.

A potential opportunity for ensuring that women and girls have access to quality essential services is linking civil society organizations focused on GBV service delivery with the private sector companies that participated in Spotlight. These companies potentially may be able to provide support to shelters and safe spaces in the form of basic goods and commodities required or in other ways, and this is a strategic opportunity considering the dwindling resources for GBV service provision.

Innovative. Promising or Good Practices

The Zimbabwe Spotlight Country Programme continued in 2022 to build on the models and good practices that were developed throughout the programme's implementation. These included: (1) Disability Inclusion with a strong focus on the rights of women and girls with disabilities; (2) the Opening of Spaces for Rights-holders to engage with Duty-Bearers; and (3) Community Models for GBV Service Delivery (GBV-Development-Humanitarian Nexus).

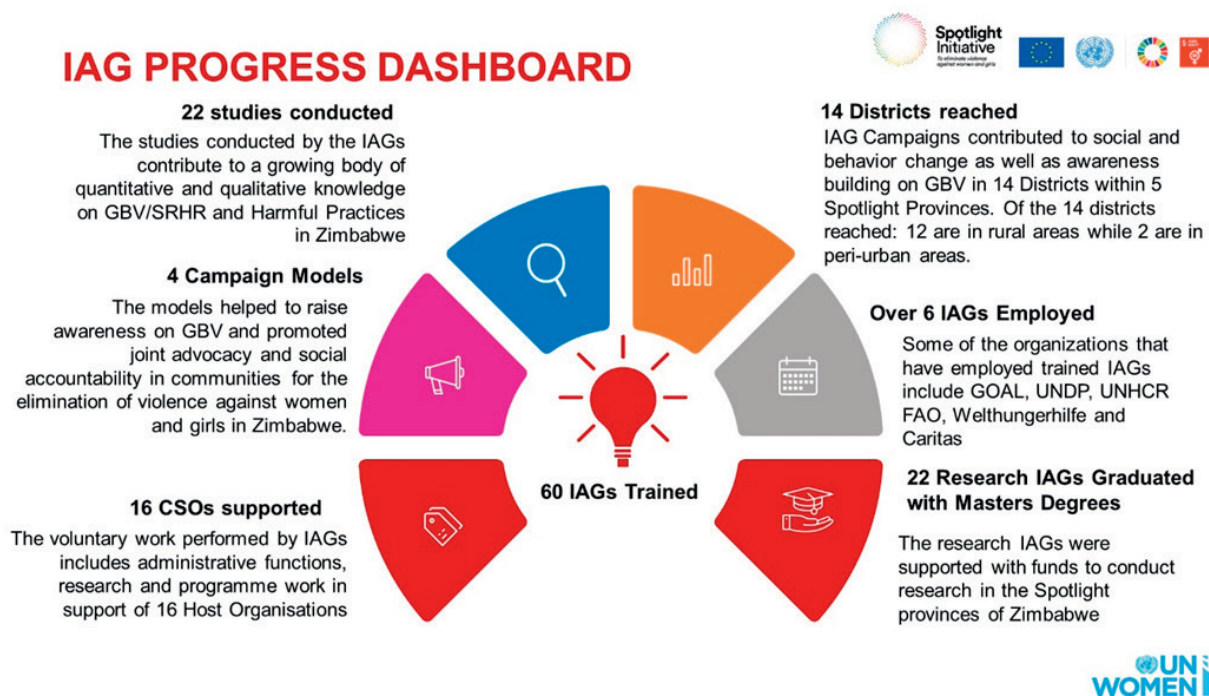
All these Promising or Good Practices have been documented in Annex D of previous Spotlight Zimbabwe Annual Reports. For the Zimbabwe Spotlight 2022 Annual Report, Annex D provides the List of Knowledge Products (KPs) produced in 2022. During the 2022 reporting period, SI Zimbabwe produced 20 Knowledge Products. Between 2019 and 2021, 91 KPs were produced, bringing the Country Program's total KPs to 111.

Disability Inclusion was a fully integrated and implemented principle throughout the Zimbabwe SI. In the Country Programme's partnership with all Government Ministries, Parliament, Independent Commissions and other entities, disability inclusion and the rights of women and girls with disabilities was integrated. As examples, the work with the Ministry of Public Service, Labour, and Social Welfare, included the strengthening of the Ministry's execution of its mandate for disability inclusion through support to the Disability Department and Disability Board within the Ministry. Also, as an example, the Zimbabwe Gender Commission (ZGC), which has a constitutional mandate for research and monitoring of gender issues in Zimbabwe, has included the discrimination against women and girls with disabilities in its research areas to ensure that the rights violations of populations that face intersecting forms of discrimination are highlighted in the ZGC's recommendations to Government and Parliament for action and change.

Opening spaces for Rights-Holders to engage with Duty-Bearers also continued in 2022 with the SI creating spaces and capacity building of rights-holders, such as gender equality and women's rights activists, women and girls with disabilities, child rights activists and adolescents, to speak to each other during review processes on key laws and policies.

The Community Models for GBV services are good practices for generating demand and increasing access to services through mobile and community-based spaces. The Community-based Shelters Model for GBV survivors is an important step in the Referral Pathway as it provides respite for survivors as they move towards the appropriate GBV services. The GBV Remote Service Delivery Model (call centres and hotlines) provide virtual means through which survivors can be reached with expert psycho-social and other forms of GBV support services. The hotlines, which include voice and text options, work in close collaboration with Behaviour Change Facilitators (BCFs) at the community level. And the BCFs provide GBV Community-based Surveillance in the Spotlight Provinces and given the country's multi-hazard environment, this community cadre also has been trained to conduct safety audits and participant observation of GBV risks within the humanitarian response. In 2022, SI Zimbabwe reached 36,957 women and girls through these models, and within the three years of programme implementation (2019-2022) more than 100,00+ women and girls accessed GBV services.

The Innovators against GBV (IAGs) was one of the Zimbabwe SI's best practices for engaging youth in the implementation of the CP. The image below summarizes the achievements of the IAG programme.



Communications and Visibility

The 2022 Zimbabwe Spotlight Initiative Communications and Visibility Annual Work Plan (AWP) was developed to promote the Zimbabwe Country Programme in elimination of violence against women and girls, which falls in line with the national commitment to promote gender mainstreaming in all sectors. The plan was developed by the UN Resident Coordinator's Office (UNRCO) in consultation with the Spotlight Initiative recipient UN Organisations (RUNOs) and endorsed by the National Steering Committee, which includes the European Union, the Minister of Women Affairs, Community and Small and Medium Enterprise Development. Implementation of the AWP was coordinated by the UNRCO together with communications focal points from all 6 RUNOs.

The AWP operationalized the Zimbabwe SI strategy in raising awareness of sexual and gender-based violence and harmful practices, increasing visibility of partnerships and showcasing results through consistent online and offline messaging. In 2022, specific focus was targeted towards showcasing the results of the programme through human-interest stories, published documents and roundtable discussions with the following objectives:

1. Raising awareness of violence against women and girls, harmful practices, sexual and reproductive health by publicising data and supportive facts, with consistent and creative messaging to the public.
2. Illustrating and promoting results of Spotlight Interventions through stories of targeted beneficiaries whose lives have been changed.
3. Ensuring visibility of the Spotlight Initiative, partners, and donors (European Union) through advocacy and communication events.

a) Overview

In 2022, communication and visibility initiatives adhered to a principle of leaving no-one behind through programmatic and advocacy interventions that included vulnerable and marginalized groups of women and girls. Through various platforms including electronic, print, and social media, the Spotlight Initiative advocated for eliminating violence against women and girls and promoting gender equality and women empowerment.

The Spotlight Bi-Weekly Brief continued to feature human interest articles on Spotlight Initiative interventions in Zimbabwe. A total of thirteen (13) briefs were produced and disseminated to National Steering Committee members, Government, the EU, development partners and to international and national non-government organizations to keep partners abreast on programme results achieved or pursued by the SI. From the inception of the brief in May 2020, a total of fifty-three (53) have been produced.

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:

- In the spirit of leaving no-one behind, Spotlight initiative provided platforms for women with disabilities as well as key population including the Lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA) advocating for their rights and promoting their access to sexual reproductive health and rights.
- Spotlight Initiative addressed violence and harassment of women in public spaces by mobilizing communities, including men and boys, to raise their voices and play their parts in ending violence against women and girls and harmful practices.
- Spotlight Initiative confronted barriers and ceilings that inhibit women's equal participation and leadership in private, political, and public life through advocacy campaigns involving Government, diplomats, traditional leaders, decision makers and civil society.

c) Media and visibility events

• Women in Africa Initiative – Zimbabwe Chapter

The United Nations in Zimbabwe and its partners led a month-long advocacy on gender equality under the theme “Gender equality today for a Sustainable tomorrow.” Under the Spotlight Initiative to eliminate violence against women and girls, the communications team ended this month-long advocacy on 31 March with an event held in partnership with Women in Africa Initiative at Amara's Health Spa. The event aimed at highlighting Women's Economic Empowerment (WEE) as a driver of gender equality in Zimbabwe.

The event also raised awareness on the toll of the COVID-19 pandemic and increasing prevalence of gender-based violence on the mental health of women and girls in Zimbabwe. Panel discussion which included members of civil society, private sector, and the UN on what is being done to provide psychosocial support to women and girls experiencing mental health issues because of the pandemic, sexual harassment in the workplace, or gender-based violence were held.

• SI exhibition at the Team Europe Initiative

The Spotlight Initiative programme to eliminate violence against women and girls in Zimbabwe showcased results and partnerships on 7 March 2022 at the Team Europe Initiative (TEI) launch which was convened at the grounds of the EU Ambassador's residence. The event brought together various stakeholders from the donor community, Government, civil society, and media and the Spotlight Initiative used this platform to showcase:

1. How investment in gender equality and ending violence can make a transformative difference in the lives of women and girls and the achievement of SDGs.
2. Results achieved under the Zimbabwe Spotlight Initiative Country Programme.
3. Partnerships of the European Union Delegation in Zimbabwe, UN Government, and Civil Society that made the SI results possible.

• Panel Discussion on Gender Equality and GBV

The Spotlight Initiative organised a panel discussion to commemorate International Women’s Day on 8 March 2022 under the global theme: “Gender equality today for a sustainable tomorrow”. The discussion was held between men and women from different sectors who focused on gender equality in Zimbabwe with a focus on what equality looks like and what it will take to achieve an equal society/generation.

• Joint Learning Event (Spotlight Initiative, GBV 365 Programme & SAFE)

With a commitment to combat gender-based violence against women, Spotlight Initiative and SAFE programmes organized a joint GBV learning symposium on eliminating violence against women and girls in Zimbabwe with a key focus on sharing learnings from the Spotlight Initiative programme and the Zero Tolerance for GBV 365 National Programme that had just completed.

The symposium targeted key players in the GBV programming sector, with special emphasis on relevant Government ministries, donors, UN Agencies, civil society organizations, individual experts, government, and non-government institutions.

The symposium reflected on lessons learnt, successes, challenges, recommendation, promising practices, and potential areas for upscaling which had been realized in the multi- sectorial GBV programmes implemented in Zimbabwe (Spotlight Initiative and SAFE Programmes) including the completed Zero Tolerance to GBV 365 National Programme. The symposium was a step forward in ensuring better utilization of existing resources and avoiding duplication of efforts particularly in areas which have already been covered.

d) Campaigns

• #CommitToAct on Ending Violence Campaign

During the 16 Day of Activism against GBV 2022, the SI engaged influencers, public figures, diplomats, and Heads of Agencies to prompt action to end sexual and gender-based violence and harmful practices in a virtual national campaign dubbed #CommitToAct on Ending Violence

Campaign. The campaign was featured on all UN in Zimbabwe social media platforms as well as the UN Country Team website. Participants recorded 1-minute solidarity messages showing support for gender equality and pledging a commitment to play a part in ending violence and harmful practices against women and girls in Zimbabwe. The campaign had an objective to showcase that together, we can end sexual and gender-based violence and harmful practices, which unfortunately affect mostly women and girls, by declaring that we stand with our sisters, daughters, mothers, and grandmothers under the banner #CommitToAct.

- **#ShakingOffGBV Campaign**

The Gender Thematic Working Group (GTWG) and the Spotlight Civil Society Reference Group (CSRG) convened a Zumba session dubbed #ShakeOffGBV in commemoration of the 16 days of activism against Gender Based Violence (GBV) on 3 December 2022. Running under the theme, 'UNiTE! Activism to end violence against women and girls', the campaign brought together people of different ages and social classes to pledge action on ending GBV. The event emphasized leaving no-one behind with the participation of orphans and homeless children under the Young Achievement Sports for Development (YASD), a community-based organization that uses football and performing arts as mediums to reach children and young people with messages of HIV/AIDS awareness, substance abuse prevention and children's rights. A sign-language interpreter was also present for benefit of people with hearing impairments. Representation from Youth organizations, government ministries, the private sector and non-governmental organisations made the event well-balanced with attendance of over 120 people.

e) Human interest stories:

- **Leave no one behind: Spotlight Initiative a boon to women with disabilities**

Chipinge, Zimbabwe – Angeline Mlambo, 41, from Chipinge rural district says her life turned around for better when the joint EU-UN Spotlight Initiative to eliminate violence against women and girls programme (Spotlight Initiative) began work in her village.

As a person with a disability, Angeline has survived abuse and discrimination by her own close family members including her husband.

Angeline says, "My husband would constantly insult me. He would withhold money from me even if I needed it to buy food for the household; he would insist on doing it himself."

<https://zimbabwe.un.org/en/187217-leave-no-one-behind-spotlight-initiative-boon-women-disabilities>

f) Testimonials:

Government of Zimbabwe

“The government of Zimbabwe remains grateful to our partners for the financial and technical support received through the Spotlight Initiative. The Spotlight Initiative has to date made a significant impact towards our prevention and response efforts in addressing GBV and harmful practices. Women and girls have been provided with GBV services through implemented programs targeting females and males, particularly the most vulnerable women and girls living with disabilities, living with HIV and also women in urban impoverished settlements are not left out,” Dr. Sithembiso Nyoni, Ministry of Women’s Affairs, Community, Medium and Small Enterprise Development in an interview for the Fortitude Award.

Civil Society

“I am proud of the progress that has been made through the Spotlight Initiative in Zimbabwe to address the systemic, institutional and cultural barriers that perpetuate gender-based violence and harmful practices,” Mrs. Tsitsi Masiyiwa, Delta Philanthropies Founder and Co-Founder of Higherlife Foundation in the #CommitToAct campaign.

Survivor

“With the support of Leonard Cheshire Disability Zimbabwe LCDZ, under Spotlight Initiative, I learnt that being a person with a disability does not prevent me from living life like able-bodied persons. Through the borrowing and lending project, I was able to buy guineafowl eggs and now I have started my own project, with over 100 guineafowls that I can sell to generate income, provide food for my family, and send my children to school,” A beneficiary of disability inclusion initiatives under Spotlight Initiative.

g) Photos:



Participants at the #ShakeOffGBV campaign held in commemoration of 16 days of Activism against GBV.



Capacity Building Initiatives for people with disability under Leonard Cheshire Disability Zimbabwe (LCDZ) for building a more inclusive society.



Tour of a GBV Shelter in Umzingwane as part of the Spotlight Civil Society Reference Group Field Monitoring Mission

h)Videos:

#ICommitToAct on ending GBV campaign videos:

https://drive.google.com/drive/folders/1mVmizxTI9syhuVvyDMUzH9SfwjrjB_fC?usp=share_link

Sustainability

The sustainability of the Spotlight CP in Zimbabwe was built into the program in three ways:

1. The development and signing of the High-Level Political Compact on ending Gender Based Violence & Harmful Practices (2021-2030), which was the basis for Provincial consultations and the development of sub-national action plans in 2022. The Zimbabwe SI also has developed a Joint Programme on Gender Equality, to support the implementation of the HLPC and to sustain the gains of the Country's Programme beyond 2023.
2. Sustainability also is ensured through the stated planned actions by key Government ministries and institutions to sustain the initiatives started under Spotlight. As examples, the Ministry responsible for Women Affairs has committed to replicating and continuing 'best practices' such as the Mobile One-Stop Centers and it is mobilizing resources to develop more safe markets for women, based on the SI-supported Epworth Safe Market,

the first in the country. Many government institutions such as the Judicial Services Commission, the Zimbabwe Republic Police, the Public Service Commission, among others, began in 2022 to institutionalize within their pre-service training curricular and in their training institutions, GBV modules and manuals developed with Spotlight support, to ensure that incoming and existing service providers are better trained and equipped with the knowledge and skills to prevent all forms of GBV in their sectors and to respond with quality and international standards compliant services.

3. Spotlight UN agencies will incorporate innovative and promising practices into their ongoing programming and within the United Nations Sustainable Development Corporation Framework in Zimbabwe (2022-2026), GBV is an area of focus in one of the four Pillars and gender is mainstreamed in all the UNSDCF's pillars.
4. The Country Program took a wholistic approach to build the capacity of CSOs in advocacy, lobbying and movement building; fundraising and project proposal development; and, in building effective administrative and financial systems. Post-graduate volunteers with this expertise were attached to CSOs at the provincial and community levels in the five Spotlight Provinces. This support enabled civil society groups to learn how to work on sustainable interventions to advance their programming on GBV, SRHR and HPs. In Outcome 6 of this report and in the Section on Partnerships (CSOs), examples are provided on how this support has built CSOs influence on GBV issues and their capacity to sustain GBV and SRHR programming when SI Zimbabwe ends.

Next Steps

The Zimbabwe Country Program's next steps focus primarily executing the processes for the closure of the SI at the end of June 2023 and resource mobilization and continued communications for the sustainability of the results of the Zimbabwe SI.

In December 2022, the SI Technical Team developed the roadmap for the closure process which began in March 2023. The engagements with stakeholders have been framed as Exit/Sustainability meetings to communicate how all partners can continue the work of Spotlight in their respective sectors.

The Spotlight M&E and Communications Coordination team members are planning final missions, events and communications initiatives that will be implemented by the end of June.

The UN also continues its partnership with the local European Union Delegation to give visibility to the achievements of the SI and to leverage the partnerships established with Government stakeholders and other sectors through the SI to advance gender equality and women's rights and empowerment in different fora. The UN also is working closely with the EUD on resource

mobilization to build on the gains of the SI with a strong focus on the implementation of the High-Level Political Compact to end GBV and Harmful Practices.

Annexes

Annexes A, B, C, D and E are separate attachments to the 2022 Draft Narrative Report.

Annex A = The Zimbabwe Results Indicators Matrix

Annex B = The Zimbabwe Risk Management Report

- B (1) – report for 2019-2021
- B (2) – report for 2022

Annex C = Civil Society Implementing Partners

Annex D = List of Knowledge Products

Annex E = Zimbabwe 2022 Annual Workplan

Annex A 2022

Outcome 1 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting	Cumulative	Target	Reporting Notes
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					
	0.5	0	0.5	0.5	0	Spotlight country programme worked closely with teh government in finalizing the Marriage Act.
	Parental Authority in Marriage					
	0.5	0	0.5	0.5	0	The country programme worked with teh government on the Child Justice Bill and Legal Aid Amendment Bill which were approved by Cabinet. Lega Aid bill cuts across all teh other subsections laws and policies.
	Parental Authority in Divorce					
	0.5	0	0.5	0.5	0	Spotlight Country programme worked with Government and Parliament in drafting and reviewing of Children's Amendment Bill and enactment of Guardianship of Minors Act which seeks to address issues of parental authority in divorce.
	Inheritance rights of Widows					
	0.5	0	0.5	0.5	0	No policy or law was developed or strengthened addressing inheritance rights of widows.
	Inheritance rights of Daughters					
	0.5	0	0.5	0.5	0	No policies or laws strengthened on inheritance rights of daughter in 2022.
Laws on Domestic Violence						
0.5	0.25	0.5	0.5	0.25	The country programme jointly worked with government and parliament in drafting and reviewing the Child Justice Bill and Children Amendment Bill in 2022.	
Laws on Rape						
0.25	0	0.25	0.25	0	The country programme worked with government and parliament in drafting, reviewing and finalization of the Criminal codification Act and Legal Aid Amendment Bill.	
Laws on Sexual Harassment						
0.5	0.25	0.5	0.5	0.25	The programme worked with Government on coming up with a Public Service Sexual Harassment Policy and a National Strategy on GBV for Elimination of Violence and Sexual Harassment	
National Level						
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.	Evidence-based, Rights of all women & girls, Participatory Development	Evidence-based, Rights of all women & girls, Participatory Development	0	0	Evidence-based, M&E framework, Rights of all women & girls, Participatory Development	No national /subnational evidence costed ad funded action plans were developed in 2022. Previously developed plans were the ones being implemented and monitored.
	Sub-National Level					
Evidence-based, Rights of all women & girls, Participatory Development	Evidence-based, Rights of all women & girls, Participatory Development	0	0	Evidence-based, M&E framework, Rights of all women & girls, Participatory Development	No evidence based, costed and funded sub national plans were developed in 2022.	
Output Indicator						
Developed or Strengthened						
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.	0	5	9	21	5	The Spotlight Country Programme provided supported to development of 6 laws and policies in 2022. Marriage Act, Guardianship of Minors Act, Children Amendment Bill, Child Justice Bill, Legal Aid Amendment Bill, Public Service Sexual Harassment Policy, Criminal Codification and Reform Act
	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	2	6	8		The country programme through the Zimbabwe Gender Commission and Parliament conducted the inquiries stated above .
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	158	1135	840	Spotlight supported the Parliament of Zimbabwe in drafting , reviewing and finalizing, Child Justice Bill and Children's Amendment Bill.
	Women Parliamentarians					
	0	84	131	566	315	
	Human Rights Staff					
0	114	0	115	456		Spotlight country programme streghthered capacities of parliamentarians in policy and laws on VAWG, Child Justice Bill, Children's Amendment bill and Parliament Portfolio Committee on Gender .
Women Human Rights Staff						
0	64	0	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	0	3	Evidence-based, M&E Plan, Needs of ALL women & girls	No plans were developed under the reporting period.
	Sub-National					
0	Evidence-based	Evidence-based	0	4	Evidence-based	No evidence based sub national action plans were developed in 2022
Government Officials						
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.	0	30	0	816	120	No capacity strengthening of government officials was done in 2022. Focus was on rolling out strategic plans developed in 2020 and 2021.
	Women Government Officials					
0	15	0	350	60		

Outcome 2 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
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	Yes	The stated mechanisms are both at national and subnational level across the country.
	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	No	No	Yes	The stated mechanisms are both at national and subnational level across the country.
	What is the percentage of national budgets being allocated?					
7	11	0%	0	11		

Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes	
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.	Health	Medium	High	0	0	High	No health plan developed
	Education	Medium	High	0	0	High	No education plan developed
	Justice	Medium	High	High	High	High	0
	Security	Medium	High	0	0	High	No security plan
	Social Services	Medium	High	High	High	High	0
	Culture	Medium	High	0	0	High	No plans developed
	Indicator 2.1.4 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	4	12	48	The programme assisted Government and institutions in developing 4 plans/programmes on preventing VAWG. The plans cover both national and subnational levels The same institutions operate at national and subnational level
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.	11	3	4	11	11	Public Service Academy -Manual on sexual harassment has been incorporated into the academy's curriculum to train trainers. Min of WACSMED - Training Centres - Supporting review of WEE curriculum to integrate VAWG . Min of Health Nurse Training curriculum incorporate VAWG Police Training Academy incorporated VAWG . violence against children (GBV) and children in Conflict with the law . Forensic	
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.	Government Officials	0	150	83	908	600	A total of 83, Magistrates from Judicial Service Commission received capacity strengthening to develop and deliver VAWG programmes in 2022.
	Women Government Officials	0	0	58	58	0	
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 clear mandate and governance structure	Established at the highest level, 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, With annual work plans	Established at the highest level, With a clear mandate and governance structure, Composed of relevant stakeholders	1. National Victim Friendly System conducted through the Victim Friendly coordination platform 2. GBV Coordination Mechanism	
	National Level Meetings	4	4	4	16	20	
Indicator 2.2.4 Number of meetings of regional, national and/or sub-national multi-stakeholder coordination mechanisms, within the last year.	Sub-National Level Meetings	4	4	4	16	20	Meetings are held on quarterly on basis both at national and sub national level which is either at provincial or district level.
	4	4	4	16	20		
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.	8	1	0	7	12	No plans developed in 2022	
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.	Parliamentarians	0	210	130	792	840	Spotlight supported Parliamentarians on Gender Responsive Budgetting.
	Women Parliamentarians	0	84	120	120	315	
Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgetting to end VAWG, within the last year.	Government Officials	0	150	24	68	600	Spotlight supported the training of 24 government officials from 6 ministries (Finance, Justice, Agriculture, Primary and Secondary Education, Health and MWACSMED) on GRB including gender auditing
	Women Government Officials	0	75	20	20	300	
Outcome 3 Summary table							
Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes	
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	0.35	0.35	20	Baseline reported figures are the ones being used for reporting this indicator. Updated figures will only be made available after population based surveys like MICS of ZDHS.	
Indicator 3.2 (a) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	5.2	5.2	0.05	0.05	2.5	This is a population survey based indicator. Baseline figure has been reported for 2022. Data will be reported in the next MICS of ZDHS survey.	

Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	Yes	Yes	Yes	Yes	Yes	CSE curricular modules have been developed and revised in the previous year. The education sector continues to roll out the CSE curricula to all learners in primary education.
	In-School Programmes					
	0	236,475	59,256	114,564	773,919	
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 behaviours and exercise of rights, including reproductive rights, within the last year.	In-School Programmes Girls	94,590	31,490	58,695	309,568	Statistics on the reach of Non-Teaching Staff as per total school enrolment. School heads sensitised learners on GBV, reaching all learners - Boys and Girls. No out of school programmes were conducted in 2022.
	In-School Programmes Boys	0	141,885	27,766	55,869	
	Out-of-School Programmes	25,000	0	0	3,565	
	Out-of-School Programmes Girls	0	10,000	0	2,197	
	Out-of-School Programmes Boys	0	15,000	0	1,368	
	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 behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	No	Yes	0	6	Yes	Programmes for inclusion in educational curricular to promote gender-equitable norms attitudes and behaviours were developed in the previous years. Schools are rolling out the programmes to learners.
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year.	0	2,300	1,505	845,549	6,300	Data reported is community cadres who regularly meet and discuss community programmes which promote gender equitables norms, attitudes and behaviors.
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	20	33	263	40	A total of 33 wards have community advocacy platforms where Community Gender activist strengthened their advocacy platforms through community dialogues - meetings for Boys to Boys and Sister to Sister networks and Peace Hut platforms.
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	4	12	12	18	
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 behaviours during the past year.	0	2	12	54	6	Spotlight supported supported Implementing Partners to strengthen 6 networks including the Men's Forum in Masholand Central and #HeForShe Networks in the 5 Spotlight Provinces. Networks developed/strengthened include Dare reHurungwe Network, with 10 men and 140 boys in Hurungwe District; Brother to Brother Network with 214 members in Matobo District; MaLegends with 40 men in Mutasa district, the Mindsset club with 163 boys in Chipinge District, Chishawa Pavarume with 35 members in Chipinge District, Men's Forum in Masholand Central
Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting, within the last year.	0	5	0	42	17	Standard fro ethical and gender sensitive reporting by newsoutlets were developed in 2020 and 2021.
	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 behaviours 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	1	2	13	7	
	EVAWG Policies including LNOB	3	1	2	13	7
	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 behaviours and women and girls' rights, within the last year.	0	360	1,129	2767	1,080	Spotlight programme increased the knowledge of traditional leaders in Manicaland and Bulawayo and supported them to develop a model/framework that will provide guidance on harmonized approaches to addressing issues of Gender Based Violence and Early Marriage. 2 provincial training workshops with Traditional leaders were held in Manicaland and Bulawayo to deliberate and agree on a model/framework to provide harmonized approaches to addressing issues of Gender Based Violence and Early Marriages. The traditional leaders discussed the impact of Gender Based Violence (GBV) in their communities and shared knowledge and examples of how they were engaged in Ending Violence against Women and Girls (EVAWG). Spotlight sensitizes traditional leaders on advocating for disability inclusion and the disability bill such as parliamentarians, chiefs, headmen from the provinces that they have been capacitating women
	Women Decision Makers	0	108	347	1007	

Outcome 4 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
	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	20,128	49,125	112,000	Women and girls survivors of physical or sexual violence accessed different service package ranging from psycho-social support services, police, justice and health services, through mobile and static one stop centre service, GBV Shelter services and other community outreach programmes
	Girls	37	7,000	16,829	57,440	
	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	28,165	32,840	4,675	The data is extracted from reported crime statistics and is still not readily available due to the absence of harmonised GBV IMS in the country.	
	Brought to Court	0	0	0	0	0	No data is not made available for those which were brought to court.	
	Convictions	0	0	0	0	0	No data is available on cases which resulted in 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	No	No	No		Yes	VAWG MIS is still to be developed	
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	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	No	Yes	Yes		Yes		
	Strengthened							
	No	No	No	Yes		Yes		
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	1,111	2,033		8,348	Spotlight country programme trained government workers on the GBV referral pathway, GBV risk mitigation including PSEA, and safe and confidential reporting. In addition, Legal Aid Department lawyers and Judiciary Service Commission Magistrates were strengthened their capacity on laws that protect girls and women survivors of GBV. Government officials including the police, magistrates, prosecutors participated in trainings on various Manuals developed in Phase 1 which are being rolled out: Forensic and DNA Trainings, Child Witness trainings, SOPs on the Multi-sectoral Protocol roll out, child online violence and Forensic Evidence Management. Government stakeholders were trained on disability inclusion and disability mainstreaming in their day to day work during the VFS Subcommittee Meetings.	
	Women Government Service Providers							
	0	835	540	979		3,340		
Women's Rights Organizations								
Indicator 4.1.5 Number of women's rights organisations who have increased knowledge and capacities to deliver quality, coordinated essential services to women and girls' survivors of violence, within the last year.	0	3	8	24		11	CSOs implementing service delivery under Pillar 4, have been strengthened their capacities to deliver coordinated services to women and girls' survivors of violence. Below is the list of CSOs. Musasa FACT JF Kapneck Trust Adult Rape Clinic REPPSI	
	LNOB							
		0	3	8	24			11
Grassroots								
	0	3	8	16		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	5	10	16		23	GBV coordination networks were created in each province and one national one.	
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	16,829	268,310		14,000	The number is the same with women and girls who report experiencing physical or sexual violence and sought help.	
	a) Women with Knowledge of ES							
	0	107,500	20,128	777,299		430,000		
	b) Girls with Knowledge of longer term services							
0	0	370	40,611		12,735	The reported figure is for women and girls who participated in economic empowerment interventions.		
b) Women with Knowledge of longer term services								
0	42,000	2,268	31,265		16,800			
a) Girls with ACCESS to ES								
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	0	4,245	16,829	16,829		12,735	Reported figure is for women and girls who accessed GBV essential services in 2022.	
	a) Women with ACCESS to ES							
	0	42,456	20,128	25,169		169,824		
	b) Girls with Access to Recovery Services							
0	450	0	0		1,350	Reported figure is for women who participated in women economic empowerment interventions		
b) Women with Access to Recovery Services								
0	4,500	2,268	6,335		18,000			
Outcome 5 Summary table								
Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target		Reporting Notes	
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		Yes	Prevalence data is capture dthrough population based surveys like MICS and ZDHS.	
	Incidence							
	No	Yes	Yes	Yes		Yes	Zimbabwe collects incidence data , but it is of publicly available, because there is no information sharing protocol and definitions of violence still need to be standardized.	
IPV								
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	No	Yes	Yes	Yes		Yes	Data is collected through MICS and ZDHS.	
	Child Marriage							
	Yes	Yes	Yes	Yes		Yes	Data Collected through MICS and ZDHS	
Family Violence								
	No	No	Yes	Yes		No	Data is collected through MICS or ZDHS.	

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	Income, Sex, Age, Geographic Location	Income, Sex, Age, Geographic Location	Income, Sex, Age, Geographic Location, Forms of violence	Income, Sex, Age, Geographic Location, Forms of violence	Income, Sex, Age, Disability, Geographic Location	Prevalence data in MICS of ZDHS is disaggregated by income, sex, age and geographical location and forms of violence. Spotlight Country Programme has been working closely with National Statistical Office to ensure disability is included in the disaggregations. Ethnicity is not a key variable, hence the disaggregations do not include ethnicity.
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
National Statistics Officers						
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	0	30	0	6	150	No capacity strengthening of National Statistical Officers was conducted in 2022 on production of prevalence or incidence data VAWG.
Women National Statistics Officers	0	10	0	0	50	
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	0	855	No capacity strengthening activities on collection of prevalence or incidence data were conducted in 2022.
Women Government Personnel	0	85	0	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	68	68	525	68 (20 male and 48 female) people from CSOs, CBOs and women's rights advocates were capacitated on EVAW data collection, analysis and use.
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	4	19	88	8	
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	0	183	855	No capacity strengthening activity was conducted in 2022.
Women Government Personnel	0	85	0	76	255	
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	68	68	525	During the reporting period Spotlight engaged a consultant to train CSO, CBO and women rights advocates on EVAW data collection, analysis and dissemination. Implementing Partners implementing pillar 6 and 4 of SI were targeted and participated in the training.

Outcome 6 Summary table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, 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	118	189	60	At community level, 72 CBOs and autonomous social movements were supported through partnerships with the CSOs to advocate for EVAW at local level. UN Women technically and financially supported 98 CSOs and CBOs to jointly advocate for the elimination of VAWG within 5 province-based consortiums from district to national level. The advocacy was in form of awareness campaigns and dialogues. The RUNO also strengthened the coordination of the Women's movement through supporting the Women's Coalition of Zimbabwe to host the Women's Rights Activism Symposium themed "Strengthening Pathways for the Promotion of Equality, Diversity and Inclusion. This was attended by 62 CSOs and Women's rights groups from across Zimbabwe who worked in theme-based groups/ villages and made policy recommendations. UNESCO conducted a coalition building workshop between OPDs and the Women's Movement (Represented by the Women's Coalition of Zimbabwe) in 2022. The workshop was to develop joint interventions between OPDs and the Women's Movement. 6 OPDs attended and WCoZ member organizations (14 Women's Rights Organizations).
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	2	5	19	10	The CSOs were adequately equipped with knowledge and skills to administer the mechanisms through Training of Trainer sessions based on the provincial social accountability strategies developed with support from Spotlight. In Manicaland, the trained CBOs developed action plans that are specific to their districts. They are also making use of the GBV Coordination meetings/dialogues to engage duty bearers. The CBOs have noticed positive changes at the registrar's offices in Chipinge, as services have been decentralized and people are no longer coming to the central town for birth or ID registrations.
Indicator 6.3 Number of women's rights organisations, 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	10	28	74	30	88% of the CSOs who completed the survey indicated that their influence has increased and some of the areas are that the number of community-based advocates has gone up with men playing a pivotal role in fighting for the rights of women and girls in communities. Women and girls are now socially empowered to report GBV cases and bring them to the spotlight.
Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes

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	2	5	1032	9	
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	8	105	220	44	
LNOB						
	18	8	102	243	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	122	182	40	Spotlight country programme supported the 5 consortiums to strengthen the capacity of 36 organizations to partner and jointly advocate on ending VAWG at district and provincial levels. At least 1 joint statement came from these consortiums. In addition, WCoZ, with the support of UN Women, presented a petition to Parliament of Zimbabwe demanding an enquiry into the issue of tracking affecting women and girls. 62 CSOs signed the petition. Spotlight in partnership with WCoZ conducted a training of OPDs on effective advocacy and gender mainstreaming. The training was hybrid and 24 OPDs participated. With the support of WCoZ the OPDs are drafting an advocacy paper. In 04 UNESCO in partnership with WCoZ, FODPZ and NASCOH conducted a training of Women's Rights Organizations disability inclusion. The training was attended by 13 Women's Organizations and was facilitated by OPDs.
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	5	0	50	50	35 CBOs and CSOs have been trained on Social Accountability mechanisms and are using it for their VAWG advocacy work. Spotlight country programme supported in collaboration with Responsible Parties 140 CSOs/CBOs to apply 5 social accountability mechanisms including participatory budget meetings, social audits, expenditure tracking, dialogues with duty bearers and score cards to engage duty bearers and service providers in villages and districts towards the elimination of VAWG. The CSOs were adequately equipped with knowledge and skills to administer the mechanisms through Training of Trainer sessions based on the provincial social accountability strategies developed with support from UN Women. In Mankalaland, the trained CBOs developed actions plans that are specific to their districts. They are also making use of the GBV Coordination meetings/dialogues to engage duty bearers. The CBOs have noticed positive changes at the registrar's offices in Chipinge, as services have been decentralized and people are no longer coming to the township for birth or ID registrations.
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	5	57	123	20	Spotlight country programme supported CSOs and CBOs through grants, sub-grants, technical trainings on ERAW, advocacy platforms, IEC materials and deployment of Graduate Interns- the Innovators Against GBV as a way of enhancing organisational influence and agency to build the women's movement. 15 CBOs in Mankalaland and 12 in Mashonaland Central received sub-grants of 500 each and implemented peace huts and #HeForShe activities as well as other GBV focused awareness-building activities. 30 organisations were supported in Matabeleland South.
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	20	30	111	104	Spotlight Country programme continued to technically and financially support 5 consortiums of CSOs that are addressing Harmful Practices and VAWG in 5 provinces. The CO also supported the lead organizations to recommend CBOs to join the Women's Coalition of Zimbabwe. In Mankalaland, 2 CBOs- Try Agam and Ruwimbo CBO were recommended. 12 CBOs in Mashonaland central formed a coalition named Mashonaland Central Gender Based Violence Pillar of Hope and were linked to WCoZ. 11 organizations joined the Mat South consortium. In Mash West 5 organizations were integrated into coalitions. 2 umbrella OPDs (National Association of Societies for the Care of the Handicapped & Federation of Disabled Persons in Zimbabwe) have signed an MoU with WCoZ on behalf OPDs in Zimbabwe to build a coalition. Each umbrella body has membership of 40 and 35 respectively.



**ANNUAL REPORT - ANNEX B(2)
RISK MANAGEMENT REPORT**

Country Programme / Regional Programme: Zimbabwe

Reporting Period: 01 January 2022 - 31 December 2022

Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to capture how your programme has managed all identified risks during the reporting period in the table below. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on "Assumptions" at the bottom of the matrix, as necessary. Please list the risks identified for the entirety of the programme in column A; however, column F should capture how your programme has worked to mitigate/address the risk during the reporting period (in this case, for 2022).

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)		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
Risk	Likelihood:	Impact:	Periodicity	Source for		
Contextual risks						
Decrease in democratic space for civil society's participatory engagement with Government	4	4	monthly due to increased risk in 2022 due to forthcoming 2023 general elections	Feedback and engagement with civil society partners	Advocacy and engagement with the Ministry responsible for Women Affairs, the host Spotlight Government Ministry and other Government partners, and CSOs to ensure continued implementation at provincial and district levels; SI CSRG monitoring field missions and joint monitoring visits with Government	Resident Coordinator, Spotlight National Steering Committee, Independent Commissions, Civil Society, SI Civil Society Reference Group, SI Inter-Ministerial Committee, RUNOs
[NEW RISK] Increase in violence against women in politics and those entering the political spaces as the country prepares for the 2023 general elections; this includes violence in public spaces (e.g. political party rallies) and online violence	4	4	ongoing	media reports, social media platforms and dialogues on women in politics; UN human rights monitoring	Development and validation with Ministry responsible for Women Affairs the SI-supported National Strategy on Women in Leadership and Decision-Making with specific Outcome Area and measures to mitigate violence against women in politics (launched in 2023); support to national platforms and dialogues on addressing political violence and impact on women	Resident Coordinator, Resident Coordinator's Office, UN agencies, Ministry responsible for Women Affairs, Independent Commissions, CSOs
Economic downturn, inflation, austerity measures disproportionately affecting the most vulnerable, worsening liquidity which can affect procurement	4	4	ongoing	UN Economic analysis reports and briefs, media briefs, economic forums platforms	Utilize the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI, in accordance with 'Value for Money' criterion	UN Operations Management Team; RUNOs
Programmatic risks						
Senior officials in positions of power and formal authority at national and subnational levels in institutions with GBV mandates are perpetrators of violence	5	4	hard to monitor due to culture of silence	reported cases in court covered by media; Spotlight baseline on GBV and Sexual Harassment in Public Service	Development, validation and launch of the Sexual Harassment Policy by the Public Service Commission; roll-out of policy and training of key public servants in all line ministries	Government Public Service Commission; Government Ministries; Independent Commissions
[NEW RISK] The success of the programme created greater expectations among officials at the provincial and district levels of continuation and expansion of the interventions beyond the Spotlight Provinces and districts	4	3	ongoing throughout the implementation of Phase II	Engagement with stakeholders and officials during Spotlight monitoring visits to Provinces and Districts	SI technical team began dialogues on the sustainability of the initiative's interventions with all stakeholders in early 2022 to manage expectations; IPs were strengthened, especially community-based groups, to programme on gender equality and GBV to enable them to mobilize resources to continue work on these issues	UN agencies, SI Inter-Ministerial Coordination Mechanism
[NEW RISK] National interest and focus on GBV and Gender Equality as national priority issues begins to wane as Spotlight moves towards closure	3	4	ongoing	National Development Plans; Strategic Country Action Plans of Development Partners (2023 and beyond); Government pronouncements	Consultations and development of subnational plans for implementation of the Spotlight High-Level Political Compact on ending GBV and Harmful Practices (2021-2030); strengthening of Ministry responsible for Women's Affairs Coordination mandate for Gender Equality and GBV at subnational level; consultations and discussions with SI IPs on sustainability initiatives beyond 2023 in their institutional programs	Resident Coordinator, Resident Coordinator's Office, UN agencies, Ministry responsible for Women Affairs, Independent Commissions, CSOs, EUD's Team Europe Initiative on Gender; Women's Rights Development Partners Group
Institutional risks						
Financing for GBV and Gender Equality from national treasury is insufficient and/or begins to decline as other national priorities	4	4	ongoing	Strengthening engagements with		Resident Coordinators Office, European Union Delegation, UN Spotlight agencies, Independent
Fiduciary risks						
Corruption/Mismanagement of Funds	3	4	ongoing	IPs financial reports; audits of SI CSOs; financial monitoring missions by RUNOs	RUNOs use of Internal Financial Controls (IFC); RUNOs spot-checks on IPs and regular financial assessments on the use of Spotlight funds; periodic audits of RUNOs and Spotlight CSOs	UN agencies
Movement of funds to IPs delayed due to delays changes in local banking systems including closure of bank used by the UN	4	5	ongoing	Reports from RUNOs	Guidance from UN Operations Management Team (OMT); RUNOs financial teams continuous monitoring and guidance to	UNCT, OMT
Assumptions: Issues of GBV and Gender Equality are national development priorities; GBV, SRHR and Gender Equality are key issues on the human rights agenda of CSOs; financial resources to combat GBV and Gender Equality will be availed from Government, Private Sector, Development Partners at the level of the SI; SI will galvanize the gender equality and women's rights groups to create a visible and active movement to advocate for transformative change in the lives of women and girls in Zimbabwe						

Africa	Zimbabwe	4	Output4.1	UNICEF	JF Kapnek Trust	National	Implementing partner (IP)	\$108,692	\$108,692	No	0%	0	0%	No	Existing					X		
Africa	Zimbabwe	4	Output4.1	UNICEF	Child Protection Society (CPS)	National	Implementing partner (IP)	\$211,984	\$211,984	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.1	UNICEF	World Education Inc.	International	Implementing partner (IP)	\$423,383	\$423,383	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.1	UNFPA	FACT	National	Implementing partner (IP)	\$704,461	\$704,461	No	0%	0	0%	Yes	Existing							X
Africa	Zimbabwe	4	Output4.1	UNFPA	CESHAAR	National	Implementing partner (IP)	\$6,270	\$6,270	No	0%	0	0%	Yes	Existing			X				
Africa	Zimbabwe	4	Output4.2	UNFPA	FACT	National	Implementing partner (IP)	\$281,039	\$281,039	Yes	10%	1	0%	Yes	Existing							X
Africa	Zimbabwe	4	Output4.2	UNFPA	ZICHIRE	National	Implementing partner (IP)	\$89,501	\$89,501	No	0%	0	0%	No information available	Existing							X
Africa	Zimbabwe	4	Output4.2	UNFPA	ZAPSO	National	Implementing partner (IP)	\$100,841	\$100,841	No	0%	0	0%	No information available	Existing				X			
Africa	Zimbabwe	4	Output4.2	UNFPA	World Vision	International	Implementing partner (IP)	\$147,933	\$147,933	No	0%	0	0%	No	Existing							X
Africa	Zimbabwe	4	Output4.2	UNFPA	Caritas	National	Grantee	\$22,062	\$22,062	No	0%	0	0%	No	Existing							X
Africa	Zimbabwe	4	Output4.2	UNICEF	JF Kapnek Trust	National	Implementing partner (IP)	\$488,622	\$488,622	No	0%	0	0%	Yes	Existing					X		
Africa	Zimbabwe	4	Output4.2	UNICEF	Childline	National	Implementing partner (IP)	\$91,180	\$36,740	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.2	UNICEF	World Education Inc.	International	Implementing partner (IP)	\$56,258	\$56,258	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.2	ILO	Diocese of Mutare Community Care Programme (DOMCCP)	Local and grassroots organizations	Implementing partner (IP)	\$70,700	\$70,700	No	0%	0	0%	No	Existing							X
Africa	Zimbabwe	4	Output4.2	UNDP	Empretec	National	Implementing partner (IP)	\$306,000	\$306,000	No	0%	0	15%	Yes	Existing							X
Africa	Zimbabwe	4	Output4.2	UNICEF	Envision Zimbabwe Women's Trust	Local and grassroots organizations	Implementing partner (IP)	\$74,086	\$74,086	No	0%	0	0%	Yes	New							X
Africa	Zimbabwe	4	Output4.2	UNICEF	Musasa	National	Implementing partner (IP)	\$146,577	\$77,552	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.2	ILO	Junior Achievement Zimbabwe	National	Implementing partner (IP)	\$47,660	\$47,660	No	0%	0	0%	No	New							X
Africa	Zimbabwe	4	Output4.2	ILO	Zimbabwe Women's Bureau (ZWB)	National	Implementing partner (IP)	\$40,000	\$40,000	No	0%	0	0%	Yes	New							X
Africa	Zimbabwe	4	Output4.2	ILO	Royal Business Consult Trust (RBCT)	National	Implementing partner (IP)	\$55,391	\$55,391	No	0%	0	0%	No	Existing							X
Africa	Zimbabwe	4	Output4.2	UNICEF	Save the Children International	International	Implementing partner (IP)	\$417,295	\$366,049	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	4	Output4.2	UNICEF	Adult Rape Clinic	National	Implementing partner (IP)	\$138,606	\$138,606	No	0%	0	0%	Yes	New	X						
Africa	Zimbabwe	4	Output4.2	UNICEF	Women's Action Group	National	Implementing partner (IP)	\$146,991	\$146,991	No	0%	0	0%	Yes	New	X						
Africa	Zimbabwe	4	Output4.1	UNICEF	Justice for Children Trust (JCT)	National	Implementing partner (IP)	\$291,000	\$274,553	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	5	Output5.1	UNICEF	Childline	National	Implementing partner (IP)	\$41,284	\$0	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	5	Output5.1	UNICEF	Musasa	National	Implementing partner (IP)	\$62,284	\$28,794	No	0%	0	0%	Yes	Existing	X						
Africa	Zimbabwe	5	Output5.1	UNFPA	ZICHIRE	National	Implementing partner (IP)	\$27,153	\$27,153	No	0%	0	0%	No information available	Existing							X
Africa	Zimbabwe	5	Output5.1	UNFPA	ZAPSO	National	Implementing partner (IP)	\$13,200	\$13,200	No	0%	0	0%	No information available	Existing				X			
Africa	Zimbabwe	5	Output5.1	UNFPA	World Vision	International	Implementing partner (IP)	\$33,340	\$33,340	No	0%	0	0%	No information available	Existing							X

Africa	Zimbabwe	5 Output5.1	UNFPA	FACT	National	Implementing partner (IP)	\$59,576	\$59,576	No	0%	0	0%	Yes	Existing									X
Africa	Zimbabwe	6 Output6.1	UNFPA	CESHAAR	National	Implementing partner (IP)	\$128,892	\$128,892	No	0%	0	0%	Yes	Existing			X						
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Lower Guruve Development Association	Local and grassroots organizations	Implementing partner (IP)	\$26,205	\$26,205	No	0%	0	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Zimbabwe Women's Bureau	National	Implementing partner (IP)	\$117,261	\$117,261	Yes	50%	2	0%	Yes	Existing									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	HOPE Zimbabwe	Local and grassroots organizations	Implementing partner (IP)	\$34,107	\$34,107	No	0%	0	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Restless Development	International	Implementing partner (IP)	\$24,941	\$24,941	No	0%	0	0%	No	New									X
Africa	Zimbabwe	6 Output6.1	UNFPA	Youth Advocates Zimbabwe (YAZ)	National	Implementing partner (IP)	\$10,000	\$10,000	No	0%	0	0%	No information available	Existing									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Hope for a Child In Christ (HOCIC)	Local and grassroots organizations	Implementing partner (IP)	\$64,300	\$64,300	No	0%	0	0%	Yes	New							X		
Africa	Zimbabwe	6 Output6.1	UN WOMEN	SAYWHAT	National	Implementing partner (IP)	\$58,190	\$58,190	No	0%	0	0%	Yes	Existing								X	
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Katswe Sisterhood	National	Implementing partner (IP)	\$71,609	\$71,609	No	0%	0	0%	Yes	Existing								X	
Africa	Zimbabwe	6 Output6.1	ILO	Zimbabwe Congress of Trade Union (ZCTU)	National	Implementing partner (IP)	\$25,000	\$25,000	No	0%	0	0%	Yes	Existing									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Caritas	National	Implementing partner (IP)	\$55,969	\$55,969	Yes	0%	2	0%	No	New									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	Women's Action Group	National	Implementing partner (IP)	\$119,828	\$119,828	No	0%	0	0%	Yes	Existing									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	International Women Social Workers	National	Implementing partner (IP)	\$29,639	\$29,639	No	0%	0	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.1	UN WOMEN	CONTACT	National	Implementing partner (IP)	\$85,870	\$85,870	Yes	0%	4	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.1	UNESCO	Women's Coalition of Zimbabwe	National	Implementing partner (IP)	\$14,966	\$13,766	No	0%	0	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.2	UNFPA	SAYWHAT	National	Implementing partner (IP)	\$102,139	\$102,139	Yes	48%	1	0%	No information available	Existing									X
Africa	Zimbabwe	6 Output6.2	UN WOMEN	CONTACT	Local and grassroots organizations	Implementing partner (IP)	\$51,402	\$51,402	Yes	92%	4	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.2	UN WOMEN	South Western Region Gender Network (SWRGN) - member of CONTACT Consortium	Local and grassroots organizations	Implementing partner (IP)	\$13,827	\$13,827	No	0%	0	0%	Yes	New									X
Africa	Zimbabwe	6 Output6.2	UN WOMEN	Zimbabwe Women Lawyers Association (ZWLA)- member of the CONTACT Consortium	National	Implementing partner (IP)	\$10,596	\$10,596	No	0%	0	0%	Yes	Existing									X
Africa	Zimbabwe	6 Output6.2	UN WOMEN	Maranatha Orphans Care Trust - CBO Member of CONTACT Consortium	Local and grassroots organizations	Implementing partner (IP)	\$15,622	\$15,622	No	0%	0	0%	Yes	New	X								

Africa	Zimbabwe	6	Output6.3	UN WOMEN	CCJP-Caritas Consortium member	National	Implementing partner (IP)	\$27,217	\$27,217	No	0%	0	0%	No	New											X	
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Women's Action Group	National	Implementing partner (IP)	\$136,055	\$136,055	No	0%	0	0%	Yes	Existing												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Zimbabwe Women's Bureau	National	Implementing partner (IP)	\$92,158	\$92,158	Yes	49%	2	0%	Yes	New												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Restless Development	International	Implementing partner (IP)	\$17,379	\$17,379	No	0%	0	0%	No	New												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	HOPE Zimbabwe	Local and grassroots organizations	Implementing partner (IP)	\$27,672	\$27,672	No	0%	0	0%	Yes	New												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Roots Youth Edutainment Services (YES)	National	Implementing partner (IP)	\$25,875	\$25,875	No	0%	0	0%	Yes	New												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Zimbabwe Women Lawyers Association (ZWLA)- member of the CONTACT Consortium	Local and grassroots organizations	Implementing partner (IP)	\$36,763	\$36,763	No	0%	0	0%	No	New	X											
Africa	Zimbabwe	6	Output6.3	UN WOMEN	South Western Region Gender Network (SWRGN) - member of CONTACT Consortium	National	Implementing partner (IP)	\$20,245	\$20,245	No	0%	0	0%	Yes	Existing												X
Africa	Zimbabwe	6	Output6.3	UN WOMEN	Civic Forum on Human Development (CFHD)- LGDA consortium member)	Local and grassroots organizations	Implementing partner (IP)	\$5,260	\$5,260	No	0%	0	0%	Yes	New												X
Africa	Zimbabwe	6	Output6.1	UN WOMEN	Institute for Young Women Development	National	Implementing partner (IP)	\$7,500	\$7,500	No	0%	0	0%	Yes	New												X
Africa	Zimbabwe	6	Output6.1	UN WOMEN	Women's Coalition of Zimbabwe	National	Implementing partner (IP)	\$70,773	\$70,773	No	0%	0	0%	Yes	Existing												X
Africa	Zimbabwe	6	Output6.1	UN WOMEN	Zimbabwe Women Resource Centre and Network	National	Implementing partner (IP)	\$6,000	\$6,000	No	0%	0	0%	Yes	Existing												X
Africa	Zimbabwe	1	Output1.1	UNICEF	Centre for Applied Legal Research (CARL)	National	Implementing partner (IP)	\$131,888	\$131,888	No	0%	0	0%	No	Existing	X											
Africa	Zimbabwe	1	Output1.1	UNESCO	Federation of Organisations of Disabled People in Zimbabwe (FODPZ)	National	Implementing partner (IP)	\$81,500	\$77,226	No	0%	0	21%	No	Existing										X		
Africa	Zimbabwe	1	Output1.1	UNDP	Women and Law in Southern Africa (WILSA)	National	Implementing partner (IP)	\$293,000	\$250,882	No	0%	0	15%	Yes	Existing										X		
Africa	Zimbabwe	1	Output1.1	UNDP	Leonard Cheshire Disability Zimbabwe (LCDZ)	National	Implementing partner (IP)	\$167,252	\$142,935	No	0%	0	14%	No	Existing									X			



**Spotlight
Initiative**

SPOTLIGHT INITIATIVE

**INNOVATIVE, PROMISING OR GOOD PRACTICES AND KNOWLEDGE PRODUCTION
REPORTING TEMPLATE (ANNEX D)**

COUNTRY/REGION: ZIMBABWE

REPORTING PERIOD: 01 JANUARY -31 DECEMBER, 2022

(Cover Page text: Arial 14 point, bold)



Section A: Innovative, Promising and Good Practices

Section B: Knowledge Production (since the beginning of your programme)

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge Products play a key role in advancing the Initiative's [Knowledge Management Strategy](#) to document, analyze and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a Knowledge Product can be understood as an **output and a key asset for the success of Spotlight Initiative.**

Types of Knowledge Products include the following:

- Assessments
- Research Papers
- Brochures
- Capacity Development Modules
- Guidance note
- Tools
- Infographics
- Magazines/Newsletters
- Policy Briefs
- Position Papers/Thematic Strategy Briefs
- Briefs/Factsheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines available [here](#).

Please list all Knowledge Products developed by the Spotlight Initiative since the beginning of your programme, and any knowledge products that are in the pipeline.



Zimbabwe Knowledge Management Products (2019-2021)

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
High Level Political Compact on ending Gender Based Violence and Harmful Practices in Zimbabwe (2021 - 2030)	Tools	The HLPC was developed on the vision of a just society free from all forms of violence against women and girls, aims for increased high-level political will, commitment, and accountability to eliminate violence against women and girls, accelerate action to address violence against women and girls at the grassroots, subnational and national levels, as well as the effective monitoring and evaluation of the progress made towards ending these social ills.	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/high-level-political-compact-on-ending-gender-based-violence-and.html
Overview of the High-Level Political Compact on ending GBV in Zimbabwe	Brochures	The brochure an overview and key facts on the High-Level Political Compact (HLPC) on Ending Gender-based Violence and Harmful Practices in Zimbabwe. It highlights the main vision, objectives, structure and scope of the compact.	2021	
Assessment of the Formal Justice System in responding to Sexual and Gender Based Violence, Harmful Practices and Sexual Reproductive Health Rights in Zimbabwe	Assessments	The main objective of the Research was to assess the efficacy of the informal and traditional justice systems in delivering justice in instances of sexual and gender-based violence in Zimbabwe. In this context, the research assessed how the traditional and informal justice systems are mediated and	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/an-assessment-of-the-formal-justice-system-in-responding-to-sexu.html





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
		informed by cultural practices, beliefs and societal norms in Zimbabwe.		
Issues Paper- Assessment of the efficacy of informal justice systems in addressing SGBV	Research Papers	The research reports on of the efficacy of informal justice systems in addressing SGBV looked at how the traditional or informal justice systems is mediated and informed by cultural practices. This issue paper sets out to identify the salient issues that arise from the Research Report for the purpose of informing advocacy on SGBV, HPs and SHRR	2022	https://www.zw.undp.org/content/zimbabwe/en/home/library/recommendations---assessment-of-the-fficacy-of-informal-ustice-.html
Infographic - Assessment of the efficacy of informal justice systems in addressing SGBV (2.3 MB) Infographic - An assessment of the efficacy of informal justice systems in addressing sexual and gender-based violence (SGBV)	Infographics	An infographic summarizing the assessment of the efficacy of informal justice systems in addressing sexual and gender-based violence (SGBV). The infographic outlines the location of study, data collection methods and assessments findings.	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/infographic---an-assessment-of-the-fficcy-of-informal-justice-s.html
COVID19 and the justice system's responses in emergency situations in Zimbabwe	Policy Briefs	This is a policy brief on access to justice for survivors of sexual gender-based violence (SGBV), harmful practices (HP) and violations of sexual and reproductive and health rights (SRHR) in the context of COVID 19 pandemic and emergencies.	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/policy-brief---covid19-and-the-justice-system-s-responses-in-eme.html





Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
Cultural Predicaments - Cultural Norms, Power and Control in addressing SGBV in Rural Zimbabwe	Position Papers/Thematic Strategy Briefs	Conceptually, the paper draws from Sally Engle Merry's concept of translation and we argue that cultural beliefs, practices, values and norms obtaining in specific localities mediate the resolution of sexual and gender-based violence cases and these practices are in some instances and at certain moments at odds with progressive constitutional, legal and policy initiatives and aspirations.	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/cultural-predicaments.html
Formal and informal justice systems in the context of SGBV, HP and SRHR in Zimbabwe - Building cooperation and complementarity between formal and informal justice systems	Position Papers/Thematic Strategy Briefs	This position paper targets policy makers within the various ministries and departments in the government of Zimbabwe, civil society organizations and international organizations that partner government in combating sexual and gender-based violence (SGBV). The purpose of the paper is to provide insights into how the formal and informal justice systems can be utilized in complementarity as a means to promote access to justice for survivors and victims of sexual and gender-based violence	2021	https://www.zw.undp.org/content/zimbabwe/en/home/library/position-paper---building-cooperation-and-complementarity-between.html
Macro-economic costs of Gender Based Violence in Zimbabwe	Policy Briefs	The research study that unearths the negative impact of GBV and HPs on the country's economy and draws on global best practices on effectively addressing GBV and Harmful Practices (HPs) for a positive impact on the economy. Findings of the research were also meant to inform the development of the High-Level Political Compact on ending GBV in Zimbabwe.	2020	https://www.zw.undp.org/content/zimbabwe/en/home/library/policy-brief---macro-economic-costs-of-gender-based-violence-in-.html
Financing Options for Sexual and Gender Based Violence in Zimbabwe	Policy Briefs	This paper explores domestic financing and revenue mobilization options for GBV in the country in line with the Sustainable Development Goals (SDGs) recommendations for increased domestic funding of development initiatives in developing countries.	2020	https://www.zw.undp.org/content/zimbabwe/en/home/library/policy-brief-summary---financing-options-for-sexual-and-gender-b.html





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
An Assessment and Gap Analysis of Legal Aid Services Provision in responding to needs of Women and Girls in relation to SGBV, HP and SRHR	Assessments	This document is an assessment and gap analysis of the provision of legal aid services, particularly the extent to which international legal standards and norms have been integrated into the National Legal Aid Strategic Plan and Legal Aid Coordination Framework in Zimbabwe.	2022	N/A
Position Paper on access to justice to persons with disabilities.	Position Papers/Thematic Strategy Briefs	informed by findings from the assessment on the efficacy of the traditional and formal justice systems, this policy brief focusses specifically on access to justice by persons with disabilities in instances of SGBV, HP and SRHR. It highlights the challenges, barriers faced by persons with disabilities in accessing justice, and proffer recommendations for an inclusive and accessible justice system in Zimbabwe.	2021	
Access to Justice for women and girls in Zimbabwe - Brochure	Brochures	The brochure provides basic Information on Violence against Women and where to seek help for Girls and Women with Disabilities. It is an easy to read brochure highlighting key definitions and types of SGBV/ HP, and where survivors can access justice and health services in Zimbabwe. the brochure was also translated into local languages.	2020	
Analysis of Regional and International Best Practices on Public Sector Reform Accountability for SGBV/HPs within Zimbabwe's Public Service	Research Papers	The research provides regional and international best practice models that can be adopted to enhance the institutional capacity of the Public Service Commission to facilitate SGBV and HP prevention and response.	2022	





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
Public Service Sexual Harassment Policy	Policy Briefs	The Public Service Sexual Harassment Policy is part of the Public Service Commission's prevention and response initiatives aimed at strengthening the existing measures and set out new strategies for combating sexual harassment, exploitation and abuse within the Public Service and promote gender equality and the elimination of violence against women.	2022	
Baseline Study on Sexual Harassment in the Public Service in Zimbabwe	Assessments	The baseline assessment gathered information on the public service employees' knowledge and understanding of what constitutes sexual harassment, its prevalence, their experiences, and interface with available grievance handling procedures. The data gathered was used to strengthen the draft Public Service Sexual Harassment Policy currently being developed by the PSC and to develop training and educational materials on Sexual and Gender Based Violence including prevention and response mechanisms for public service employees under the Public Service Academy	2021	
Strengthen the Public Protector Mandate of the Zimbabwe Human Rights Commission, to address rights violations & malpractices arising from institutions working on SGBV/SRHR/HP & disabilities	Guidance note	The guide aims to provide clarity and definition of the Public Protector mandate of the Zimbabwe Human Rights Commission (ZHRC), serving as an analytical guide on how to address rights violations and malpractices arising from institutions working on SGBV, HP, SRHR and disability concerns.	2022	





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SGBV Call Center Standard Operating Procedures, for the ZRP VFU, LAD and Immigration department.	Tools	These standard operating procedures provide guidance on the day-to-day operation and management of a call center. The SOP enables the call center to meet quality standards of service provision and meeting the needs/ demands of the clients.	2022	
An assessment on possible cases for strategic litigation with regard to access to justice and social protection for women and girls with disabilities.	Assessments	The research seeks to establish an evidence-based baseline of the lived experience of women and girls with disabilities in relation to International, regional and national protections and practices of the state with regard to access to justice and social protection in Manicaland and Mashonaland West Province. The findings will be used for strategic litigation as a means induce legislative and policy reform on access to justice and social protection of women and girls with disabilities	2022	
Prosecutors Handbook on the Handling of Forensic Evidence	Tools	The guide seeks to develop and improve the policy framework and practices related to the handling of SGBV and harmful practices (HP) cases. The Specific Instructions guide the conduct of the prosecutor, providing them with the list of do's and don'ts, these do not inform the content of the prosecutor's work	2021	
Analysis of the Constitutional amendment of the Zimbabwean constitution: A Disability Rights Perspective:	Research Papers	A quick research study to assess and unpack the proposed constitutional amendments from a disability perspective. The findings were used to developed recommendations for informing and capacitating women and girls with disabilities to raise during the public hearings.	2020	





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Legal Aid Strategic Plan 2022-2026	Tools	The Strategic Plan outlines the vision, goal and priorities of LAD and the actions needed to achieve those goals. The LAD strategic Plan was reviewed and updated so that it responds to SGBV, HP, SRRHR and protection of rights of the indigent, vulnerable and marginalized groups especially women, men, girls and boys facing SGBV, HP and violations of SRHR.	2022	
Updated Legal Aid Coordination Framework 2022-2025	Tools	The framework provides guidelines and procedures for coordination of Legal aid services in Zimbabwe, to ensure realization of constitutional and human rights of different indigent, marginalized and vulnerable groups, survivors of SGBV, HP and SRHR. The framework highlights the coordination structure and processes in the provision of legal aid services by the LAD, Legal Aid Providers, Law Schools and relevant stakeholders.	2022	
NPA Prosecution Policies on SGBV/HP Cases	Tools	The Policies provide guidance on the prosecution of SGBV crimes through the development of the Specific Instructions (Rules of Procedure) adopted for the prosecution of SGBV cases.	2020	
Community Development Strategy	Position Papers/Thematic Strategy Briefs	The policy provides a framework to integrate SGBV and HPs at community level - this is also aligned to government devolution policy	2022	
Background Research to inform development of principles for the Gender Equality, and Sexual Harassment	Research Papers	The research focused on gathering evidence and data to inform the development of the principles for the Gender Equality Bill and Sexual Harassment Bills.	2021	





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National Strategy on Women in Decision Making	Tools	The strategy provides a comprehensive policy framework to operationalize the constitutional gender equality provisions to ensure effective participation of women and girls in decision making and political processes. The strategy is informed by and consolidates prior studies, reports, strategies on GEWE and participation of women in decision making in private , public and political sectors in Zimbabwe	2021	
SGBV, Women Economic Empowerment & COVID 19 Assessment Report	Assessments	The Assessment Report provides the status women 's economic empowerment - small businesses and income generation activities for women survivors of SGBV as well as the impact of COVID 19 Pandemic on women's businesses	2021	
Training Manual in Women Economic Empowerment and SGBV	Capacity Development Modules	A comprehensive trainers handbook as well as the trainee guiding book on business management, financial literacy, access to markets including markets for survivors of SGBV with module on SGBV	2022	
Simplified guide on participation of women and girls in legislative and policy making processes.	Brochures	The simplified and easy to read provides an overview of the policy and legislative processes in Zimbabwe. It also provides guidance on the stages where women and girls with disabilities can participate and raise their voices on issues that affect them.	2020	
NPA Compendium of SGBV cases.	Tools	Following on from the NPA Prosecution Polices, the compendium on SGBV cases is an assistance tool that outlines cases at the local , regional and International level that will assist in research for the prosecution of SGBV crimes.	2022	





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
Capacity Assessment Report on Civil Society Organizations	Assessments	The CSOs CNA aimed to analyze the desired capacities against existing capacities to generate an understanding of capacity assets and needs; serve as input for formulating a capacity development response; and identify opportunities for optimizing on existing capacities. the assessment focused on capacities of CSO to plan, design, implement and monitor interventions aligned to the Spotlight programming areas.	2022	
C4D Formative Research Report for Social Behavior Change Strategy	Assessments	Social norms analysis of drivers, and barriers , SGBV in Zimbabwe	2020	
C4D/SBC Strategy and Costed Implementation Plan	Tools	social and behaviour change campaign strategy mainstreaming human rights, gender, people's participation	2020	NOT YET
Strategy for the Elimination of Sexual Harassment and Gender-based Violence in the Workplace in Zimbabwe 2021-2025	Position Papers/Thematic Strategy Briefs	The development of the Strategy is in line with the broad function of Zimbabwe Gender Commission (ZGC), which revolves around promoting, protecting, enforcing and advancing gender equality in Zimbabwe as provided for by the Constitution. The Strategy is a tool to guide operations of the public and private sector organizations in fighting against gender-based violence (GBV) and sexual harassment at the workplace.	2021	https://www.ilo.org/global/docs/WCMS_830641/lang-en/index.htm
Spotlight Initiative Brief: ILO Interventions in Zimbabwe	Briefs/Factsheets	The brief highlights the 2 components of ILO interventions in Zimbabwe i.e. Model Workplace Programme (MWP) which is providing guidance to enterprise and organizations in effective ways to address issues of SGBV in the workplace and Women Economic Empowerment (WEE) as one of the longer-term	2021	https://www.ilo.org/global/docs/WCMS_830645/lang-en/index.htm





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		recovery strategies for GBV Survivors, recognizing that poverty is one of the key drivers of SGBV.		
Private Sector Gender Champions Video	Tools	The video highlights ILO C190 and the commitment by the Private Sector to promote ZERO tolerance to SGBV in the Workplace.	2021	TBA
Spotlight Initiative Posters	Infographics	SGBV posters portraying the types of work-related violence and harassment and advocating for the elimination of SGBV in the Workplace.	2021	https://www.ilo.org/africa/countries-covered/zimbabwe/WCMS_830682/lang--en/index.htm
Training Manual for Workplace Policy Development and Programme Implementation on Violence and Harassment (including SGBV).	Capacity Development Modules	To guide the world of work response to develop policies and implement programmes addressing: Sexual Harassment, Gender-based Violence, and other forms of Violence and Harassment in the workplace.	2022	TBA
Mainstreaming Disability in the Prevention of and Response to Violence against Women with Disabilities in Zimbabwe	Tools	This evidence based guide is informed by the community dialogues and trainings on GBV and disability inclusion that Deaf Women Included coordinated through the support of UNESCO within the EU funded Spotlight Initiative as well as their work with women and girls with disabilities in the fight against gender-based violence.	2021	Mainstreaming disability in the prevention of and response to violence against women with disabilities in Zimbabwe: - UNESCO Digital Library https://www.youtube.com/watch?v=GNUcKsjDQeE





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				https://unesdoc.unesco.org/ark:/48223/pf0000379195_sna https://unesdoc.unesco.org/ark:/48223/pf0000379195_nde
A spotlight on women and girls with disabilities	Brochures	This summary report provides an overview of the interventions and results achieved by civil society, particularly Organizations of Persons with Disabilities (OPDs) in contributing to promoting a culture of inclusivity of women and girls with disabilities in eliminating Sexual Gender-Based Violence, Gender-Based Violence, Sexual Reproductive Health Rights and Harmful Practices in Zimbabwe.	2021	https://unesdoc.unesco.org/ark:/48223/pf0000379194 https://unesdoc.unesco.org/ark:/48223/pf0000379194_sna https://unesdoc.unesco.org/ark:/48223/pf0000379194_nde
GBV experiences of women and girls with disabilities in Zimbabwe		The Documentary is on the GBV, SRH and Harmful Practices experiences of women and girls with disabilities. The objective of this documentary is to raise awareness of the general public and the local actors on the specific GBV challenges encountered by women and girls with disabilities, and support the advocacy work of all stakeholders	2021	https://www.youtube.com/watch?v=PwO3JSMq_xM





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National Disability Board Promotional Video		Within the Spotlight Initiative UNESCO ROSA has been supporting the National Disability Board (NDB). Through this support, this video is a promotional video on the NDB's mission, roles and Strategy. The objective of this promotional video is to create greater visibility of the NDB around its strategic plan and the New National Disability Policy, and to build the understanding of the public on the national frameworks and bodies that exist at the national level to ensure disability inclusion.	2021	https://www.youtube.com/watch?v=NEKqQw5KTC8
Comprehensive Sexuality Education Curriculum Framework for Students in Tertiary Education Institutions	Tools	Higher and Tertiary Education Institutions (HTEIs) in Zimbabwe are home to a large number of young adults at the peak of their sexual lives. They are vulnerable to sexual and reproductive health (SRH) related concerns and risks as they navigate new responsibilities, relationships, and experiences on their own and in unfamiliar settings. The curriculum framework will be used by all higher and tertiary institutions in the delivery of Comprehensive Sexuality Education.	2021	-
Teaching Manual on Comprehensive Sexuality Education for Students in Tertiary Education Institutions	Tools	The teaching manual prepares and supports the CSE lecturer in higher and tertiary institutions, all other lecturers, relevant duty bearers and other contexts in delivering CSE; that is, it helps prepare lecturers on how they can effectively teach the respective topics in the CSE curriculum. It helps the lecturer to examine his or her own biases which might affect his or her teaching, and how to minimize the anticipated negative effects of such biases.	2021	-





Spotlight Initiative

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CSE training package and orientation package for in and out of school	Tools	Training programme used by Ministry of Primary and Secondary Education in the training of in-service teachers on Comprehensive Sexuality Education	2019	-
Guidance, Counselling and Life Skills Education Learner Modules	Tools	Transcription of Learner Modules on Guidance, Counselling and Life Skills Education into braille (Grade 5 - 7)	2021	master soft copies
A Training Manual for Non-Teaching Staff on Sexual and Gender Based Violence, Sexual and Reproductive Health and Rights: Identification, Reporting and Response in Schools	Tools	The training manual was developed with schools' non-teaching staff at heart to address the knowledge and skills gap in the management of SGBV and SRH rights abuse in schools' environments. The overall goal of the training manual is to increase non-teaching staff's knowledge, shift attitudes and behaviors so that they may prevent SGBV/HPs and respond to learners who have experienced SGBV. Specifically, the handbook will be used in the training of non-teaching staff in aspects such as prevention of SGBV, mechanisms for reporting and management of SGBV cases in schools.	2021	
Standard Operating Procedures for Establishing and Operating a 72-hour GBV Desk at School	Tools	The Standard Operation Procedures (SOP) for Setting Up and Operating 72 Hour GBV Response Desk are meant to guide school level leadership, teachers, learners and all stakeholders on how to set up and support mechanisms for preventing and managing GBV and other learner related violations in the school environment. The SOPs have been developed to complement both Director's Circular No 27 of 2008 on compulsory establishment of child abuse prevention and management reporting structures and Secretary's Circular No 5 of 2000 on prevention and management of child abuse cases.	2021	





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A rapid assessment report on community and household child protection mechanisms during COVID-19 lockdown induced school closures	Assessments	Forum for African Women Education Zimbabwe (FAWEZI) engaged ZIMREDA to conduct a Rapid Assessment on Community and Household Child Protection Mechanisms when schools are closed due to COVID-19. The rapid assessment sought to achieve the following specific objectives: <ul style="list-style-type: none"> • Establish the status of household and community child protection mechanisms. • Establish the challenges caused by COVID-19 on these existing structures. • To proffer recommendations on how the government and partners can strengthen these child protection structures beyond COVID 19. • Explore how to sustain linkages between schools and communities/households during extended school closures. 	2021	
Multi-Sectoral Management of Sexual Abuse & Violence in Zimbabwe. Standard Operating Procedures to the 2019 Protocol for Practitioners Managing Cases of Sexual Abuse and Violence	Tools	Standard operating procedures providing quality checklists and standards in the operationalization of the Multi sectoral protocol to service providers. English Shona and Ndebele versions available Braille version available	2021	
Guidelines for The Prevention of Sexual Exploitation and Abuse (PSEA) And Sexual Harassment by Institutions of Higher Learning in Zimbabwe	Capacity Development Modules	PSEA Guidelines for tertiary institutions	2020	





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Protection from Sexual Exploitation and Abuse (PSEA) Online Course in Tertiary Institutions	Capacity Development Modules	PSEA online course	2021	
Training Manual: GBV Sensitization for Agriculture Extension Workers, District Development Officers and Provincial Gender Officers	Capacity Development Modules	Training manual on building capacity of Agricultural Extension workers to provide support for GBV awareness, prevention and response in their communities	2019	
GBV Survivor Assisted Support System: Intake Form	Tools	Form for documenting survivors and tracking the support received through the referral system for clients supported through the survivor assisted mechanism.	2020	
GBV Survivor Assisted Support System Reporting Form Spotlight Initiative	Tools	Form for documenting CDCs trained, number of survivors assisted, number of survivors accessed escort fees, number of service providers trained to identify and care for survivors	2020	
Assessing GBV Data Collection Tools and Information Management Systems in Zimbabwe	Assessments	An assessment of GBV Data Collection Tools and Information Management Systems in Zimbabwe	2020	
Harmonized GBVIMS framework	Tools	Framework for GBV data collection at National level	2021	
Fit for Life and Work, Learner's 21st Survival kit Workbook	Capacity Development Modules	Learner Workbook that promotes Life Skills empowerment and complement teaching of Comprehensive Sexuality Education in Primary and Secondary Schools		http://www.mopse.co.zw/sites/default/files/public/downloads/FIT%20FOR%20LIFE%20HANDBOOK1.pdf





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
ZGC Gender Forum Report	Position Papers/Thematic Strategy Briefs	A Gender Forum report is produced by the Zimbabwe Gender Commission after conducting the national Gender Forum in line with provisions of Section 8(i) of the Zimbabwe Gender Commission Act [Chapter 10:31] which prescribes the ZGC to annually convene the National Gender Forum to discuss topical gender issues. The outcome of the forum informs policy engagements on issues discussed	2021	
Gender Profile	Guidance note	The gender profile is a gender assessment of Zimbabwe in order to identify key gender inequalities that constrain inclusive growth by assessing the existing policy and legal frameworks, the institutional and human resources capacity for advancing gender equality and empowerment of women from a gender perspective, the socio-economic impacts of the COVID 19 on women and men, and recommend key areas for strategic actions to address existing gender gaps and inequalities identified.	2021	
Fact sheets on GBV	Briefs/Factsheets	A document that contains the most relevant information on GBV globally and locally. The factsheet was developed to highlight messages on violence against women and girls. Highlights facts and statistics on GBV	2021	
Women and Men report	Assessments	The report presents statistics on the status of men and women in Zimbabwe and brings light on progress that has been made to address inequality in various areas such as education, health etc.	2021	





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ZGC M&E Framework	Tools	A documentation of the ZGC M&E system to guide gender programmes at the national level. It provides guidance on Monitoring and Evaluation	2021	
IAG Policy Briefs by IAGs	Research Papers	A set of policy briefs developed by Innovators against Violence aimed at Informing policy at different levels of implementation and programming on a number of GBV and SGBV related topics	2021	
NSDSII Evaluation Report	Research Papers	An assessment of the national statistical strategy from a gender perspective. Monitoring and Evaluation Report	2021	
ZIMVAC Report	Assessments	A gender analysis of the 2020 ZIMVAC assessment to ensure that gender is mainstreamed in key humanitarian responses and in interventions to ensure food and nutrition security. To Inform programming	2021	
Video Documentary	Infographics	highlights impact of the Spotlight Initiative , Capturing Accounts and experiences of beneficiaries who participated during the implementation of the project.	2021	https://unwomen.sharepoint.com/:f:/t/UNWOMENZIMBABW/ECO/Evi5aEFqKedGjUebkqVS-qEB1g55RU6lojcNJ9Vfp0gSlg?e=E2CMka
United Nations Essential services package for women and girls subject to violence	Tools	The knowledge product provides guidelines for implementation of programmes that are aimed at service provision in addressing VAW. This is key for movement builders to hold service providers and responsible authorities accountable.	2021	
It's All One Curriculum: Guidelines and Activities for a Unified Approach to Sexuality,	Tools	The knowledge product details an inclusive approach to programming with an orientation towards inclusion of groups of populations facing multiple or intersecting forms of vulnerability.	2021	





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Gender, HIV, and Human Rights Education				
Consolidated Social Accountability Strategies	Tools	The knowledge product gives information on the Social Accountability mechanisms that were developed by Spotlight Implementing partners and they include relevant social accountability tools and issues to be addressed.	2021	
RESPECT FRAMEWORK Preventing Violence Against Women	Tools	The Knowledge product provides knowledge, tools and strategies for preventing VAW and engagement of men and boys in the process	2019	
#HeForShe Indaba Model	Tools	The knowledge product provides an Action tool kit and guidelines for implementing multi-stakeholder solution-focused dialogues that are aimed at advancing social accountability and joint advocacy for EVA and GEWE.	2021	
ZGC Research Report	Research Papers	Document outlines ZGC'S Monitoring and Evaluation Framework which is designed to enable ZGC to effectively implement its Constitutional mandate of monitoring gender equality in Zimbabwe.	Work in progress to be shared Jan 2022	
CEDAW Recommendations	Position Papers/Thematic Strategy Briefs	Offer recommendations and Informs Policy emphasizing importance of SDG 5 on Gender equality and mainstreaming the principals of equality and non-discrimination throughout all 17 Goals	Work in progress to be shared Jan 2022	
Gender Responsive Budgeting Guidelines and tools	Capacity Development Modules	Capacity building tools on GRB for the Government Ministries and other stakeholders	work in progress to be shared Jan 2022	





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An assessment of system capacity, bottlenecks and barriers in collecting, analyzing, preserving and presenting physical and digital forensic evidence related to sexual gender-based violence	Assessments	the assessment looked at the capacity, bottlenecks and barriers in collecting, analyzing, preserving and presenting physical and digital forensic evidence related to sexual gender-based violence	2021	
Costed National Action Plan to End Child Marriage	Capacity Development Modules	Costing the National Action Plan on ending child marriages to enable implementation of activities	2021	
Mapping and Analysis of Government Policies, Programmes, Strategies and Plans that aim to end SGBV, HP and strengthen SRHR in Zimbabwe	Assessments	Mapping and Analysis of Government Policies, Programmes, Strategies and Plans that aim to end SGBV, HP and strengthen SRHR in Zimbabwe	2021	
Scientific Aids Crime Scene Manual	Capacity Development Modules	revision of the Scientific Aids Manual for the ZRP	2021	
Revised Investigation Guidelines on Handling Victims of Sexual Offences and Aspects of the Investigation	Capacity Development Modules	Revising Investigation Guidelines on Handling Victims of Sexual Offences and Aspects of the Investigation	2021	





Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
Secondary Data Analysis of Sexual and Gender Based Violence and Harmful Practices Crime and Criminal Justice Statistics in Zimbabwe	Assessments	analyzing data on crime statistics as they relate to SGBV/HP	2021	
Crime and Criminal Justice Assessment Report	Assessments	an assessment of crime trends to enable sharing of data in the justice system	2021	
Assessment of the Gaps and Barriers to the Implementation of the Existing SGBV/HP/SRHR Legal and Policy Framework	Assessments	Assessing Gaps and Barriers to the Implementation of the Existing SGBV/HP/SRHR Legal and Policy Framework	2021	
Victim Impact Statement Training Manual for the Judiciary	Capacity Development Modules	training manual focusing on the impact of the crime on a victim and how this can form part of the evidence	2021	
Standard Operating Procedures for Termination of Pregnancy	Guidance note	SOPs outlining steps to be followed as per the Termination of Pregnancy Act	to be completed	
SOPs for implementation of the Multisectoral protocol on management of sexual violence	Guidance note	SOPs outlining steps to be followed in implementing the Multi Sectoral Protocol	2021	
Exploratory Study on Online Sexual Abuse of Women and Girls on Zimbabwe	Assessments	Study on Online Sexual Abuse of Women and Girls on Zimbabwe	2021	





Spotlight Initiative

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed /published or expected to be	Link to Knowledge Product (if available)
Child Witness and Intermediary Training Manual	Capacity Development Modules	training manual for justice actors on how to handle child witnesses and apply child friendly principles in SGBV cases	to be completed in 2022	
UNICEF Position Paper on the Marriages Bill	Position Papers/Thematic Strategy Briefs	the paper provides recommendations to Parliament on suggested amendments to the Marriages Bill	2020	
UNICEF Position Paper on the Cyber crime Bill	Position Papers/Thematic Strategy Briefs	the paper provides recommendations to Parliament on suggested amendments to the Cyber Crime Bill for protection of women and children online	2020	
UNICEF Position Paper on the Public Health Act	Position Papers/Thematic Strategy Briefs	the paper provides recommendations to Parliament on suggested amendments to the Public Health Act	2021	
Communication for development (C4D) formative Analysis (FA) and Spotlight C4D- SBC Strategy	Position Papers/Thematic Strategy Briefs	Guidance strategy for social and behavior and social norms shifts , transformations through communities engagement, co-creation, HCD etc.	2021	



2022 Spotlight Zimbabwe Knowledge Management Products

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UNDP	Gender and Sexual Harrasment Module	Capacity Development Modules	The purpose of this module is to guide the Public Service Academy (PSA) in training and equipping public service employees with the requisite skills to discharge their duties in a gender-responsive manner. The module aims to improve civil servants' understanding of the concept of gender equality and sexual harassment; to integrate gender into their perspectives to programmes and policies; to make specific reference to international, regional, and domestic normative standards and policies on gender and sexual harassment as well as provide information on where to seek guidance when violations occur.
UNDP	Public Service Disability Policy	Guidance note	The Public Service Disability Policy seeks to strengthen disability inclusion in planning, policies, and programmes to create a diverse and inclusive working environment and to improve efficiency and effectiveness in the delivery of public goods and services to persons with disabilities, with a focus on women and girls with disabilities.





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UNDP	National Inquiry Report on sexual exploitation and abuse of young women and girls focusing on the practice of Child marriage	Assessments	the Zimbabwe Gender Commission undertook a National Inquiry on Sexual Exploitation and Abuse of Young Women and Girls focusing on the practice of Child Marriage. The report proffers the findings and recommendation to address child marriages in Zimbabwe.
UNDP	(revised) National Gender Based Violence Strategy (2022-2030)	Tools	This revised National GBV Strategy (2022-2030) provides a guiding framework for the national response to GBV in Zimbabwe. The Strategy sets out GBV priority areas for the country and outlines specific actions and strategies that the Government of Zimbabwe, development partners, CSOs and community actors should embark on to prevent and respond to Violence Against Women and Girls.
UNDP	Updated training curriculum for the Ministry responsible for Women Affairs' training centres	Capacity Development Modules	The training curriculum is a tool to be used within the training centres of the MOWACSMED. The curriculum focuses on upgrading rural women's knowledge and skills to move from subsistence and survival economic projects to medium and large entrepreneurship initiatives. GBV issues are integrated into the curriculum.
UN Women	The Peace Hut Model Toolkit	Tools	Documentation of the community-based Peace Hut Model for addressing GBV and Conflict Resolution





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UN Women	Beyond Marriage Abridged Report	Research Papers	Abridged version of the research on ‘Why adolescent girls and young women view marriage as the best option for a better future’
UN Women	Key messages to combat child marriages	Tools (Fact sheets)	Key messages emanating from the research on ‘Why adolescent girls and young women view marriage as the best option for a better future’, packaged into fact-sheets for community dialogues, schools and other for a for adolescent girls, boys
UNESCO	Profile of girls who dropout of schools due to pregnancy and marriage	Research Papers	In-depth analysis of the socio-demographic characteristics of girls who drop out of school because of pregnancy and/or child marriages. The report focuses on the male partners of these girls and the roles they can play in promoting the re-entry policy in place for girls to return to school after giving birth.
UNESCO	An Analysis of the Persons with Disabilities Bill with a special bias towards Women And Girls With Disabilities	Position Papers/Thematic Strategy Briefs	The position paper is based on a analysis and the recommendations which was submitted to Parliamentarians and decision-makers. The Federation of Organizations of Disabled Persons in Zimbabwe (FODPZ) conducted dialogues in Spotlight Provinces to collect the analysis and recommendations from persons with disabilities and specifically from women and girls, on the draft Disabilities Bill.





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UNESCO	Position Paper on the Implementation of The National Disability Policy	Policy Briefs	These Policy Briefs prepared by FODPZ provide recommendations to decision makers on steps to ensure that the National Disability Policy is effectively implemented, particularly the provisions relating to women with disabilities.
UNESCO	COALITION-BUILDING PARTNERSHIP STRATEGY AND ACTION PLAN	Tools	This is a strategic document which contains the vision, mission, action plan and strategic direction of the gender and intersectionality-focused transformational coalition for social change, which comprises the Women’s Movement and Disability Movement in Zimbabwe, formed through the SI in Zimbabwe.
UNICEF	Criminal Forensic Guidelines, with a specific focus on Nucleic DNA evidence, for the Judiciary and Prosecution	Capacity Development Modules	The purpose of the Guidelines is to provide those involved in the Criminal Justice system with a basic understanding of DNA. The guidelines will assist in the investigation of criminal offences involving DNA evidence when dealing with expert witness evidence in court.
UNICEF	Feasibility Assessment Report on the Establishment of Virtual Victim Friendly Courts (VVFCs) in Zimbabwe.	Guidance note	The assessment explores the feasibility of Virtual Victim Friendly Courts (VVFCs) in Zimbabwe, following the negative impact of the COVID-19 pandemic on the access to justice and the administration of justice during the severe lockdowns.





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UNICEF	Assessment of the Victim Friendly Courts Against Global Standards and International Best Practice	Assessments	This assessment measures the Victim-Friendly Courts in accordance with the national, regional and international Victim-Friendly Standards that guide the effective and efficient operation of Victim-Friendly Courts. This is the first assessment since the courts were established more than a decade ago.
UNICEF	A Guide to the Child Justice Bill	Guidance note	The Guide gives an overview of the draft Child Justice Bill, and provides a simple overview of the new system for dealing with children who are in conflict with the law which is contained in the draft Bill.
UNICEF	An Overview of the Child Justice Bill	Position Papers/Thematic Strategy Briefs	This document summarizes key aspects of the new provisions proposed in the Bill and can be used for popular education, advocacy and lobbying with key stakeholders.
Spotlight Coordination (UN WOMEN)	Our gains in fighting violence against women and girls	Infographic/Magazine	This product documents the key results achieved by the Spotlight Initiative in Zimbabwe and describes several of the Best Practices and Models developed during the implementation of the program.





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Spotlight Coordination (UN WOMEN)	Spotlight Zimbabwe Bi-Weekly Brief	Newsletter	Stories on the implementation of the Spotlight Initiative in Zimbabwe and the Briefs include data updates on the provision of GBV services supported by Spotlight. Since May 2020, 53 Briefs have been produced and disseminated to various stakeholders and by the Spotlight Secretariat globally. These communication and advocacy products will be produced in 2023.
UNICEF	Constitutional Audit: Children's Access to Justice in Zimbabwe	Assessments	The Constitutional audit was commissioned to identify further gaps in the legal and policy framework which require law reform to enable access to justice in cases of violence against children.





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